



Gender Pay Gap Report

Every moment of every day our
focus is keeping you moving



The Euro Car Parts Group



Euro Car Parts Group trades 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're working hard on a corporate culture that promotes trust, whilst embracing and driving change throughout our people. We understand our commitment to diversity helps drive our culture of innovation, whilst at the same time keeping up our competitive creative attitude, helping us serve our customers better.



David Brookfield
People Director

We promote diversity with our colleagues and endeavour to support them through the challenges they may face in their professional and personal lives. We treat everybody equally and have committed a great deal of time into promoting an honest, fair and trusting culture, having a real 'will to win' attitude.

Historically the automotive industry has been male dominated and the trend is reflected in our current staff gender imbalance. We recognise diversity is crucial to the long-term success of the company. For us to thrive and grow as a business our staff must be more reflective of our customer base which is more gender balanced. We are committed to reducing the gender pay gap and identifying and addressing the barriers that dissuade women from pursuing a career in the automotive industry.

The heritage of Euro Car Parts spans over forty years and our new leadership team are determined to build on those strong foundations and lead the company into a new era of innovation with a diverse, talented and committed team.

Our people are at the heart of everything we do, and we know 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.

In this report, we provide our gender pay gap information and introduce the key team members that are actively working to close the gender gap. We will continue to be transparent on gender pay issues and 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?

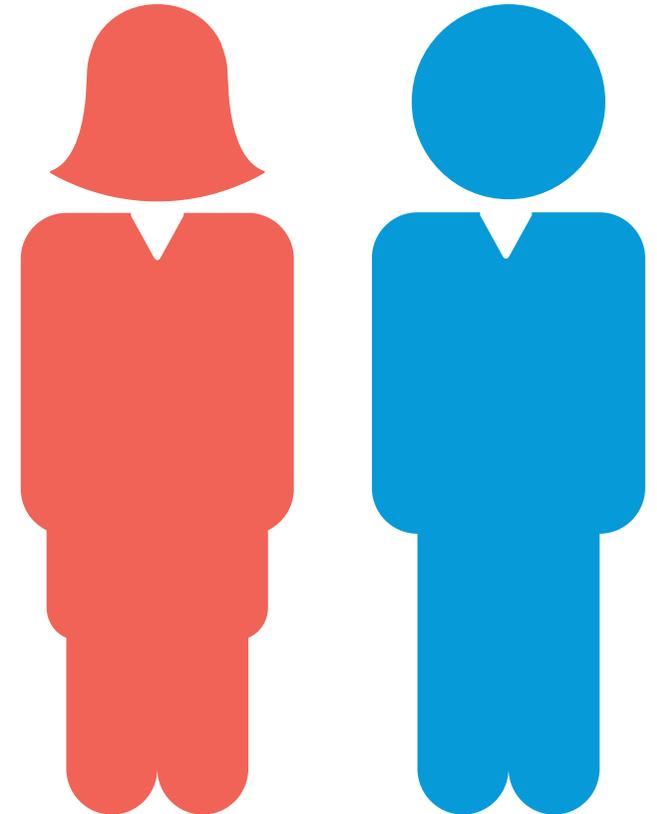
This is the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

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?

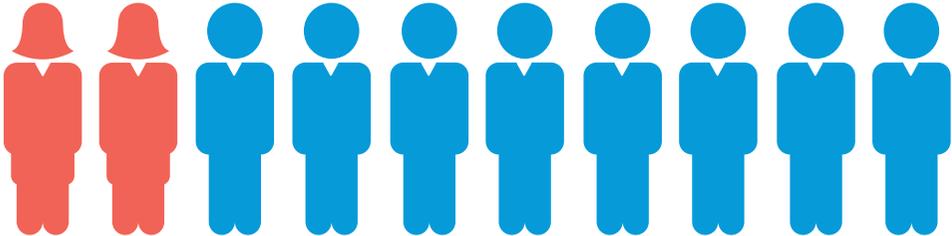
This shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.



Our Results - Euro Car Parts

As required, our results below are based on data as of 5th April 2018.

Our Workforce



= 9538 employees

Mean Pay Gap

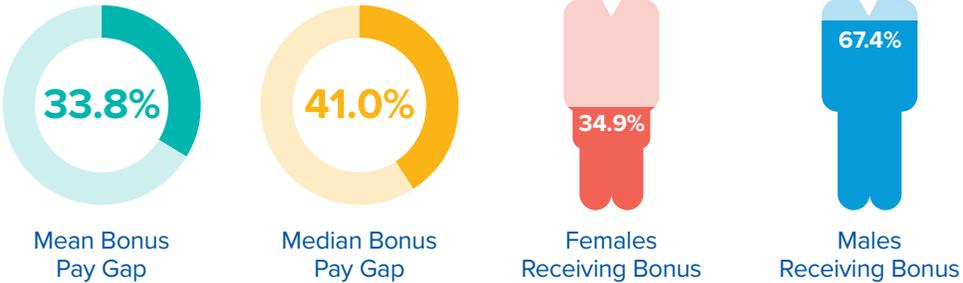


Median Pay Gap



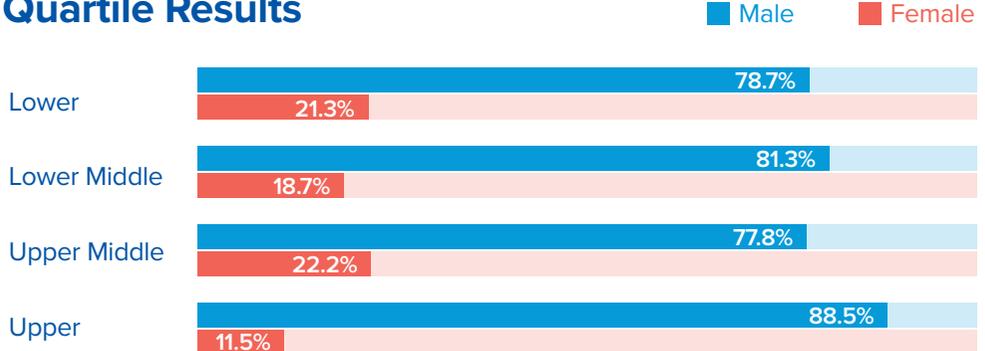
Euro Car Parts' mean and median hourly pay gap, is significantly lower than the national average. This is achieved by our salary structure that does not discriminate based on gender.

