



GENDER PAY GAP REPORT



Logistics is a fast-paced environment that comes with both its opportunities and challenges but having worked in the industry for 11 years it's shaped me into the person I am today. We've certainly grown as a company over the past few years, and although we're not quite where we should be, I'm excited to see more women enter the profession, especially at senior leadership levels.

Lorna Barron
Shift Manager

**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, Euro Car Parts Team P R Reilly, Arleigh Group and LKQ Coatings, and formally Andrew Page. 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 and the business previously known as Andrew Page 1917) 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.

I've been at LKQ Euro Car Parts for the past five years, and in that time, I've been provided the opportunity to grow and develop, learning new skills and upskilling others. I'm at a place in my career I never thought I would be and I'm excited to see what the next few years bring.

Hannah Jones
Operations Manager



When I joined the company in 2016, I wasn't prepared for the gender imbalance – traditionally the automotive industry has been typically male, but I didn't think it would still be like that. There are times when I go into meetings and I'm the only woman but LKQ Euro Car Parts' champions equality, which means my voice is always heard.

Karena Shahid
Regional 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. Without our people, we wouldn't be able to deliver great service to our customers day in day out.

Covid-19 shook all our worlds last year and our colleagues, in the face of adversity, rose to the challenge and performed outstandingly. Like many organisations, we made the decision to place some of our colleagues on furlough, prioritising our most vulnerable people for their continued safety and wellbeing. This also means that a large number of our workforce have been excluded from this year's gender pay gap report.

We are continuing to work hard to ensure our workforce is rich with diverse talent. LKQ Euro Car Parts is an all-inclusive organisation where creativity and talent is nurtured and developed so we can continue to provide exceptional service to our customers. We've still got some way to go in closing the gap, but I have every confidence that, as industry leaders, we will pave the way for others to follow.

We've provided our gender pay gap results within this report, as well as introduced some key team members who 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.

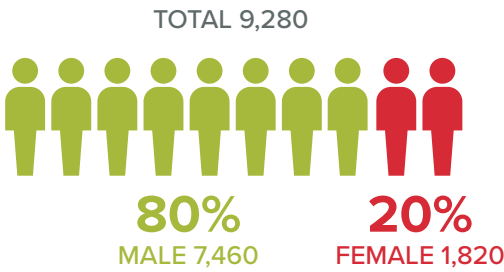
Annick Jourdenais
Chief Financial Officer



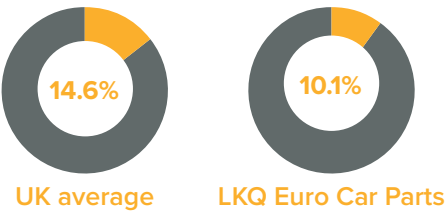
OUR RESULTS – Euro Car Parts Limited

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

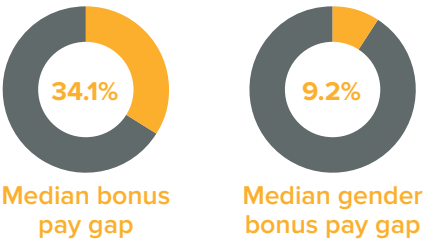
OUR COLLEAGUES



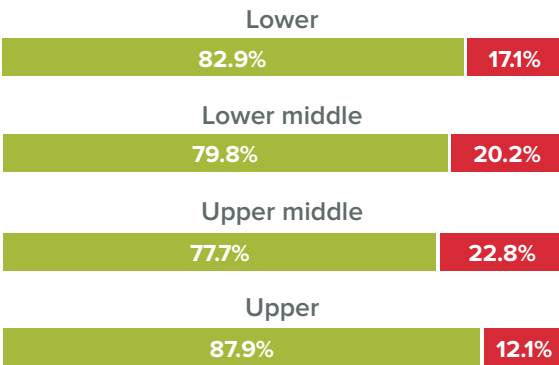
MEAN PAY GAP



BONUS RESULTS



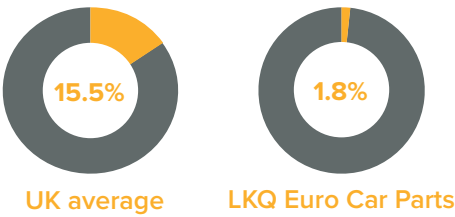
QUARTILE RESULTS



MALE FEMALE

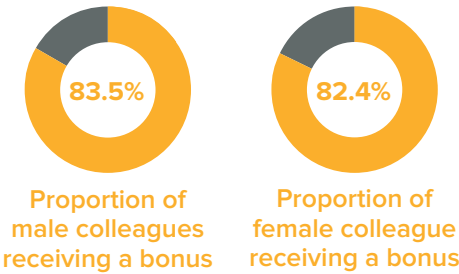
The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

