

Sixt Rent a Car Limited

Gender Pay Report 2021-22



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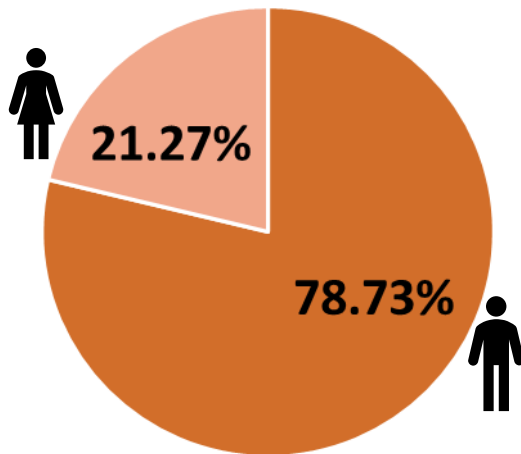


1. Introduction

We are proud to be able to report on our Gender Pay Gap for the sixth year running. Every year this gives us an opportunity to reflect on our business and ensure we are doing everything we can to be an inclusive and diverse place to work across all levels.

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 that aim to show the distribution of males and females throughout Sixt Rent a Car's pay and bonus hierarchy in order to identify any disparity from a snapshot date, which this year was the 5th April 2022.

Sixt Rent a Car as a business prides itself on providing a premium experience, and this is not limited to our customers. We work hard to give internal employees and external candidates the opportunity to progress into senior roles, and are proud that we have good representation of females within our leadership team. Our continued challenge is how we can increase the number of women applying and being successful in our entry level roles, and in our operational middle management positions which are still dominated by male employees.



A total of 268 employees were included in our calculations this year from the snapshot date of 5th April 2022: 211 men and 57 women.

What is the gender pay gap?

The gender pay gap is defined by several average calculations that are designed to measure the difference between the average earnings of men and women across the whole of an organisation. They are expressed as numbers that show the percentage of male earnings, for example if men earn 1% more than women it would be 1%, or -1% if women earn 1% more than men.

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 shows the distribution of men and women throughout our pay hierarchy and helps to identify where there are opportunities for Sixt to amend working practises to ensure inclusivity.



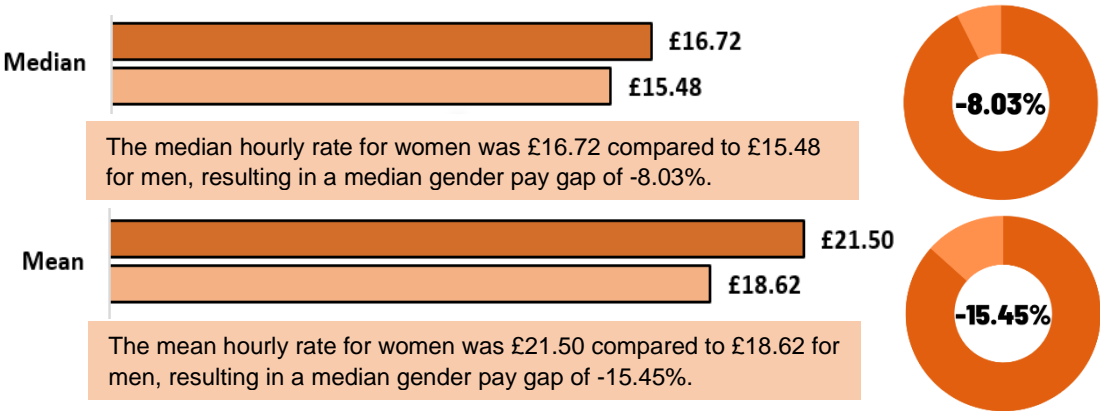
2. Gender Pay Gap at Sixt

The mean gender pay gap for Sixt Rent a Car increased from -7.8% in 2021 to -15.45% in 2022. The median gender pay gap saw a decrease, going from -17.5% to -8.03%. While the mean gender pay gap has increased, the trend in both areas is that women receive a higher hourly rate which has continued since last year.

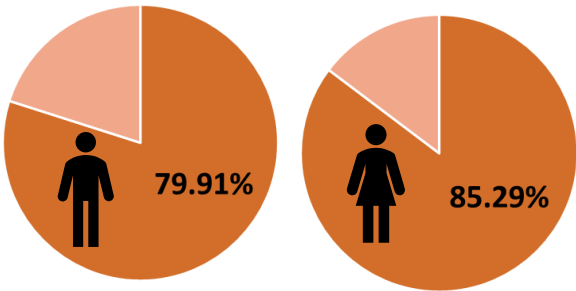
With the bonus pay gap, we saw a significant change in the numbers from 2021: the mean bonus pay gap decreased from 35.8% to 3.79%, and the median changed from 22.3% to -18.26%. Our primary bonus schemes are performance based, and the reason for the difference between mean and median is that there are more women earning bonus above the mean than below it. The strong representation of women in leadership roles also plays a role in this weighting.

