



Gender Pay Gap Report



The Euro Car Parts Group









Euro Car Parts Group trades and operates in the UK via a number of companies, Euro Car Parts, Andrew Page, Euro Car Parts Team P R Reilly, Arleigh Group and LKQ Coatings. Our UK and Republic of Ireland group companies are ultimately owned by LKQ inc. As a UK and Republic of Ireland Group we benefit from skills, expertise and talent across all our companies.

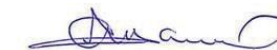
As a responsible employer and in accordance with the Equality Act 2010 (Gender Pay Gap Reporting) Regulations 2017 we have produced this Gender Pay Gap Report. This report covers employees of Euro Car Parts Limited, the main employing entity of the Euro Car Parts UK Group and our separate legal entities of Andrew Page and Arleigh Group*.

This report details employees 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.

Our Values

-  Be honest and fair
-  Know and embrace the truth
-  Establish a covenant of trust
-  Develop our people
-  Embrace and drive change
-  Compete to win

I confirm that 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



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

Our People Make Us Who We Are

At Euro Car Parts Group, we are proud of our continuous efforts to create a corporate culture that is open and honest, whilst at the same time driving and embracing change through our people. We are committed to creating a diverse environment where people can flourish and grow, all whilst nurturing a competitive and innovative attitude which helps us to continue to provide a best-in-class service to our customers.



David Brookfield
People Director

Diversity is actively promoted amongst our colleagues, and we work hard to ensure that we support them through all the challenges they may find themselves facing throughout their professional, and personal, journeys with us. We treat everyone equally, with respect and dignity, promoting a fair, open and transparent culture, with a 'can do' attitude.

In the past, the automotive industry has been traditionally male dominated, which is reflected in our current staff gender imbalance. Diversity plays a big factor in allowing businesses to thrive and grow and we are continuously working to reduce the gender pay gap, addressing and identifying the challenges and the shortfalls that often discourage women from applying for roles or commencing their career journey within the automotive industry.

Euro Car Parts Group has been an active player in this industry for more than forty years and our leadership team are dedicated to pushing the boundaries; encouraging a diverse team, rich with talent and commitment to our vision, mission and values.

Our people are our greatest asset, and with the right people in place, there is no limit to what we can achieve as a business. Our people are not just cogs in a machine, they are what makes us whole, they are what keeps our customers coming back, time and time again.

Within this report, our gender pay gap has been provided. We have also introduced some key team members that are actively working to help close 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.

The Gender Pay Gap Report

We (Euro Car Parts Limited including Andrew Page 1917 Limited and Arleigh International Limited) 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 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?

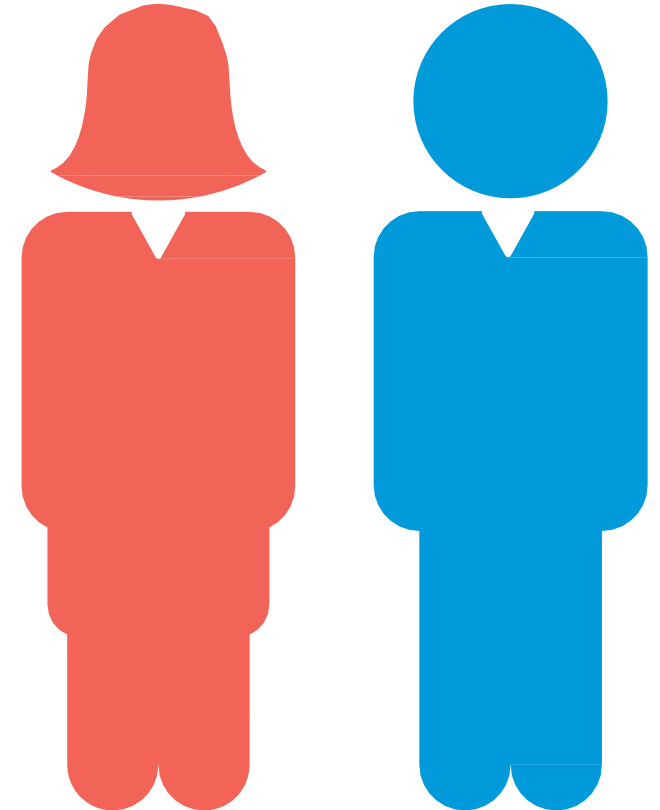
This is the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

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.



