



DIVER SIXTY

Sixt UK Gender Pay Reporting 2019/20 – Published in October 2020



2019/20 UK Gender Pay Gap Report

Foreword

For the 4th year running Sixt UK looked forward to work through our Gender Pay Report.

As a business this gives us an opportunity to review how and where we offer opportunities for advancement and to ensure we are inclusive across the whole of the business.

We hope through regular reporting our results will demonstrate our commitment to equal opportunities and the measures we put in place to support this vision.

What is the gender pay gap?

The gender pay gap is several average calculations that are designed to measure the difference between the average earnings of men and woman across the whole of an organisation. They are expressed as numbers that show the percentage of male earnings, e.g. men earn 1% more than women.

Is this the same as equal pay?

Equal pay is covered by the Equality Act 2010, and states that men and women jobs should be compensated equally for work of an equal value. The gender pay gap information instead will show the distribution of male and females throughout our pay hierarchy and will help to identify where there are opportunities for Sixt to amend working practises to ensure inclusivity.

About Sixt UK

At Sixt UK we are passionate about targets and ensuring our employees feel that they make a positive contribution to our end goal of reaching our business targets. We believe everyone has a role to play in the businesses success story and we have measures in place to ensure that our people are rewarded fairly for the contribution they provide.

Why has this been introduced?

Gender pay reporting has been introduced to provide transparency of pay as part of the government's initiative to ensure women are represented equally in the workplace.

What year do the figures relate to?

These figures relate to the reporting year of 2019 - 2020. The pay figures are taken from a snapshot date of April 5th, 2020, and the bonus figures relate to employees who were employed from April 2019- April 2020.

FEMALES – 23%

MALES – 77%

The split of gender across Sixt UK for our reporting year 2019 – 2020.

What is our Gender pay gap?

We continue to work hard to give internal employees and external candidates the opportunity to progress into senior roles. We are proud that throughout our senior leadership team we currently have a good representation of females, and we look forward to reporting on this in the future. Our continued challenge is how we can increase the number of females applying and being successful in our entry level roles and in our operational middle management positions. These roles are currently dominated by male employees.

Methodology

As we employ over 250 people we are required to submit our gender pay gap calculations in line with UK legislation. There are six main calculations which aim to show the distribution of males and females throughout the organisations pay and bonus hierarchy in order to identify any disparity.

This year, as a result of the Covid-19 impact, a proportion of our employees having been on Furlough on the snapshot date. Whilst we looked at data of in total 442 “relevant employees” in reporting our bonus pay gap, only 100 employees were classified as “full-pay relevant employees” and included in the reporting of our hourly gender pay gap.

Key Data

Information presented below relates to Sixt Rent a car UK, for years 2019 – 2020

Mean and Median Gender Pay Gap

Mean	Median
1.8%	12.4%

Mean and Median Bonus Gap

1.09%	33.6%
-------	-------

Proportion of males and females receiving a bonus



Proportion of males and females by pay quartile (%)

	Male	Female
Upper Quartile	72%	38%
Upper Middle Quartile	84%	16%
Lower Middle Quartile	80%	20%
Lower Quartile	72%	28%

What do our figures tell us?

We are positively encouraged to continue to see that both our mean gender pay gap and mean gender bonus gaps are marginal, indicating that average male and female at SIXT receive pretty equal level of pay and bonus.

Our median figures reported this year have been substantially skewed by a proportion of our staff that have been furloughed and so whilst we pay close attention to what has been identified, we look forward to evaluate our results in the years to come.

We stay committed to ensuring we are providing equal opportunities for all throughout the workforce, regardless of gender or any other protected characteristic and will make sure all activities relating to pay and progression continue to be dealt with in an objective and consistent manner.

The car industry, and in particular Sixt, are a target driven, results orientated business, and we know this is one of the reasons why our employees enjoy working with us. Bonuses at Sixt rely heavily on employee's individual attainment goals, and most are not capped. We recruit, retain and develop people that enjoy this entrepreneurial aspect and feel empowered by it.

We operate a number of bonus schemes that are regulated by ensuring employees working at the same level are on the same bonus scheme. We

are confident we ensure all our employees receive support required in order to achieve the highest bonus pay-outs.

We know from the calculation output, that a higher percentage of females received a bonus than males. One of the reasons for this is because a role that is predominantly occupied by males in our workforce is not rewarded with a bonus scheme.

DiverSIXTy - Our Equal Opportunities Commitment

Diversity has always been a part of our company and our corporate culture. As different as the companies within the SIXT Group are, as diverse are the people who work for us.

SIXT not only stands for strong brands, but also for strong values. As different as we are, we are united as a family. We demand and promote a corporate culture of acceptance, appreciation and respect in which everyone can develop their strengths and weaknesses, their personality and their ideas. This is DiverSIXTy.

It is our priority to give every employee space for the individual lifestyle, without gender playing a role. It is therefore very important to us to recruit well-trained and qualified women for our company, to actively promote them and to strengthen their positions.

We feel that our results are encouraging and broadly represent the car rental industry as we look to review our competitors reporting as well.

However, there is more that can be done to support equal opportunities throughout the whole workforce, and we want to commit to our employees, customers and stakeholders in order to ensure we do this.

I can confirm the information in this report is correct.



Marta Thomas- People Director