A higher percentage of women received a regular bonus (ca. 5% more) and across our Rental Sales Agents the numbers show that on average they are earning more in commission than men in the same positions. The entry level role which is predominantly male, our Fleet Service Agents, were the only group in the business without a bonus scheme in place until the end of 2022. It is for this reason that we see a higher percentage of women receiving a regular bonus despite them making up only 21% of our workforce.

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

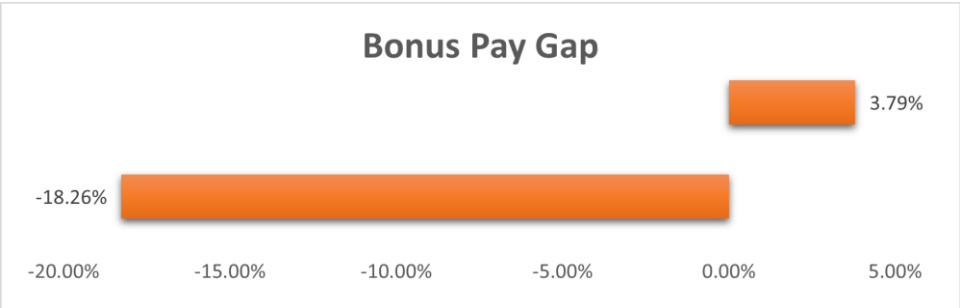


Percentage of Men and Women receiving a bonus



Women's mean bonus pay is 3.79% less than men's.

Women's median bonus pay is 18.26% more than men's.

