



Sixt UK Gender Pay Reporting - 2017

I am very pleased to have the opportunity to look at our practises with regards to equal opportunities. As a family run business we will continue to strive to ensure that both Men and Woman can have an enjoyable employment experience, through maintaining a rewarding and engaging career pathway regardless of gender.

Rob Jones - Head of People Management UK



Our 2017 UK Gender Pay Gap Report

Foreword

We welcome the introduction of gender pay gap reporting and the goal of what it sets out to achieve. 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 Sixt UK.

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 a number of 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 5% 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 2016-2017. The pay figures are taken from a snapshot date of April 5th 2017, and the bonus figures relate to employees who were continually employed from April 2016- April 2017.

**FEMALES –
25.4%**

MALES – 74.6%

The split of gender across Sixt UK for our reporting year 2016-2017

What is our Gender pay gap?

We have worked hard to give internal employees and external candidates the opportunity to progress into senior roles. We are proud that throughout our senior operations and leadership team we currently have equal proportions of males and females, and we look forward to reporting on this in the future.

Rob Jones- Head of People Management

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.

The gender pay calculations are completed on employees who received their full pay during the pay period of April 2017.

The gender bonus calculations are completed on all employees who received a bonus during the bonus period of April 2016- April 2017.

Key Data

Information presented below relates to Sixt Rent a car UK, for years 2016-2017.

Mean and Median Gender Pay Gap

Mean

1.3%

Median

-5.1%

Mean and Median Bonus Gap

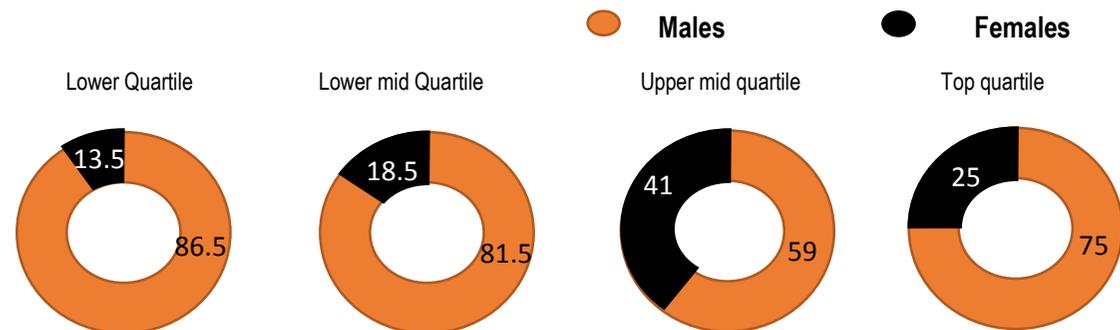
-26.3%

-23.7%

Proportion of males and females receiving a bonus



Proportion of males and females by pay quartile (%)



What do our figures mean?

Pay Figures

Mean Pay Gap **1.3%**

Our mean pay gap percentage tells us that we have provided pay and progression opportunities that are broadly similar across the internal levels of our organisation.

It tells us that we have provided similar hourly rates for both male and females across the organisation.

This means that if the organisation is made up of four males to every one female, then for every four males we have getting paid £10 an hour, we have one female. This is something we are really proud of, and something we believe makes us stand out from other industries.

Median Pay Gap **-5.1%**

Our median pay gap percentage demonstrates where we are in terms of the middle of the organisations pay scales. This shows us the middle value, which helps us to disregard any big outliers that might skew our figures.

We can see from this calculation that females earn a higher hourly rate than males. Whilst we are really

encouraged to see this, we also wanted to explain why this might be.

As we have a smaller amount of females than males in our workforce, we then see that each females individual pay can make a bigger contribution to the percentage figures than the males. Therefore, the way that we are required to report on this doesn't take the ratio of males to females into account.

Nonetheless, we find it really encouraging to know we provide rewarding workplace opportunities for employees of both genders, and feel this commitment really makes us stand out as a good employer.