Our Results - Euro Car Parts

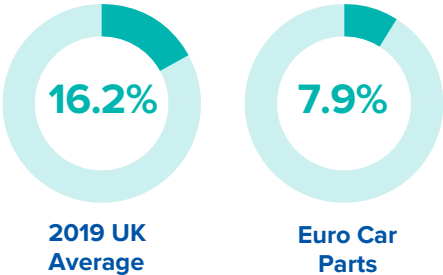
As required, our results below are based on data as of 5th April 2019.

Our Workforce

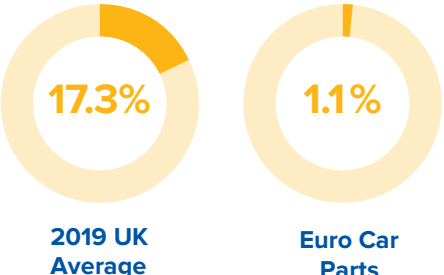


= 9260 employees

Mean Pay Gap

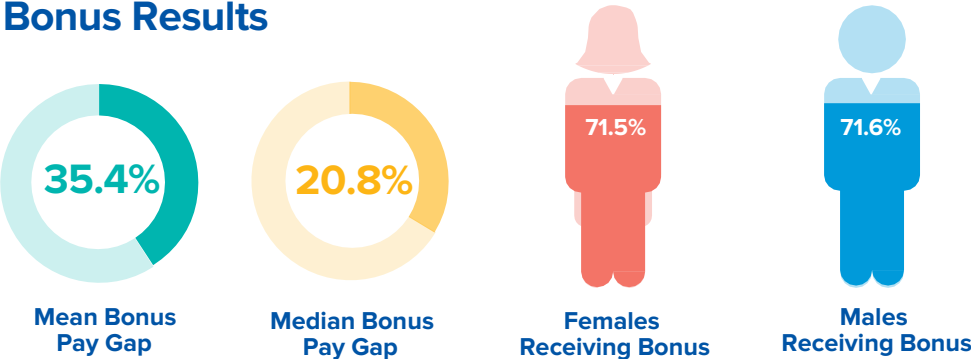


Median Pay Gap



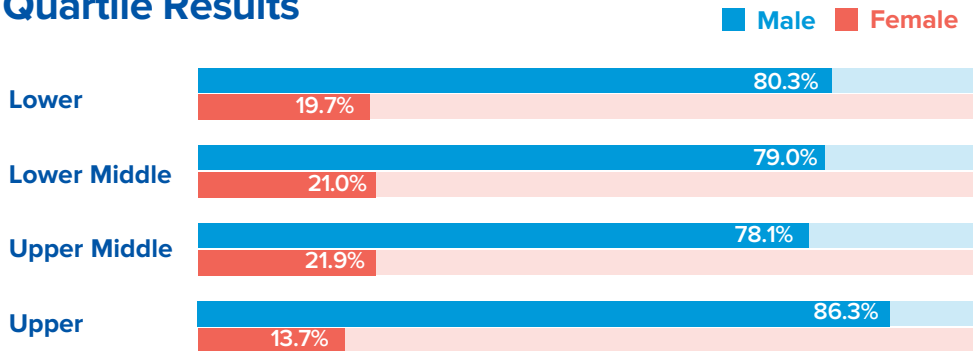
Euro Car Parts' mean and median hourly pay gap, is significantly lower than the national average. This is achieved by our salary structure that does not discriminate based on gender.