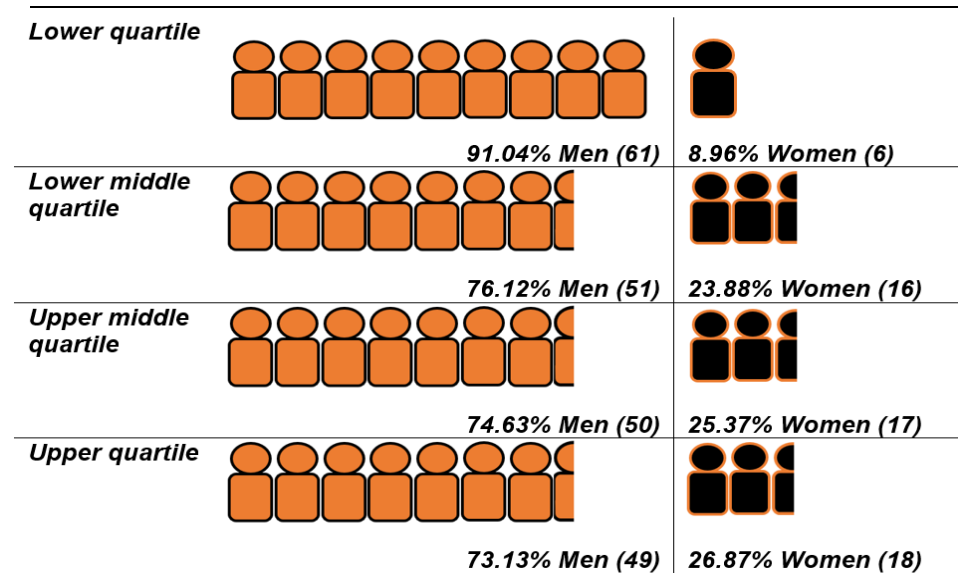


3. Gender Pay by Quartile

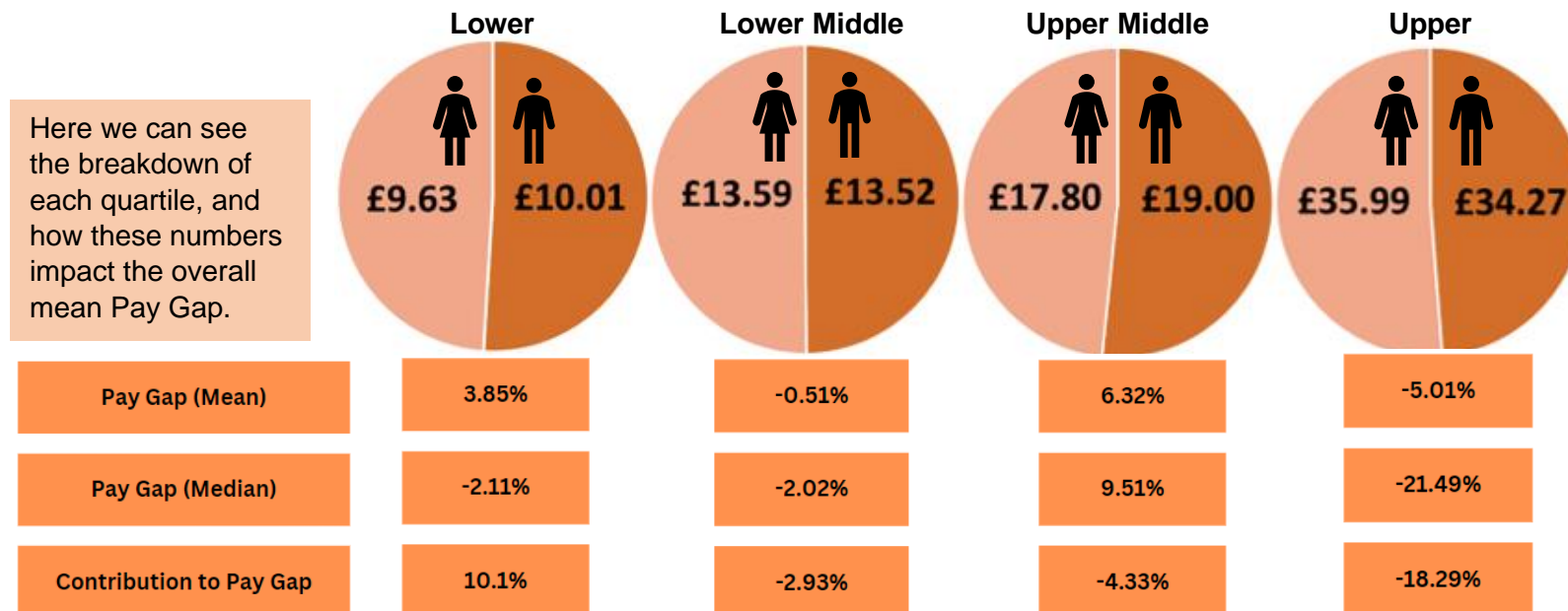
The information to the right divides employees up into 4 equal quartiles based on pay to further analyse the proportion of men and women in each quartile.

Whilst across the board we have a need to increase the attractiveness of our roles for women, this challenge is especially great in the lower quartile. The main position in this quartile is that of our Fleet Service Agents, whose main responsibilities include driving our vehicles, cleaning and checking them for damage but still maintaining high levels of customer service.

Gender Split by Quartile



Mean Pay per Quartile



4. Our Actions

Since the last Gender Pay review, we have made much progress to help foster the changes we want to see in our business, including:

- Empowered more women within Sixt Rent a Car to aspire towards leadership and management positions through our Supervisor and Management Trainee programme.
- Reimagined our job adverts attract more female applications.
- Increased our operations salaries ensuring consistency in pay ranges based on job role and the area cost of living.
- Conducted a fair pay review for all Manager's and Head Office/Sales staff to ensure consistency across job grades through pay ranges.
- Conducted a Diversity & Inclusion survey to give every colleague a voice through our "DiverSIXTy" initiative to let us know what this means for them.
- Upskilled managers to think outside the box when it comes to recruitment and being more flexible with offering part time contracts.
- Encouraged hybrid working in our Head Office, resulting in great flexibility which is responsive to many needs.
- Promoted International Women's Day and encouraged everyone to reflect on how they can contribute to the topic of "Equity" within Sixt as well as our society as a whole.



What is DiverSIXTy?

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 expect 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 their 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.

I confirm that the information in this report is correct.

Marta Kunica-Thomas

People & Culture Director UK



We've diversified our imagery in adverts to change the stereotypical male-driven industry image, and attract more applications as well as showing Sixt as an attractive place to work for everyone.

5. Glossary of Key Terms

Mean Pay Gap:

The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers, such as employees on zero-hour contracts.

Median Pay Gap:

The difference in pay between the middle-paid man and middle-paid woman in Sixt, usually expressed as a percentage. This is less affected by outliers.

Quartile:

A division of the entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to the highest-paid group (upper quartile).

Contribution to Pay Gap:

The number of percentage points a group contributes to the overall mean pay gap, whereby summing all the contributions per group will give you the mean pay gap. Using this, you will see which group contributes most to our pay gap.

Bonus Pay Gap:

The bonus pay gap looks at all bonus earned by each individual over a 12-month period leading up to the snapshot month, to then identify the difference in earnings between men and women.