Proportion of Males and Females in each Pay Quartile

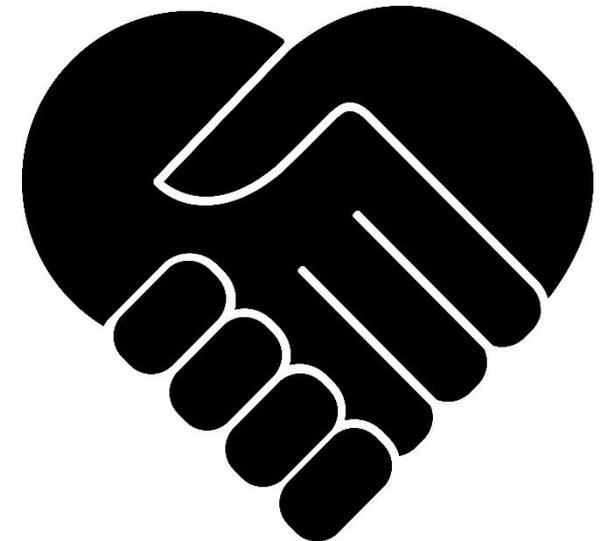
This calculation demonstrates how each gender is spread across our workforce in respect to pay. Pay in this respect is in relation to an hourly rate of pay, which could be different to the actual hourly rate of pay received as we are required by government to use a standardised calculation in order to determine the hourly rate of pay.

We find the results really encouraging as we feel they represent the gender demographic and overall make up of our workforce.

We are particularly excited that the results demonstrate how we are able to progress females

through the hierarchy of our organisation, and feel this is a really unique finding from within our industry.

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 manor.



Bonus Figures

Mean Bonus Gap -26.3%

Our mean bonus gap tells us that as an average females receive a higher bonus payment than males.

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 employees individual attainment goals, and 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.

Therefore, we feel the reason why our bonus disparity is favoured towards females is because of a number of exceedingly high performers that we reward fairly and consistently in line with the scheme rules.

We have made a commitment to ensure we provide equal bonus opportunities for all and have created an employee 'Guru' scheme to try and bridge the gap between bonus pay-outs. We want to ensure all of our employees have had the support required in order to achieve the highest bonus pay-outs.

Median Bonus Gap -23.7%

Our median bonus gap gives us a middle average which aims to refocus so any significant outliers do not contribute to the overall figure.

The majority of the bonus schemes that apply to this calculation are commission based, with a structured set of principles that govern the scheme.

Proportion of males and females receiving a bonus payment

This calculation shows us out of our whole workforce during the reporting period of April 2016-2017, how many employees of each gender received a bonus.

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.

We are committed to reviewing this regularly along with the business needs and where able are always looking to progress these individuals into roles that will attract a bonus scheme. We are also committed to ensuring we review the salary of these individuals regularly to ensure we are competitive in the market and rewarding fairly.



Our commitment to closing a gap and providing equal opportunities to all

We know 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.



Since the reporting period of 2016-2017 we have already made a number of positive changes to ensure that we are an inclusive organisation.

What have we already done?

Since the year we are reporting on, we have addressed some areas which we believe will ensure an inclusive workplace for all genders;

- Reviewed how we offer progression opportunities, and actively promoted various options to progression, so as to include a wider audience.
- Relocating our training centre to allow for easier commuter access. This makes our progression training more accessible, and helps when recruiting.
- Organically grown into a leadership and area operations team which is represented equally by men and women



What will we be doing next?

These are all parts of our People strategy, and areas we want to focus on over the next few reporting years;

- Reviewing our family friendly policies and practises to attract more females through our recruitment practises.
- Ensuring we continually review our progression programmes to ensure that they are inclusive to all genders and lifestyles
- Reviewing our employees total reward package, and ensuring we are providing an equal and competitive offering for employees of all backgrounds and genders, in respect to their role
- UK Wide diversity and inclusion training to eradicate any unconscious bias throughout recruitment, pay and promotion activities.

I can confirm the information in this report is correct.

A handwritten signature in black ink, appearing to be 'Per Voegerl'.

Per Voegerl- Managing Director UK