Bonus Results



Whilst we recognise a bonus proportion pay gap of 35.4%, this is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

Quartile Results

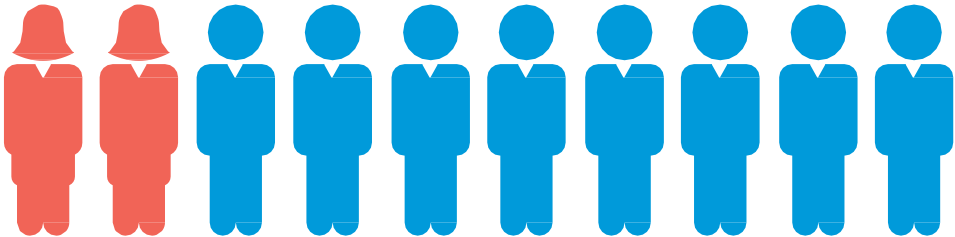


The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

Our Results - Andrew Page

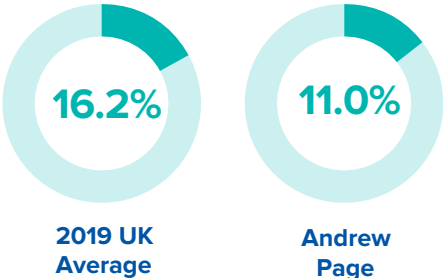
As required, our results below are based on data as of 5th April 2019.

Our Workforce

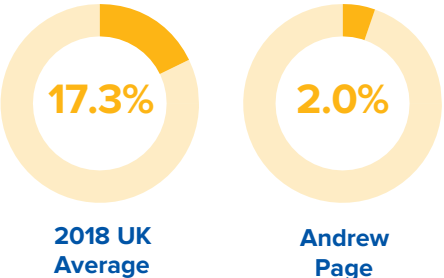


= 1177 employees

Mean Pay Gap

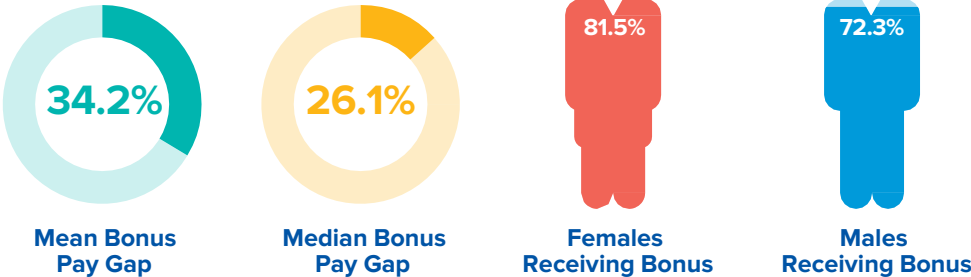


Median Pay Gap



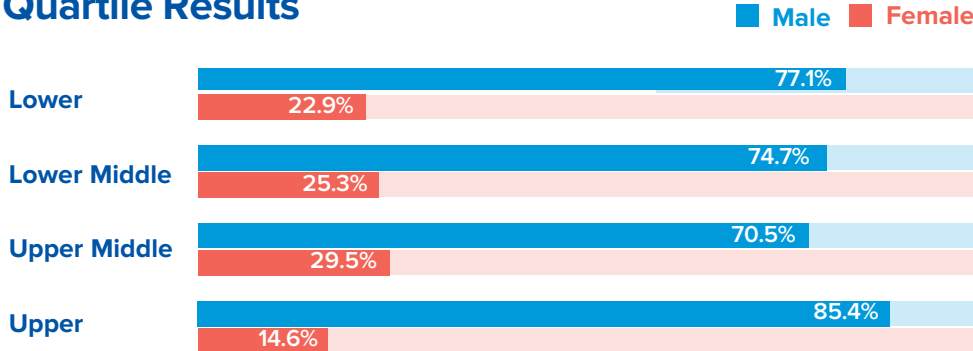
Andrew Page's mean and median hourly pay gap, is significantly lower than the national average. This is achieved by our salary structure that does not discriminate based on gender.