MEDIAN PAY GAP



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

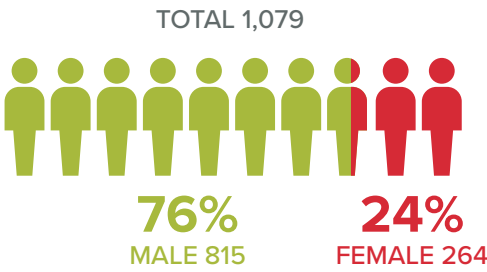


Whilst we recognise a bonus proportion pay gap of **34.1%**, this is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

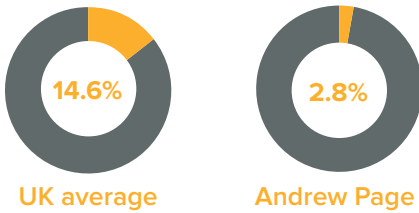
OUR RESULTS – Andrew Page

Andrew Page was officially merged into the LKQ Euro Car Parts business in July 2020. As this report covers last year's figures, these results have been included and as required are based on data as of 5th April 2021.

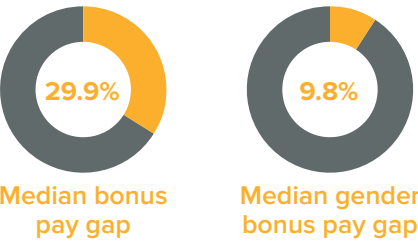
OUR COLLEAGUES



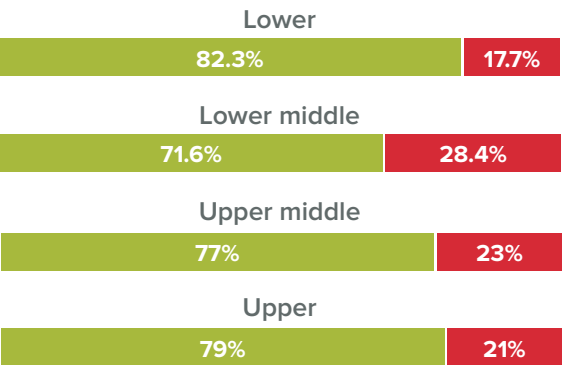
MEAN PAY GAP



BONUS RESULTS



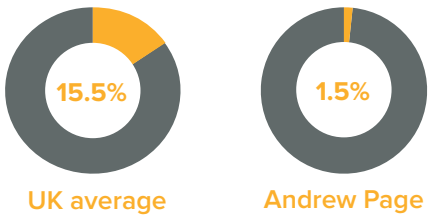
QUARTILE RESULTS



MALE FEMALE

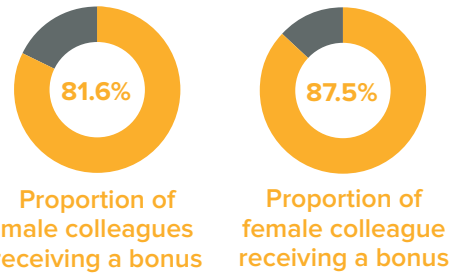
The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

MEDIAN PAY GAP



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.

PROPORTION OF BONUS PAID

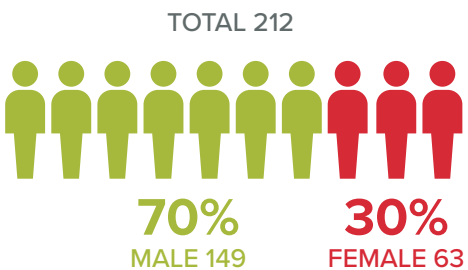


Whilst we recognise a bonus proportion pay gap of **29.9%**, this is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

