

Gender Pay Gap Report

We (Euro Car Parts Ltd) are 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, are as follows:

- 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 heritage of Euro Car Parts spans over 40 years and is one where we strongly embrace, and are proud to be a market leader, that has a multi-cultural, multi-lingual organisation, inclusive of diversity, gender, age, race, religion and/or belief.

We actively encourage anyone to apply to be part of our business that has the will to win, determination to learn and a passion to succeed.

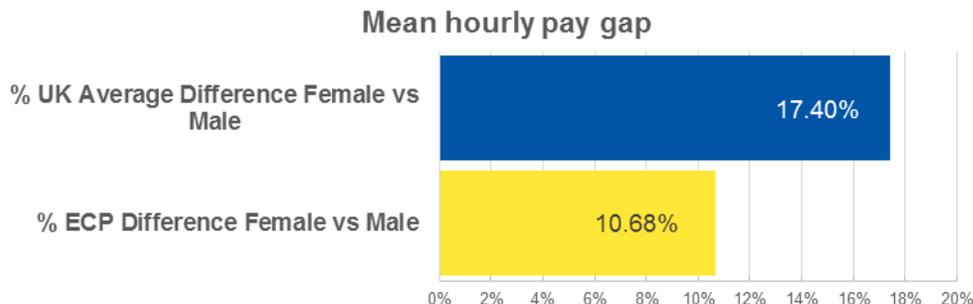
At Euro Car Parts we have an attitude to how we approach every day at work and what we stand for. Our founder, Sukhpal Singh, started it all off in 1978 and this passion and drive is still intrinsic today in everything we do – with our attitude of **‘Whatever It Takes’**. Whether this is to find the right person to join our team, to get the job done, to get an order to our customers, achieve a goal or exceed a target – we have 5 core truths that underpin this and that sit at the heart of Euro Car Parts: **Putting the customer first, It’s all about the people, Being the best, Never giving up** and **Strive to do the right thing**.

We strongly believe that our people are at the heart of everything we do, and we know that with the right people we can achieve great results, we’re bigger than the sum of our parts, and we know that **our people make us who we are**.

Our results:

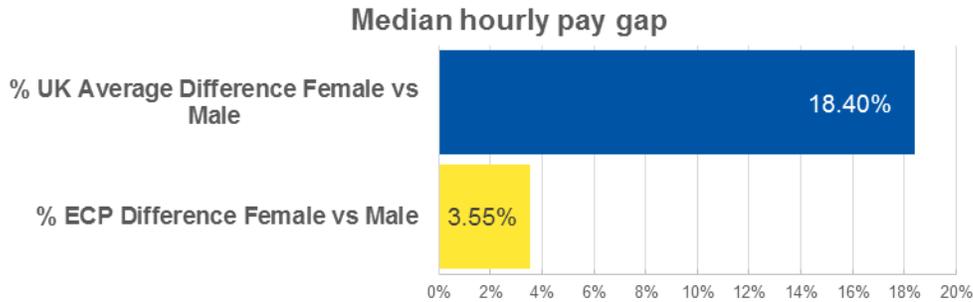
As required, our results below are based on data as of 5th April 2017:

Pay results:



Mean hourly pay gap: The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

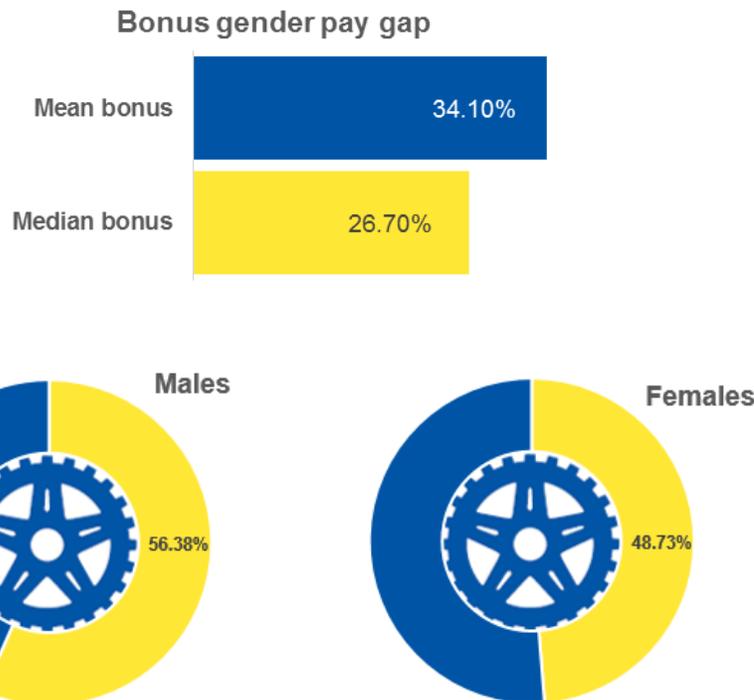
Gender Pay Gap Report



Median hourly pay gap: The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

ECP’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.

Bonus results:

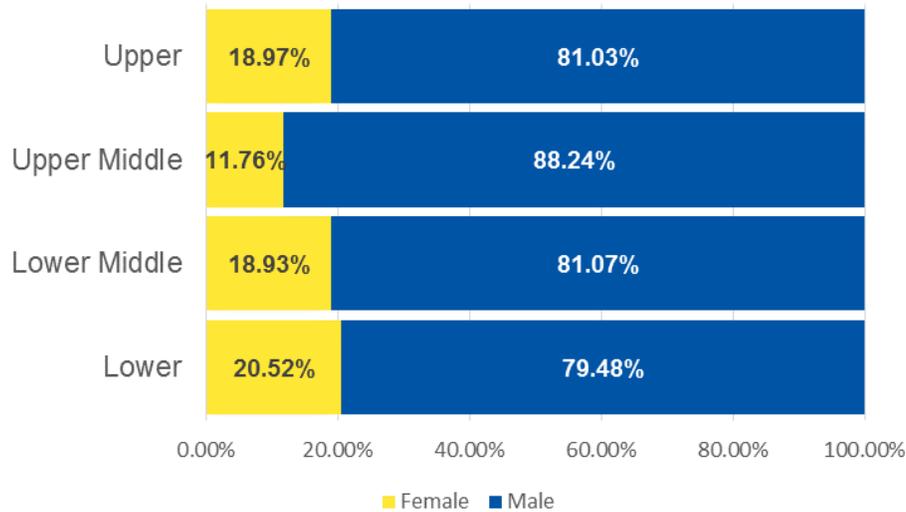


Bonus proportion of males and females receiving a bonus payment: The proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

Whilst we recognise a bonus proportion pay gap of 7.65%, this is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

Gender Pay Gap Report

Quartile results:



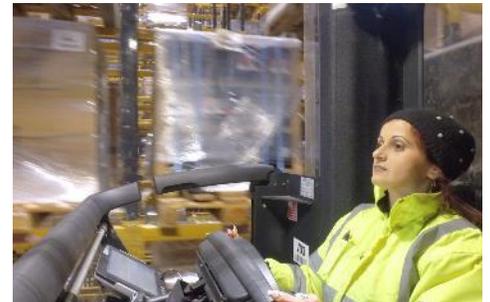
Quartile pay: The proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

The upper middle quartile is affected by certain 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.

Our summary

We’re committed to building the best team in the car parts aftermarket industry, and we do this by attracting and retaining the right people to do the job. We have a strong belief to identify internal talent and promote from within, and actively and openly encourage our colleagues to be the best they can be every day whether internally with each other or externally with our customers, clients or partners.

Naturally the motor industry is dominated by males, which is historical practice and inherent of bygone times, and we are happy to see, and support, that it’s becoming more common place for females to join the industry and specifically Euro Car Parts, in this exciting and fast paced marketplace.



Content confirmed and approved by:

Martin Gray, CEO, Euro Car Parts & Dave Brookfield, People/HR Director, Euro Car Parts – March 2018.