



GENDER PAY GAP REPORT





Having worked in Supply Chain and Logistics for 15 years, working in male dominated environments is nothing new. However, I've been genuinely impressed by how inclusive LKQ Euro Car Parts is and the effort the company is making to diversify its workforce and create more flexible, better balanced working patterns. LKQ Euro Car Parts is on a journey and it's a privilege to be a part of it.

Lois Trailor
Director of Logistics

**The main trading and employing entities for the LKQ Euro Car Parts Group are Arleigh International Limited (Company no 01559541), Euro Car Parts Limited (Company no 02680212) and Andrew Page (which was the trading name of Andrew Page 1917 Ltd, Company no 10403406), who are the submitting entities of this report.

LKQ EURO CAR PARTS GROUP

LKQ Euro Car Parts Group trades and operates in the UK and Ireland via a number of companies, including LKQ Euro Car Parts, Arleigh Group and LKQ Coatings. Our UK and Republic of Ireland group companies are owned by LKQ Corp and are part of LKQ Europe. This cross-lateral working allows us to benefit from a variety of skills, expertise and talent across all of our companies.

As a responsible employer and in accordance with the Equality Act 2010 (Gender Pay Gap Reporting) Regulations 2017 we have produced this Gender Pay Gap Report. This report covers employees of Euro Car Parts Limited, the employing entity of the LKQ Euro Car Parts Group and our separate legal entity of Arleigh Group and that previously known as Andrew Page*. This report details colleagues at all levels, including the executive team. For further transparency, each individual company has declared their figures, along with our overall approach and strategy, as a responsible UK Group of companies.

I confirm that LKQ Euro Car Parts Group gender pay gap calculations are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information).

Andy Hamilton
Chief Executive Officer
LKQ Euro Car Parts Group



ABOUT

LKQ Euro Car Parts Group (including Euro Car Parts Limited, Arleigh International Limited) is an employer required by law to produce a Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Reporting) Regulations 2017.

The four types of figures we are required to report on, as set out by the government, include:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. This is not the same as unequal pay which is paying men and women differently for performing the same (or similar) work.

What is the mean hourly pay gap?

This is the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

What is the median hourly pay gap?

This is the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

What is the bonus proportion of males and females receiving a bonus payment?

This is the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

What is quartile pay?

This shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

After my trial day as a Sales Manager, I absolutely fell in love with the business and everything it offered me. The best thing about my role is the chance to see my team grow whilst being able to work across a variety of departments like Operations and Sales. From my time as Branch Manager I can definitely see the benefits of having a diverse team.

Chloe Louise Thompson
Operations Development Manager



We need to recognise women in whatever industry they're in. It's hard being a woman in automotive, but I've worked my way up from a van driver to where I am today and can definitely see changes in the industry.

Joy Ottley
Account Manager

BEHIND THE NUMBERS

At LKQ Euro Car Parts, we are committed to ensuring we create and nurture a working environment that is as diverse and inclusive as possible. Since the pandemic, it has become apparent that in creating an inclusive work environment for our colleagues, in the face of adversity, we rose to the challenge and performed exceptionally. Without our people, we wouldn't be able to deliver great service to our customers day in day out.

We are continuing to work hard to ensure our workforce is filled with diverse talent. LKQ Euro Car Parts is an all-inclusive organisation where creativity and talent are nurtured and developed. I got into the automotive industry by pure chance, and I think it's key for young women to see that the world is open to them in any role, in any industry. The sky is the limit. We've still got some way to go in closing the gap, but I have every confidence that, as industry leaders, we are paving the way for others to follow.

We've provided our gender pay gap results within this report and remain committed to working towards closing the gender pay gap. Our mission is to stay transparent when it comes to gender pay issues and we welcome the opportunity to share this information.

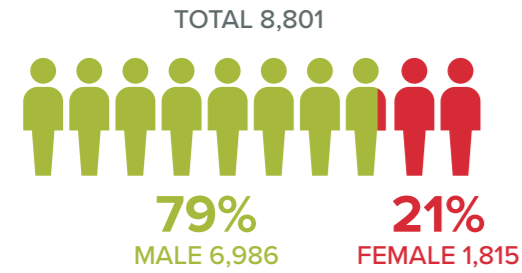
Annick Jourdenais
Chief Financial Officer



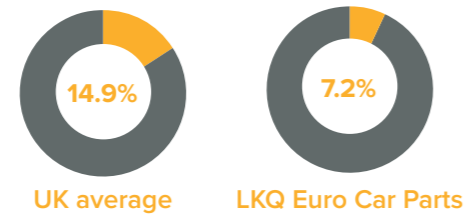
OUR RESULTS – Euro Car Parts Limited

As required, our results below are based on data as of 5th April 2022.

