



Gender Pay Gap Report 2023

Republic of Ireland

LKQ

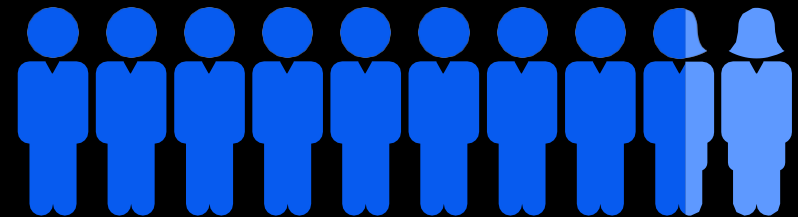




2023 Gender Pay Gap, Republic of Ireland

LKQ Euro Car Parts is pleased to share the findings of its 2023 Gender Pay Gap report for its 488 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.



Most of our team in Ireland is male (86%) While the proportion of women has increased year-on-year, we are committed to accelerating our transition to a more diverse workforce, alongside the broader participation of women in Ireland's automotive sector.

In 2023 our group company, LKQ UK & Ireland, launched 25x25 – a commitment to ensuring that women make up at least a quarter of our UK and Irish workforce by the end of 2025.



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This bold ambition an important part of our Equity, Diversity and Inclusion approach and is underpinned by a range of initiatives focussed on our culture, and ability to attract and retain people from the widest possible diversity of backgrounds.

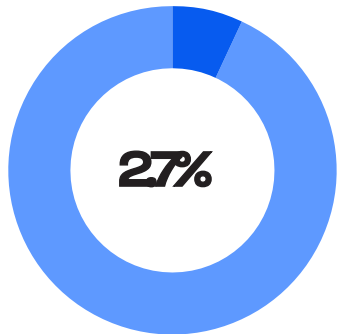
Our aim is create and sustain an equitable, diverse, and inclusive environment where the best people can bring their full selves to work. It's supported by our PAVE (People Adding Value Everywhere) network of champions and working group, which reports directly to our board.

Our mean gender gap – that is the difference between the average male and average female salary – is **2.7%** and now closer to parity than 2022 (**-6.7%**).

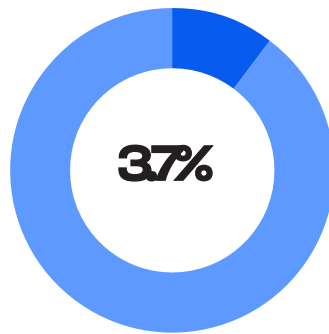
The median gender pay gap – the difference between the mid-point male and mid-point female salaries is also small at **3.7%**.

In 2022, Ireland's gender pay gap was **9%** meaning we continue to outperform the wider economy. Our pay gap is in fact in line with the average in the education sector (**27%**) which is the best performing sector in the country.

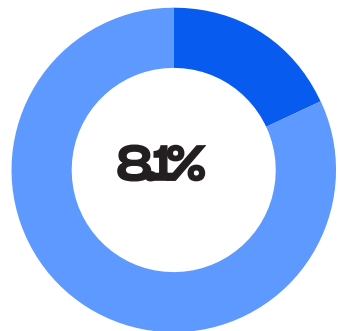
Mean gender pay gap



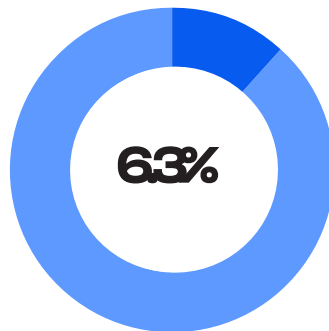
Median gender pay gap



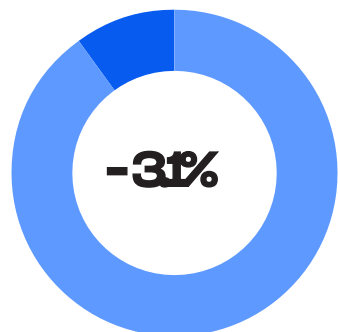
Mean gender pay gap
(part time)



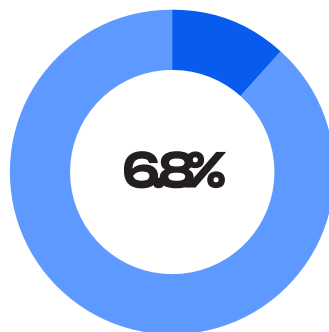
Median gender pay gap
(part time)