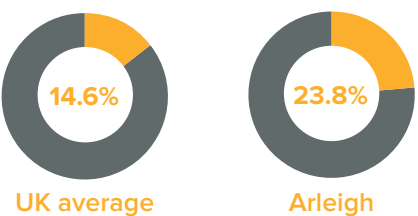
OUR RESULTS – Arleigh

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

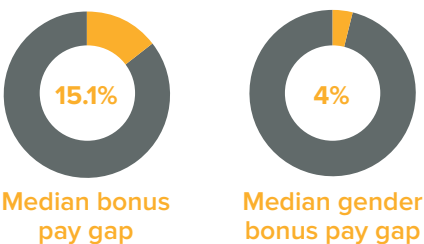
OUR COLLEAGUES



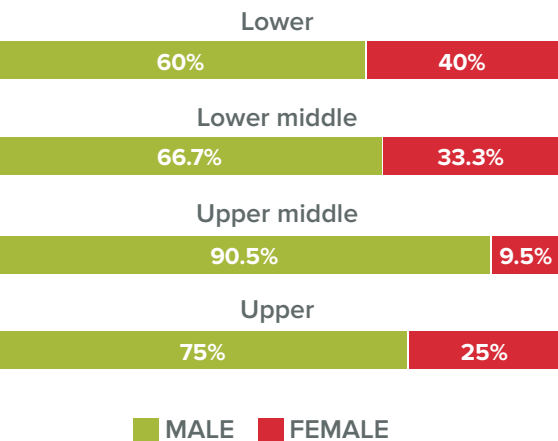
MEAN PAY GAP



BONUS RESULTS

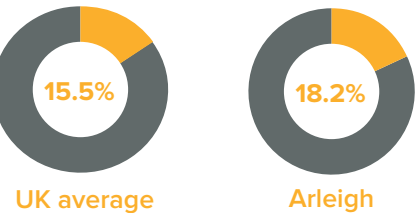


QUARTILE RESULTS



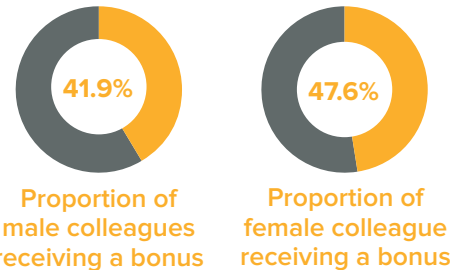
The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

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.

Logistics, very much like automotive, is a traditionally male-dominated industry. It's still encapsulated with the idea that it's all physical – lifting and moving – traditionally defined as masculine work. In reality, it's far from what working in logistics is actually like. At LKQ Euro Car Parts, a gender diverse environment is encouraged to create a cutting-edge and competitive business that will only benefit colleagues and customers alike.

Elena Bucaliu
First Line Manager



I've been with LKQ Euro Car Parts for less than a year, but as the General Manager at Galway, one of our busiest branches in the Republic of Ireland, I'm proud to be in a position where I can champion women in the industry as well as be a facilitator for positive change.

Pauline Walsh
General Manager

CLOSING THE GAP

At LKQ Euro Car Parts, we are proud of our continuous efforts to create a 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 colleagues 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.

To drive and sustain a competitive advantage in the increasingly complex, automotive environment, we need talented individuals with a range of skills and experience from the broadest talent pool possible. We understand that a diverse and inclusive business ultimately makes us, and society, stronger - it drives our growth by helping us engage with our customers, whilst making sure 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, and with an agenda to broaden employee diversity across the board, supporting women in our workplace is of paramount importance to us.

The automotive industry has been traditionally male dominated, which is reflected in our current staff gender balance. But through our diversity strategy we are working hard to challenge and sustainably address some of the underlying reasons for this. From reviewing our family policies and opening up our approach to greater flexibility and work-life balance, to strengthening the talent pipeline of women at all levels and supporting them as they progress their careers through the business.

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. In the long-term, Covid-19 may actually help drive further improvement in our ability to attract and retain a wider diversity of talented people to our business. 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



I continue to be inspired and motivated by my wonderfully diverse, creative, and innovative colleagues. It is fantastic to work in an environment where every voice is heard and all opinions count, which is why we continue to go from strength to strength! Since joining LKQ Euro Car Parts I have received support from every level throughout my development and career with the company.

Louise Davies
Head of Concept Sales



Being allowed to simply be yourself is important, we're all different and that difference is what makes a great team. You balance each other out all whilst learning from each other. At LKQ Euro Car Parts, expressing your individuality is actively encouraged so that we can be the best versions of ourselves.

Natalie Ditchfield
Marketing Executive

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