



Gender Pay Gap Report 2022

Republic of Ireland

LKQ



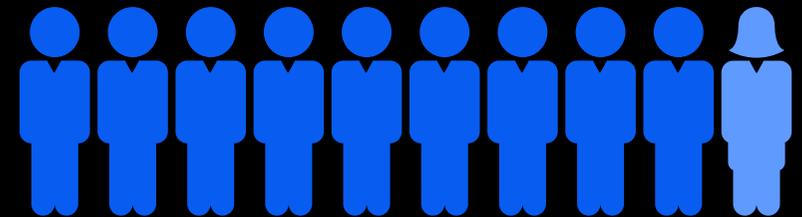


2022 Gender Pay Gap, Republic of Ireland

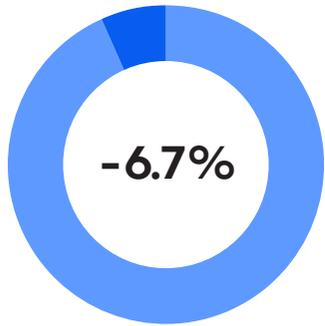
LKQ Euro Car Parts is pleased to share the findings of its 2022 Gender Pay Gap report for its **480*** employees working in the Republic of Ireland.

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.

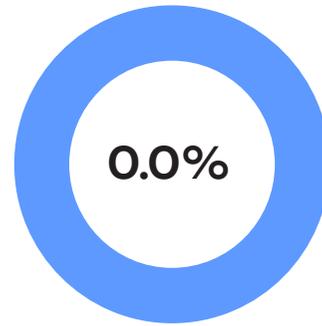
Our team in Ireland is overwhelmingly male (**90%**), something which we are working hard to address, alongside wider female participation in Ireland's automotive sector, which is a cause we passionately support through different initiatives.



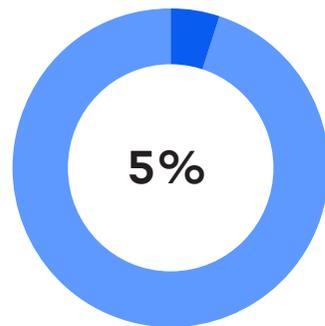
Mean gender pay gap



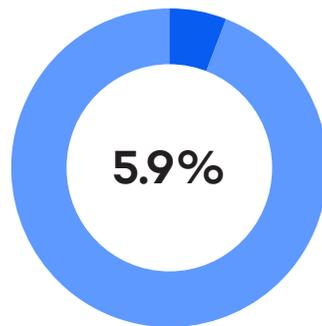
Median gender pay gap



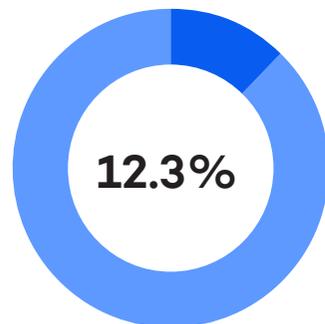
Mean gender pay gap
(part time)



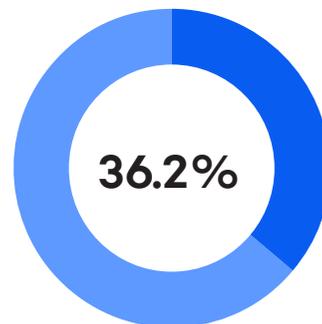
Median gender pay gap
(part time)



Mean gender bonus gap



Median gender bonus



2022 Gender Pay Gap, Republic of Ireland

Despite this, our mean gender pay gap – that is the difference between the average male and average female salary – is negative (**-6.7%**), meaning that, on average, women's gross hourly earnings are greater than men's.

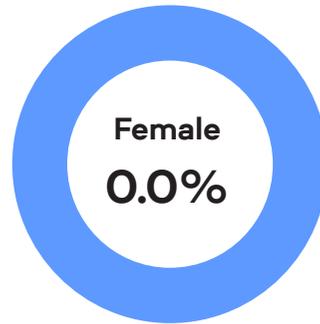
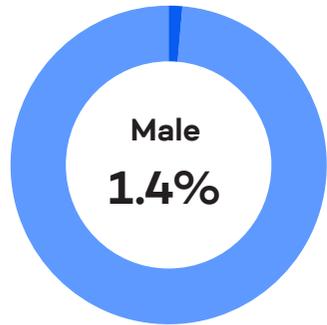
Additionally, our median gender pay gap – the difference between the mid-point male and mid-point female salaries – is **0.0%**, representing a perfect parity.

To put these figures into context, Ireland's gender pay gap was **11.3%** for when statistics were last available (2019). Across the EU, the average was **14.1%** in 2020.

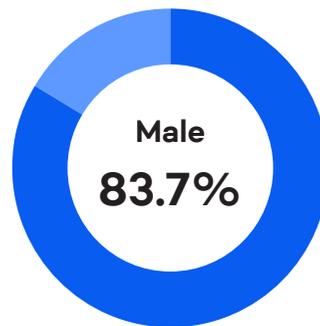
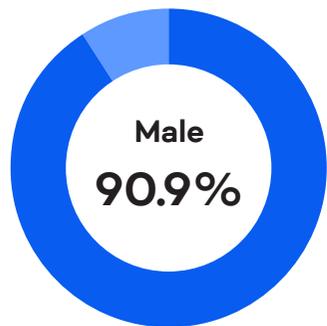
Our mean bonus gap – the difference between the average male and average female bonus payments – is **12.3%** and the median **36.2%**.

The pay gap among part time employees is **5.0%** (mean) and **5.9%** (median).

Colleagues receiving benefits in kind



Colleagues receiving a bonus payment



We do not have temporary staff and so have no pay gap data to report for this category.

All results are based on data as of June 2022*.

2022 Gender Pay Gap, Republic of Ireland

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.

Looking ahead, we will continue to strive for more women to join our organisation, by addressing the barriers that may put them off a career in the automotive sector and by showcasing the exciting career opportunities we offer.

A more balanced workforce creates better outcomes for us and our customers through a greater variety of thought and opinion. Having a diverse workforce is not just the right thing to do - it's the right thing for our business.



Donna Fearnley,
Group HR Director,
UK & Ireland, says:

“Gender Pay Gap reporting is a critical way for us to hold ourselves to account as a business and ensure we continue to create a diverse and inclusive place to work. The automotive industry is notoriously male-dominated however here at LKQ Euro Car Parts, we understand that not only does a diverse and inclusive business make us, and society, stronger - it also drives our growth and helps us to attract and retain talented people.”

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