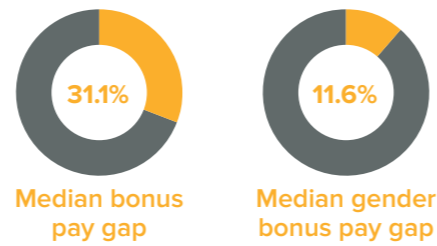
OUR COLLEAGUES



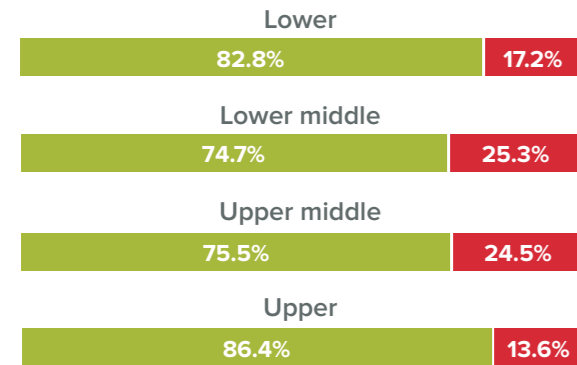
MEAN PAY GAP



BONUS RESULTS



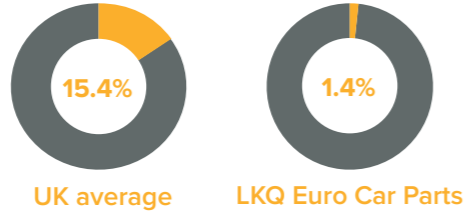
QUARTILE RESULTS



MALE FEMALE

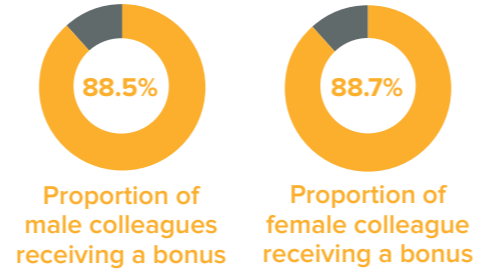
The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

MEDIAN PAY GAP



LKQ Euro Car Parts' mean and median hourly pay gap is significantly lower than the national average. This is achieved by our salary structure that does not discriminate based on gender.

PROPORTION OF BONUS PAID

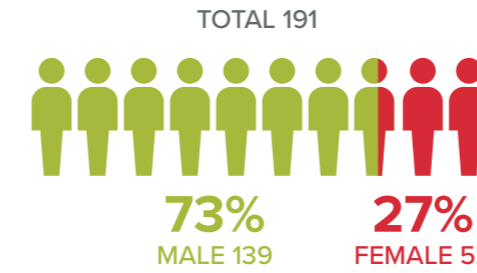


Whilst we recognise a bonus proportion pay gap of 34.1%, this is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

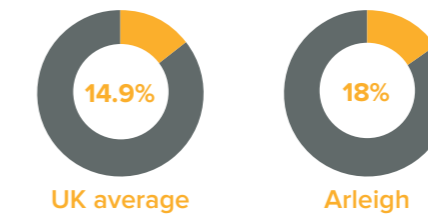
OUR RESULTS – Arleigh

As required, our results below are based on data as of 5th April 2021.

