



**avis budget group**

# UK Gender Pay Gap Report 2019





# OUR GENDER PAY GAP REPORT EXPLAINED



"Whilst our aim is to have no gender pay gap, we are proud that both Avis Budget UK and Avis Budget Services continue to take steps towards gender parity. Avis Budget UK's mean gender pay gap is 30% in favour of women and the gap in Avis Budget Services is 11% in favour of men."

**Nina Bell,**  
Managing Director,  
Northern Region

## What is the Gender Pay Gap Report?

Gender pay gap reporting has been mandatory since 2017. The UK Government's intention is to encourage companies to act to close the gender pay gap. We are required to report for our legal entities with more than 250 employees, Avis Budget UK Ltd and Avis Budget Services Ltd.

## What does the Gender Pay Gap Report cover?

The report looks at a snapshot of our colleagues' 'Ordinary Pay' in the April 2019 pay period. This includes basic pay plus other elements such as car allowances, pay for leave, shift premiums and any bonus or commission received and relevant in the April pay period. It doesn't include any overtime payments or deductions made through salary sacrifice such as pension contributions. The bonus element of the report considers all bonus payments earned in the previous twelve months running up to April 5, 2019.

## Did you know?

The gender pay gap and equal pay are often confused, but the two are quite different. The gender pay gap is the difference between the average pay of men, compared to the average pay of women within an organisation, across all levels of the business. Equal pay looks at pay for men and women, performing the same work or work of equal value.

## The difference between the mean and median

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The median is the figure that falls in a range when the wages of all relevant employees are lined up.





# AVIS BUDGET UK

## THE DATA

In Avis Budget UK we have a Gender Pay Gap that is 30% in favour of women.

### Ordinary Pay Gap



### Bonus Pay Gap



### Bonus Pay Gap

Proportion of men receiving a bonus payment and proportion of women receiving a bonus payment



### Pay Quartiles

Proportion of men and women in each equally sized pay quartiles

Lowest Paid ▶ Highest Paid



Men 91.1%  
Women 8.9%



Men 83.0%  
Women 17.0%



Men 61.5%  
Women 38.5%



Men 64.3%  
Women 35.7%



# AVIS BUDGET SERVICES

## THE DATA

In Avis Budget Services we have a Gender Pay Gap that is 11% in favour of men.

### Ordinary Pay Gap



### Bonus Pay Gap



### Bonus Pay Gap

Proportion of men receiving a bonus payment and proportion of women receiving a bonus payment



### Pay Quartiles

Proportion of men and women in each equally sized pay quartiles

Lowest Paid ▶ Highest Paid



Men 58.3%  
Women 41.7%



Men 50.6%  
Women 49.4%



Men 66.3%  
Women 33.7%



Men 68.3%  
Women 31.7%



# CONNECTING YOU TO **DIVERSITY AND INCLUSION**



## DRIVING GENDER EQUALITY

"A key component of our ongoing commitment to diversity and inclusion, is our motivation to improve diverse representation across all functions in the business. Reaching this goal will inspire current and future employees, and the next generation of workers to our organization.

For many years, individuals across the company have been celebrating the success of their female counterparts and getting involved with events that champion women, such as International Women's Day.

There are many contributing factors to why we have a gender pay gap in Avis Budget UK and Avis Budget Services. We will continue to understand and address these, by promoting equality and opportunity for both our female and male talent at all levels of the organization.

In an industry that is notoriously dominated by men\*, we are proud of our female leaders, such as Nina Bell (Managing Director, Northern Region); Julia Kemp (Director, Sales and Partnerships); and Louisa Bell (General Manager, UK) all of whom were recognised as exemplary female role models in 2019.

I confirm the data contained in this report is accurate and has been produced in accordance with the regulations."

**Sarah Seddon,**  
HR Director, Northern Region and International HQ



Louisa Bell  
featured in  
Women to Watch  
in Hospitality,  
Tourism & Leisure  
index 2019



Julia Kemp  
receives esteemed  
Odyssey Award



Nina Bell was  
awarded the  
John Leigh Outstanding  
Achievement Award

(\*Deloitte: Women at the wheel, 2018 - female employees represent only a quarter of the fleet sector workforce).

