

# GENDER PAY GAP REPORT

## A MESSAGE FROM

Frank Hayes, UK Managing Director,  
Northgate Vehicle Hire Ltd

2017 has been an exciting year for Northgate Vehicle Hire (Northgate) with many changes under way to turn around the business performance and deliver on our strategic opportunities. Our people are key to this, and it is personally important to me and my leadership team that Northgate has a culture which values the contribution everyone makes to the business, irrespective of their gender.

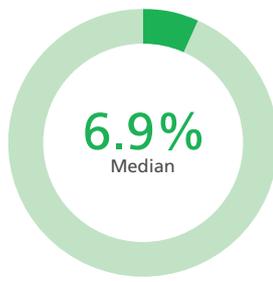
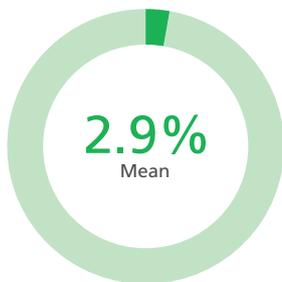
We are pleased to confirm that Northgate's mean pay gap of 2.9% stands significantly below the national average of 18.1% (Office for National Statistics), despite 71% of our workforce being male.

We have started work on a comprehensive review of our pay, benefits and policies structure and the outcomes will be shared shortly with our people. We plan to develop clear career paths and are committed to attracting and retaining the very best talent to the business, ensuring gender is never a factor in our decisions.

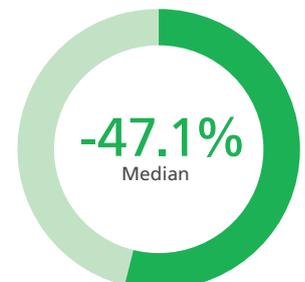
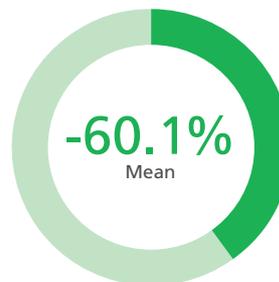
## Our Gender Pay Statistics

Difference between men and women

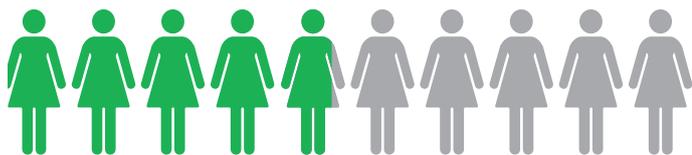
### GENDER PAY GAP



### GENDER BONUS GAP



### PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



47.9% of women received a bonus



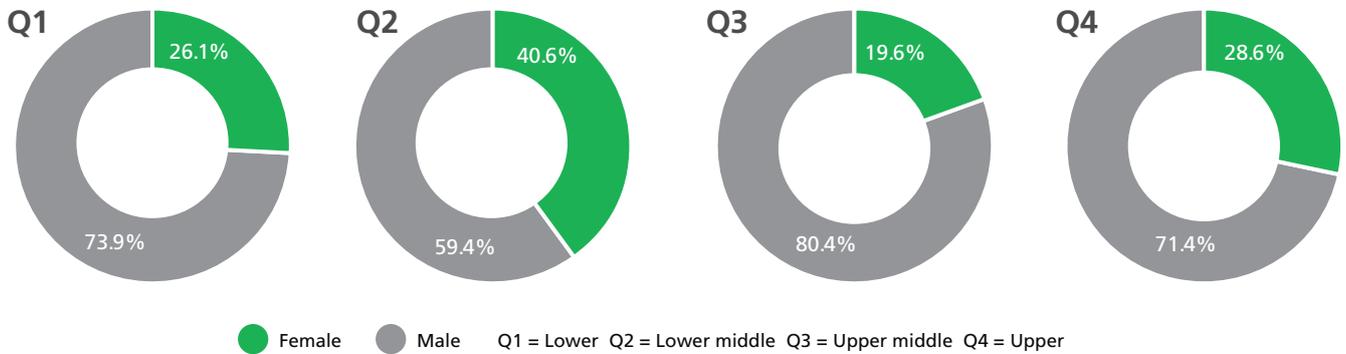
66.0% of men received a bonus

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## Proportion of males and females per earnings quartile

These charts illustrate the gender distribution at Northgate across four equally sized quartiles of the workforce. The quartiles represent the pay rates from the lowest to the highest for Northgate employees and each quartile contains just over 430 colleagues. The majority of the roles in the lower quartile are based in our branches and are predominantly made up of men; while most female colleagues fall within the lower middle and upper middle quartiles.



## What is the gender pay gap?

The pay gap measures the difference between the average hourly pay of all men and women in a company and the bonus gap is the percentage difference between the bonus or commission paid to men and women. Often, the gender pay gap is confused with "equal pay", but equal pay is a different measure and occurs where one gender is paid less than the other for the same or similar work.

## What causes our gender pay gap?

In assessing this area, we are looking at both the hourly pay and bonus pay figures. Our bonus gap numbers show that more women received a higher bonus payment in the relevant period. A significant number of sales employees received a bonus and there is a higher proportion of female employees within this sector of the business. There is also an impact of potentially more men in senior positions across the business. As part of our pay and benefits review, we will be looking at all elements of our pay to ensure equal and fair application.

I confirm that the data contained within this report is accurate.

Frank Hayes