

OUR 2017 GENDER PAY GAP REPORT

Europcar are committed to paying people equally and fairly for the job that they hold irrespective of their gender.

This report sets out the differences in average hourly rates of pay and bonus pay for men and women in the relevant period up to 5 April 2017.

People's Pay

The table below shows our gender pay gap (mean and median) in hourly rates of pay as of 5 April 2017.

Difference between men and women		
	Mean	Median
Hourly Fixed Pay	-4.24%	-26.35%

Our negative gender pay gap means that the average hourly rates of fixed pay are higher for women than they are for men at Europcar.

Pay Quartiles

The charts below illustrate the gender distribution at Europcar UK across four equally sized quartiles of the workforce. Each quartile contains just over 650 members of staff.

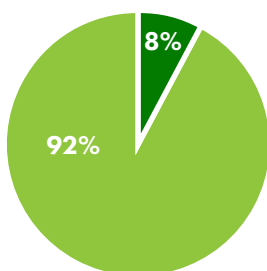


Men

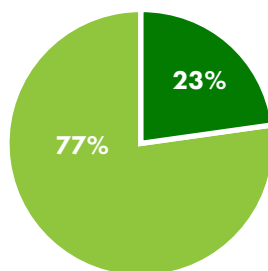


Women

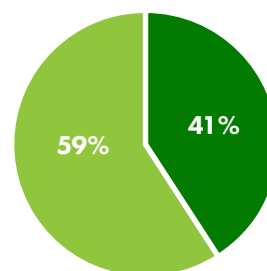
Quartile 1



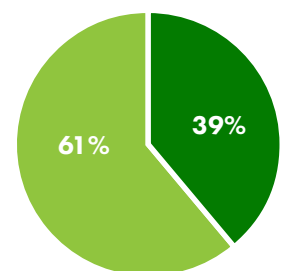
Quartile 2



Quartile 3



Quartile 4
(Highest Paid)



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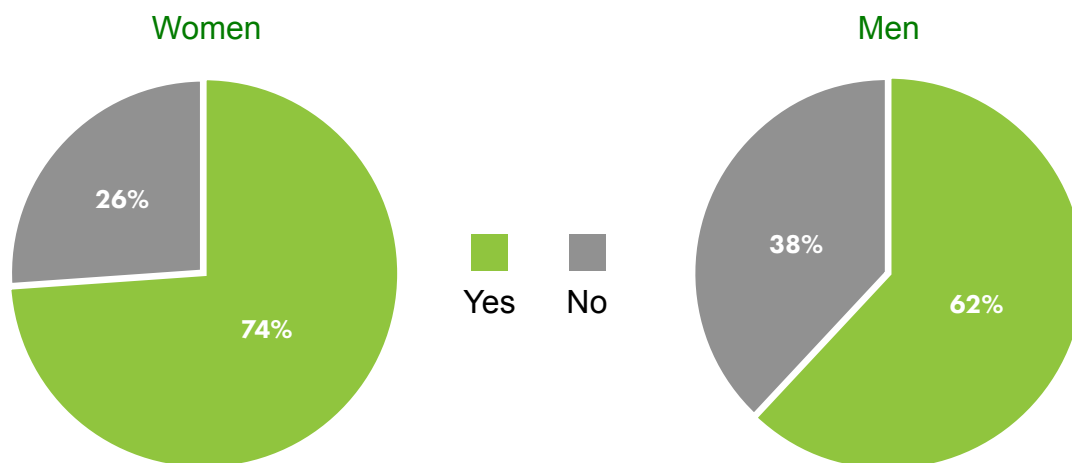
Bonus Pay

The table below shows the mean and median difference between bonuses paid to men and women at Europcar in the year up to 5 April 2017.

Difference between men and women		
	Mean	Median
Bonus Pay	-5.05%	-85.19%

Our negative gender pay gap means that the average bonus payment made to women was higher than the average bonus payment made to men.

Proportion of Colleagues awarded a bonus in the year to 5 April 2017



This shows that proportionately, more women received a bonus in this period than men.

I confirm that the data reported in this document is accurate.

Gary Smith
Managing Director