

UK GENDER PAY GAP REPORT

2025



avis budget group

"Avis Budget UK's mean gender pay gap is 6.5% in favour of men and the gap in Avis Budget Services is 15.3% in favour of men. Our overall mean gender pay gap for our UK employees is 8.6% in favour of men."



"I confirm the data contained in this report is accurate and has been produced in accordance with the regulations."

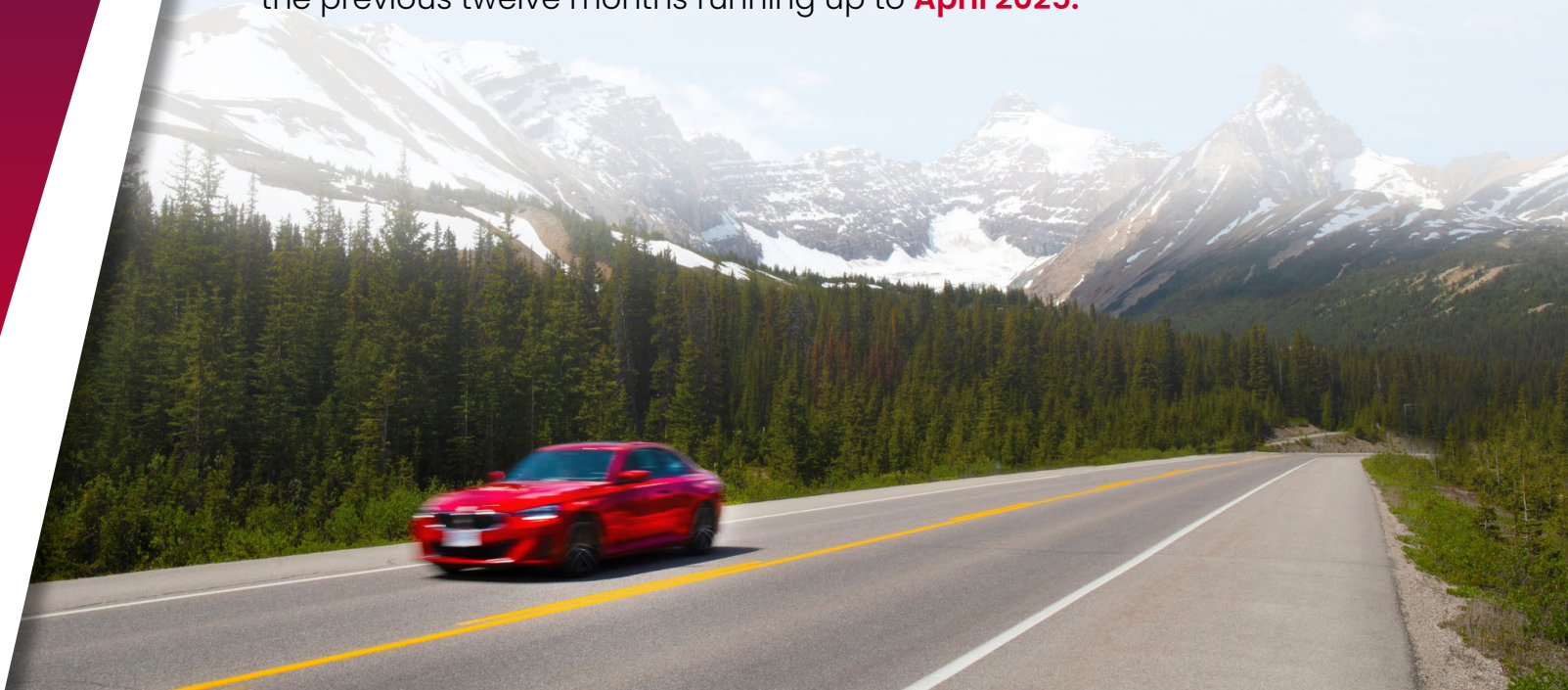
hshort

Emma Short
HT Business Partner, UK

WHAT DOES THE GENDER PAY GAP REPORT COVER?

The report looks at a snapshot of our colleagues' '**Ordinary Pay**' in the **April 2025 pay period**. This includes basic pay plus other elements such as car allowances, pay for leave, shift premiums and any bonus or commission received and relevant in the April pay period. It doesn't include any overtime payments or deductions made through salary sacrifice such as pension contributions.

The bonus element of the report considers **all bonus payments** earned in the previous twelve months running up to **April 2025**.



AVIS BUDGET UK THE DATA

In Avis Budget UK we have a Gender Pay Gap that is 6.5% in favour of men.

