UK GENDER PAY GAP REPORT

2022

"Avis Budget UK's mean gender pay gap is 0.8% in favour of men, the gap in Avis Budget Services is 16.5% in favour of men, and the gap in Zipcar UK is 6.3% in favour of men. Our overall mean gender pay gap for our UK employees is 2.8% in favour of men."

Paola Moretti,
Senior HR Director, UK

Emma Short,
HR Business Partner, UK

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

Stuart Marlow,
Global Reward Director

OUR GENDER PAY GAP REPORT
EXPLAINED

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 reporting for all 3 of our legal entities in the UK, even if they have fewer than 250 employees, which is the required reporting threshold.

What does the Gender Pay Gap Report cover?

The report looks at a snapshot of our colleagues' 'Ordinary Pay' in the April 2022 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 2022.

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 the middle of the range when the wages of all relevant employees are sorted by value.
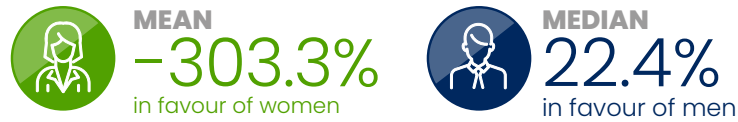
AVIS BUDGET UK
THE DATA

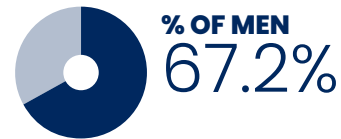In Avis Budget UK we have a Gender Pay Gap that is 0.8% in favour of men.
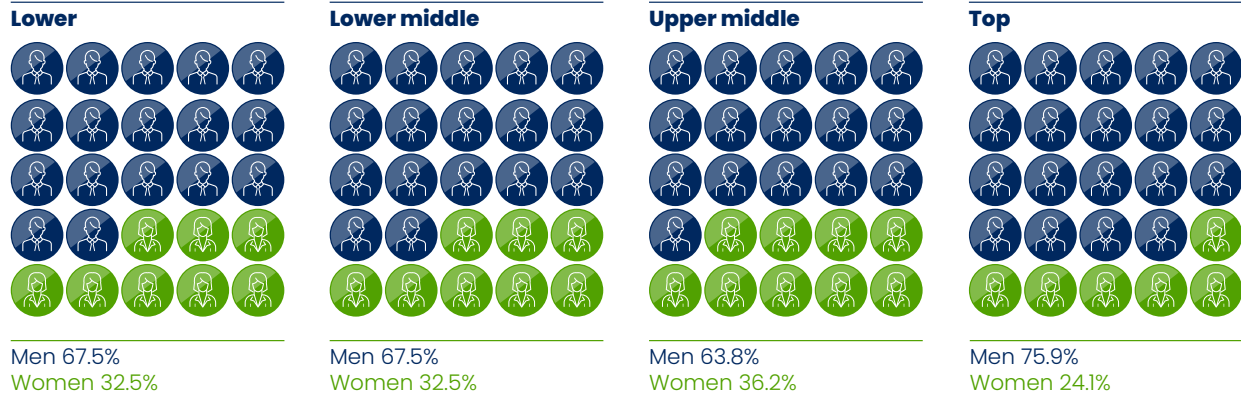
Ordinary Pay Gap

MEAN
0.8%
in favour of men

MEDIAN
1.5%
in favour of men

Bonus Pay Gap

MEAN
−303.3%
in favour of women

MEDIAN
22.4%
in favour of men

Bonus Pay Gap
Proportion of men and women receiving a bonus payment

% OF WOMEN
63.0%

% OF MEN
67.2%

Pay Quartiles
Proportion of men and women in each equally sized pay quartile

Lowest Paid → Highest Paid

Lower
Men 67.5%
Women 32.5%

Lower middle
Men 67.5%
Women 32.5%

Upper middle
Men 63.8%
Women 36.2%

Top
Men 75.9%
Women 24.1%

AVIS BUDGET SERVICES
THE DATA

In Avis Budget Services we have a Gender Pay Gap that is 16.5% in favour of men.

Ordinary Pay Gap

MEAN
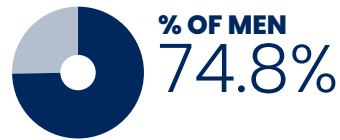**16.5%**
in favour of men

MEDIAN
14.1%
in favour of men

Bonus Pay Gap

MEAN
52.3%
in favour of men

MEDIAN
11.8%
in favour of men

Bonus Pay Gap
Proportion of men and women receiving a bonus payment

% OF WOMEN
70.3%

% OF MEN
74.8%

Pay Quartiles
Proportion of men and women in each equally sized pay quartile

Lowest Paid ——————————→ Highest Paid

Lower

Men 53.3%
Women 46.7%

Lower middle

Men 55.6%
Women 44.4%

Upper middle

Men 66.7%
Women 33.3%

Top

Men 68.9%
Women 31.1%

ZIPCAR UK
THE DATA

In Zipcar UK we have a Gender Pay Gap that is 6.3% in favour of men.
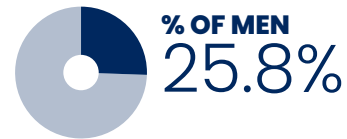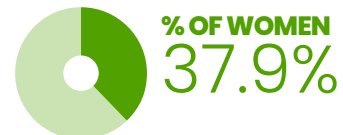
Ordinary Pay Gap

MEAN
6.3%
in favour of men

MEDIAN
−2.2%
in favour of women

Bonus Pay Gap

MEAN
50.0%
in favour of men

MEDIAN
27.0%
in favour of men

Bonus Pay Gap
Proportion of men and women receiving a bonus payment

% OF WOMEN
37.9%

% OF MEN
25.8%

Pay Quartiles
Proportion of men and women in each equally sized pay quartile

Lowest Paid ──────────────────▶ Highest Paid

Lower

Men 85.7%
Women 14.3%

Lower middle

Men 65.0%
Women 35.0%

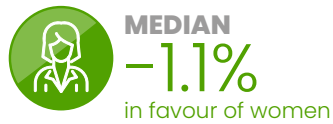**Upper middle**

Men 75.0%
Women 25.0%

Top

Men 70.0%
Women 30.0%

AVIS BUDGET GROUP – TOTAL UK POPULATION
THE DATA

In our total UK population we have a Gender Pay Gap that is 2.8% in favour of men.
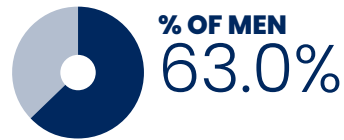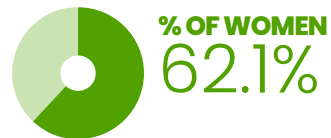
Ordinary Pay Gap

MEAN
2.8%
in favour of men

MEDIAN
−1.1%
in favour of women

Bonus Pay Gap

MEAN
15.0%
in favour of men

MEDIAN
−1.8%
in favour of women

Bonus Pay Gap
Proportion of men and women receiving a bonus payment

% OF WOMEN
62.1%

% OF MEN
63.0%

Pay Quartiles
Proportion of men and women in each equally sized pay quartile

Lowest Paid ⟶ Highest Paid

Lower
Men 67.6%
Women 32.4%

Lower middle
Men 66.9%
Women 33.1%

Upper middle
Men 66.2%
Women 33.8%

Top
Men 67.6%
Women 32.4%