Bonus Results



The automotive industry is historically male dominated, which is reflected in our own business. The higher proportion of females earning bonuses is a result of more females within our workforce being positioned in bonus paid roles.

Quartile Results



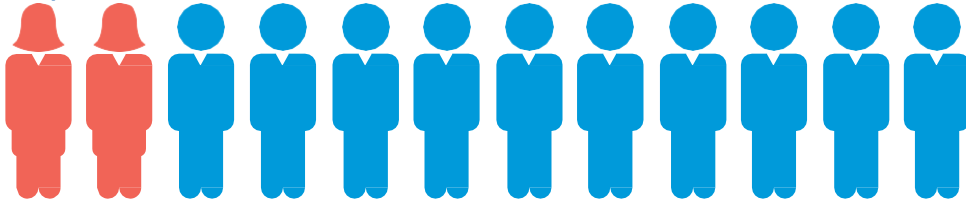
The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

Our Results - Arleigh

As required, our results below are based on data as of 5th April 2019.

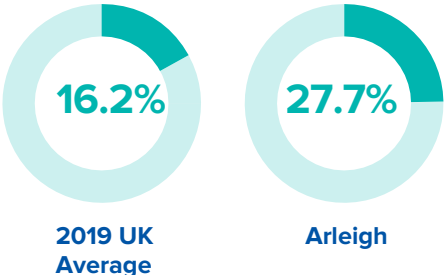
Our Workforce

The Arleigh Group is not legally obliged to share Gender Pay Gap results as we currently employ less than 250 employees. However, in the spirit of transparency, we are voluntarily sharing our results, in line with best practise at our partner companies in the Euro Car Parts Group.