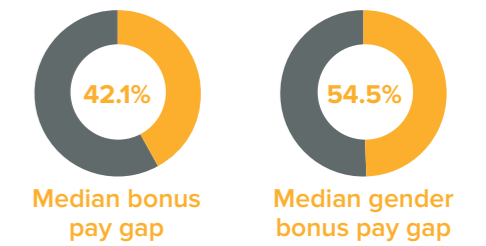
OUR COLLEAGUES



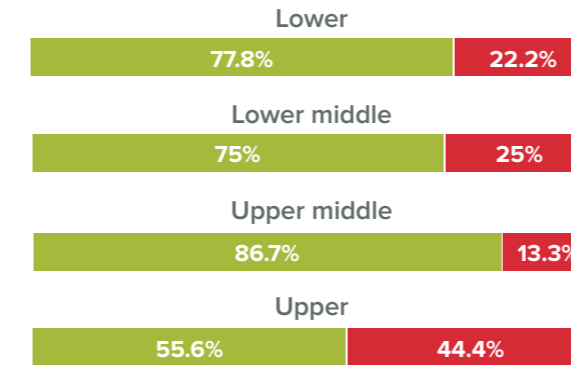
MEAN PAY GAP



BONUS RESULTS



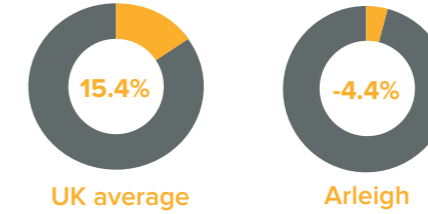
QUARTILE RESULTS



MALE FEMALE

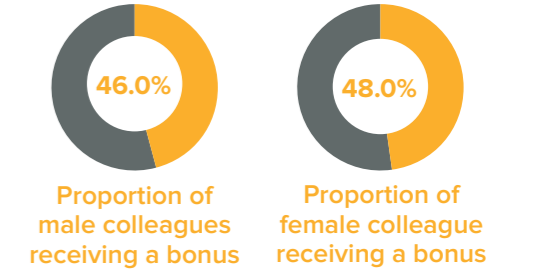
The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

MEDIAN PAY GAP



Arleigh's mean and median hourly pay gap is significantly lower than the national average. This is achieved by our salary structure that does not discriminate based on gender.

PROPORTION OF BONUS PAID



Whilst we recognise a bonus proportion pay gap of 15.1%, this is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

CLOSING THE GAP

At LKQ Euro Car Parts, we are committed to creating a culture that is open and honest, whilst at the same time driving and embracing change through our people. Our journey to create the right environment for colleagues to flourish and grow is underway – although we still have some way to go.

The automotive industry is notoriously male-dominated however here at LKQ Euro Car Parts, we understand that a diverse and inclusive business ultimately makes us, and society, stronger - it drives our growth and helps to ensure we can attract and retain talented people and unlock their full potential.

It's all about having the right person in the right role at every level – male or female - then providing training, mentors and career paths that will help to retain our colleagues. With the introduction of our new 'Colleague Promise', our Diversity and Inclusion agenda and our determination to broaden employee diversity across the board, supporting women in our workplace is of paramount importance to us.

Creating the right environment to allow our colleagues to thrive is key, and we have made progress here by proactively updating our family policies and embracing the new way of working, post pandemic.

If the pandemic has highlighted anything, it's that our teams throughout the business (including men, women, parents and carers) all want or need to work, but few people can do so at the exclusion of everything else. We have learnt a great deal about inclusion from the new work patterns and styles we have embraced during the lockdowns, and we are determined to build on our flexible and adaptable new ways of working.

We are a customer driven business and that means our people are the heart of what we do; they make the difference between good customer service and great.

Donna Fearnley
People Director



My role combines audit and health and safety, and gives me the chance to learn and collaborate with different colleagues at different levels. I always feel rewarded by doing my job, and never feel the need to label myself as a 'Female Audit Manager'.

Lee Maxwell
Audit Manager



You wouldn't expect all the complex work that goes on in the background of the business – we're more than just car parts. In my role, things change quickly and there's new challenges daily – who could get bored of that? I really enjoy getting up and going to work every day.

Corinne Taylor
IT Service Delivery

I saw a great opportunity to join LKQ Euro Car Parts eight years ago and I'm proud to say I've progressed through different roles during my time here. I've always been treated equally to my male colleagues, I know it's perceived to be a male-lead industry but that's never been my experience. At LKQ Euro Car Parts I feel valued and a huge part of the business.

Lynne Tuffnel
Warehouse Manager



Everybody is really helpful here, I never feel like I'm treated differently because I'm female. We've come a long way in terms of diversity and inclusion and as women, we all have an equal part to play.

Kayla Mears
Customer Service Supervisor



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