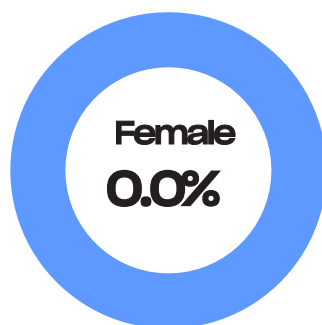
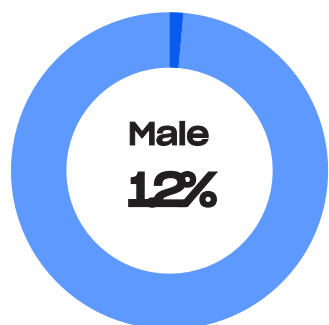
Mean gender bonus gap



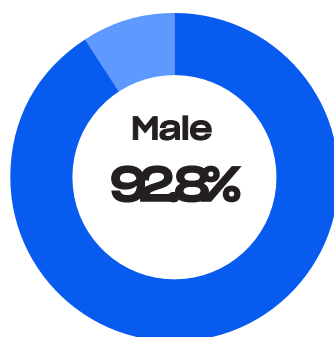
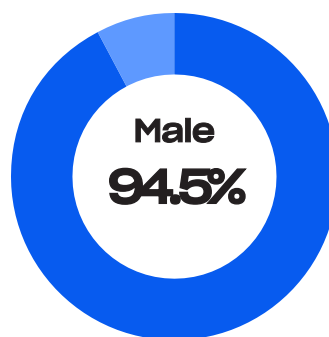
Median gender bonus



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 2023*.

2023 Gender Pay Gap, Republic of Ireland

Our mean bonus gap – the difference between the average male and average female bonus payments – was **-31%** meaning that on average our female employees received larger bonuses.

Though missing our goal of parity, this is a significant improvement on 2022 when it stood at **12.3%**.

And our median bonus gap improved significantly from **36.2%** in 2022 to **63%** this year.

At LKQ Euro Car Parts, we understand that a diverse and inclusive business makes us and society stronger. We know that diverse teams create more, and better, ideas. This helps to drive our growth by helping us to innovate and engage with our customers, while making sure we can attract and retain talented people and support them to fulfil their full potential.

Our ongoing drive to bring more gender balance to LKQ Euro Car Parts in Ireland is therefore a key pillar of our long-term strategy and of critical importance to our future.



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

“Gender Pay Gap reporting is an important measure of a company’s commitment to diversity and inclusion. We’re pleased with our numbers this year, which put us on an even footing with some of the most progressive sectors in Ireland and way ahead of the average levels in the automotive industry. But we clearly have much more ground to make-up when it comes to growing female participation in our business. We’ve doubled down on our bid to do so this year and not just because we’re passionate about it being the right thing to do, but because we know it’s the best thing to do for our future growth and success.”

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Patrycja Garbacka, Account Manager, UK & Ireland:

Patrycja joined LKQ Euro Car Parts as a delivery driver in 2020. Originally from Poland, she moved to Ireland for opportunities to work in the automotive industry. Having studied Travel, Tourism and Marketing in the past, her passion lay more with sales, marketing and relationships with people. After less than a year she became an Account Manager, covering two branches. She is a great asset to the team and we're glad to have been able to support her development journey.

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Melissa Coyle, Sales Advisor, UK & Ireland:

Melissa started with LKQ Euro Car Parts in March 2023 as a warehouse assistant in our Roscommon Branch. After just a few months, she became a Sales Advisor, working directly with our customers. It was a natural progression for Melissa to move from the warehouse to the sale office as she'd often hop on the phones in the office when the team were busy. Customers then started to ask for her by name.

She's enjoyed the new role specially having that direct connection you get with customers building relationships with them. Roscommon customers prefer ordering over the phone and the personal service that we give over the phone (local community connection).

Melisa said:

I would highly recommend any female to consider taking a role with LKQ Euro Car Parts - this role has encouraged confidence and as a result I have been able to put myself forward for opportunities and I have also been able to share ideas and communicate clearly where I have not felt this before in previous roles. My advice to any woman is bring all of who you are to your Role and not to be afraid to pursue

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