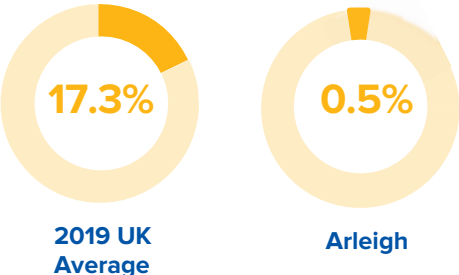


= 213 employees

Mean Pay Gap

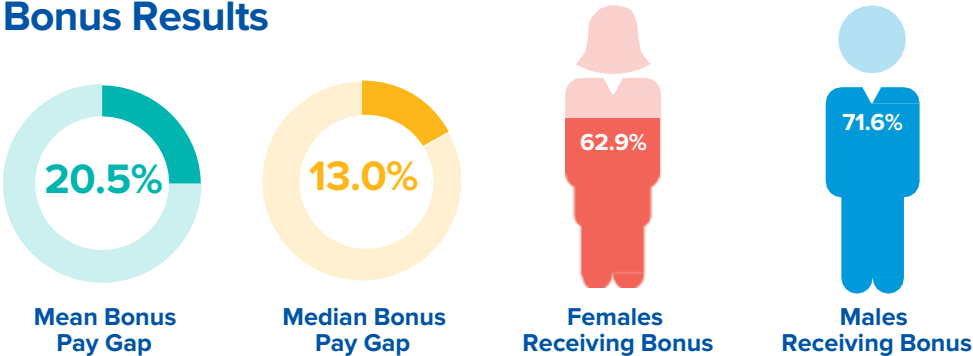


Median Pay Gap



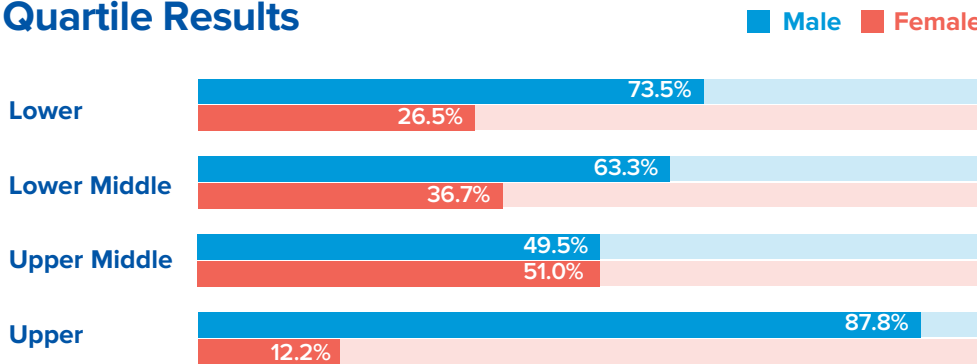
Arleigh's mean pay gap is higher than the national average because of the higher proportion of males in senior roles, something which is synonymous within our industry. Our salary structure is role specific and does not discriminate based on gender.

Bonus Results



Whilst we recognise a bonus proportion pay gap of 20.5%, this is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

Quartile Results



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.

Closing the Gap



Sophie Bond
Head of
HR Business
Partnering

Euro Car Parts Group is committed to choosing the right person, for the right job, irrespective of that person's gender. For me and my team, the focus is on creating an engaged work-force that is forward-thinking; creating roles that are all inclusive, in an industry renowned for being predominant employers of men. I am proud of how far we have come as an organisation to actively encourage a gender diverse environment.

People often ask me why I have stayed with the organisation for over 10 years. The answer is simple, there isn't a day in this organisation that doesn't challenge, inspire and spur me on to become a better employee, manager and person. From the day I walked through the door of our Preston Branch as a nervous 25-year-old recruiter, I knew it wasn't going to be easy, but I knew that this place was going to shape a diverse and interesting career for me. It certainly hasn't disappointed.

Working as a woman in the motor trade in a highly male dominated environment has been the catalyst that pushed me forward to constantly achieve and accelerate my career. It has built resilience and tenacity. Euro Car Parts Group empowers women on all levels, to work alongside men as equals with the same amount of input and seniority. Our opinions count and I have watched so many talented women continuously change our landscape and shape our success throughout the branch network and central support functions. There are examples wherever you decide to look.

I look at the progress some of my first hires in the business have made. Louise Davies joined us after an interview with me at Chester Branch, she grew from a talented Sales Advisor, through the ranks of our branch network and is now a successful senior manager with our central support function. I have also watched my HR colleagues grow in ability and confidence with the support of our business. There have been many challenging and emotional times over the years, but we will all agree that this has only made us more capable and given us the longevity within our careers in the organisation. I couldn't be prouder of the team we have all become and I love being a woman in ECP!

The Euro Car Parts Group



As the daughter of an industrial engineer, I've grown up surrounded by everything mechanical. My career to date has been motor centric and I decided quite early on that, no matter what other people's thoughts and opinions were of women in the motor trade, it was up to me to convince my customers otherwise.

I have been with Euro Car Parts Group for the past 10 years, having worked my way up from a Sales Advisor, and I am so grateful that I get to spend every day working for a fast paced, diverse company that helps to develop me personally. My gender has never held me back from achieving my goals and working for a company who supports me in every way possible is truly fantastic.

Louise Davies
Divisional Account Manager

I've been with Euro Car Parts Group for three years and found that the opportunities for both genders here are limitless – as long as you want to succeed. The company has supported me in my career journey to date and I know that the same can be said for the rest of the women employed here. Equal pay, for equal work is definitely something that the Euro Car Parts Group feels strongly about, and I am confident in the knowledge that I work for a company that nurtures and believes in my abilities, irrespective of my gender.

Hester Rowley
Communications Executive