

# 2020 GENDER PAY GAP REPORT

**Europcar Mobility Group UK 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 2020.

## PEOPLE'S PAY

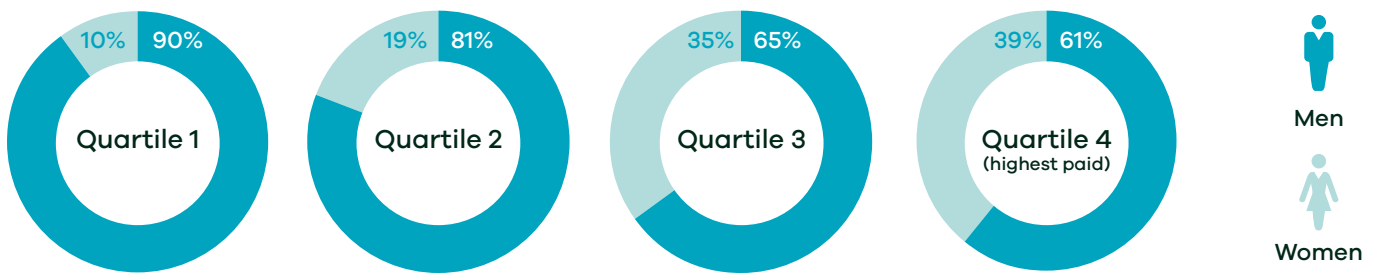
The table to the right shows our gender pay gap (mean and median) in hourly rates of pay as of 5 April 2020.

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 Mobility Group UK.

Difference between men and women		
	Mean	Median
<b>Hourly Fixed Pay</b>	<b>-14.46%</b>	<b>-22.59%</b>

## PAY QUARTILES

The charts below illustrate the gender distribution at Europcar Mobility Group UK across four equally sized quartiles of the workforce. Each quartile contains around 467 members of staff.



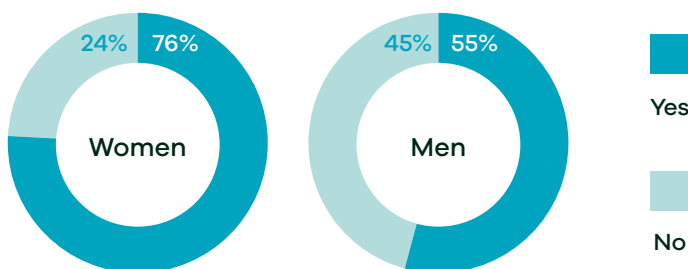
## BONUS PAY

The table to the right shows the mean and median difference between bonuses paid to men and women at Europcar Mobility Group UK in the year up to 5 April 2020.

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

Difference between men and women		
	Mean	Median
<b>Bonus Pay</b>	<b>-8.11%</b>	<b>-141.82%</b>

## Proportion of colleagues awarded a bonus in the year to 5 April 2020



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

I confirm that to the best of my knowledge, the data reported in this document is accurate.



Ron Santiago | Managing Director  
Europcar Mobility Group UK