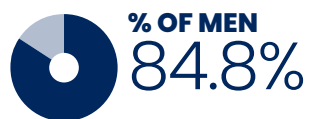
Ordinary Pay Gap



Bonus Pay Gap

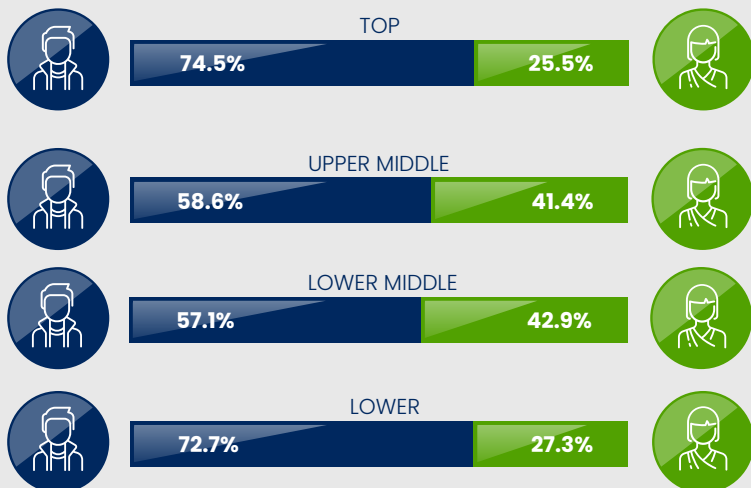


Proportion receiving a bonus payment



Pay Quartiles

Proportion of men and women in each equally sized pay quartile



AVIS BUDGET SERVICES THE DATA

In Avis Budget Services we have a Gender Pay Gap that is 15.3% in favour of men.

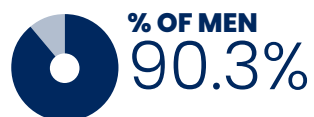
Ordinary Pay Gap



Bonus Pay Gap

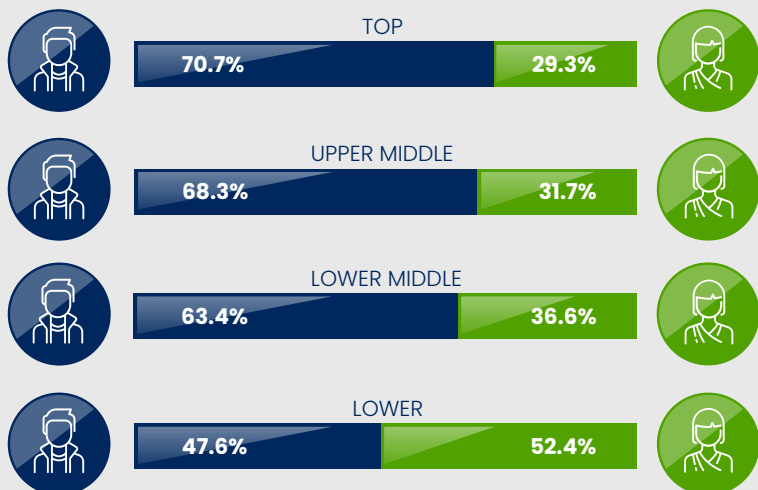


Proportion receiving a bonus payment



Pay Quartiles

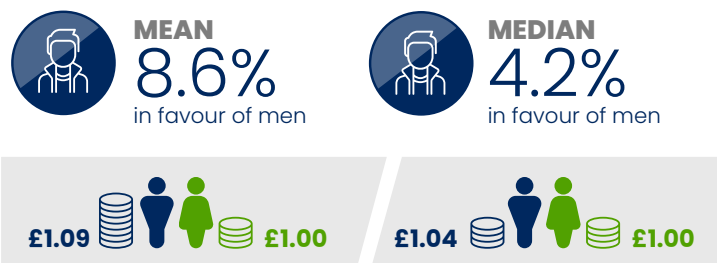
Proportion of men and women in each equally sized pay quartile



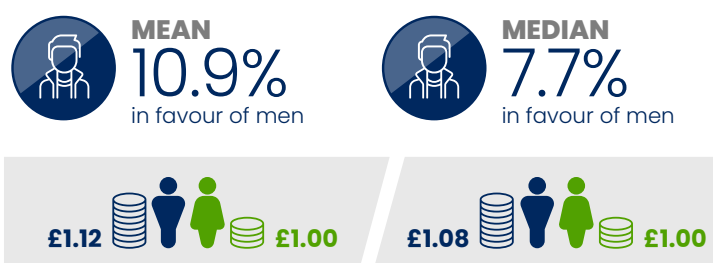
AVIS BUDGET GROUP – TOTAL UK POPULATION THE DATA

In our total UK population we have a Gender Pay Gap that is 8.6% in favour of men.

Ordinary Pay Gap



Bonus Pay Gap



Proportion receiving a bonus payment



Pay Quartiles

Proportion of men and women in each equally sized pay quartile