Bonus Results



Whilst we recognise a bonus proportion pay gap of **32.5%**, this is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

Quartile Results

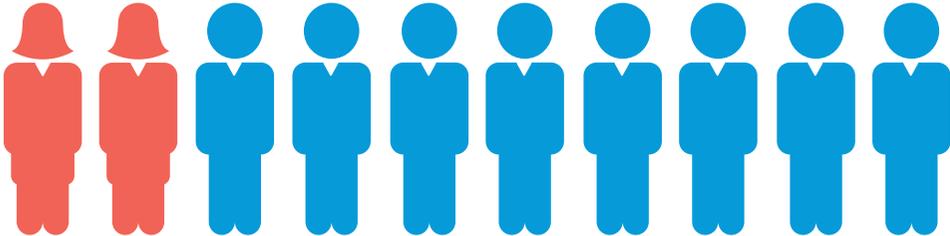


The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

Our Results - Andrew Page

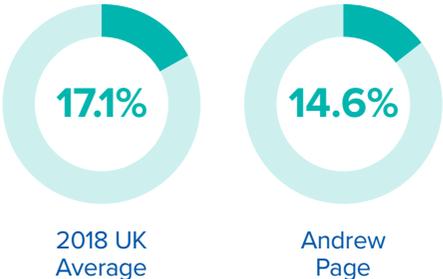
As required, our results below are based on data as of 5th April 2018.

Our Workforce



= 1533 employees

Mean Pay Gap

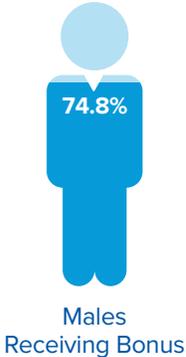
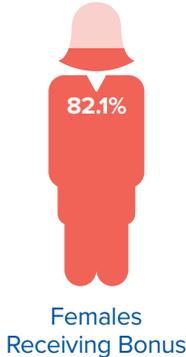
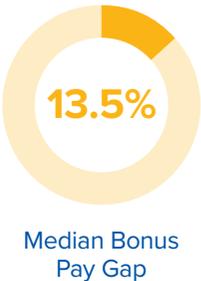


Median Pay Gap



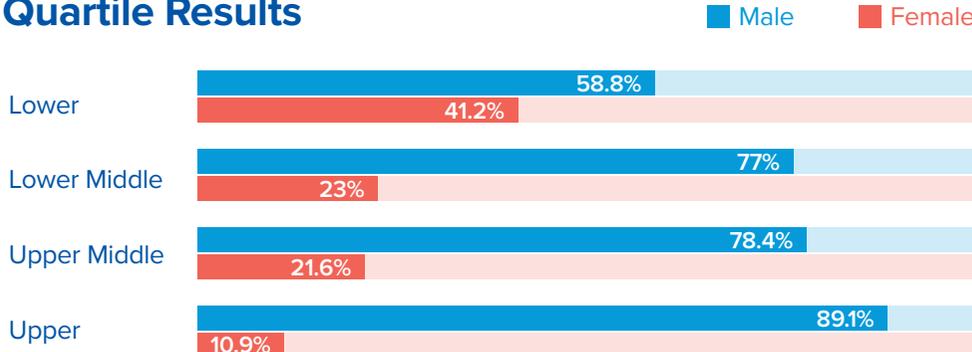
Andrew Page's mean and median hourly pay gap, is significantly lower than the national average. This is achieved by our salary structure that does not discriminate based on gender.

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



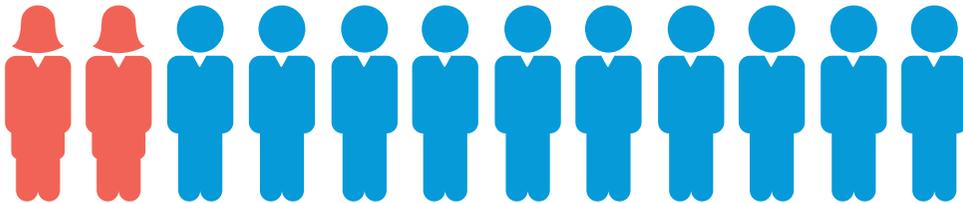
The upper middle quartile is affected by roles that are male dominated, this too is driven by the historic nature of our industry being male dominated and is role specific and not gender specific.

Our Results - Arleigh

As required, our results below are based on data as of 5th April 2018.

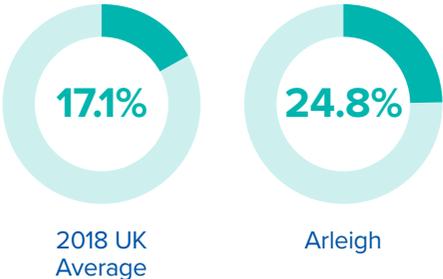
Our Workforce

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.



= 204 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



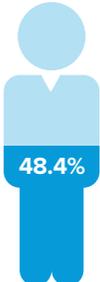
Mean Bonus Pay Gap



Median Bonus Pay Gap



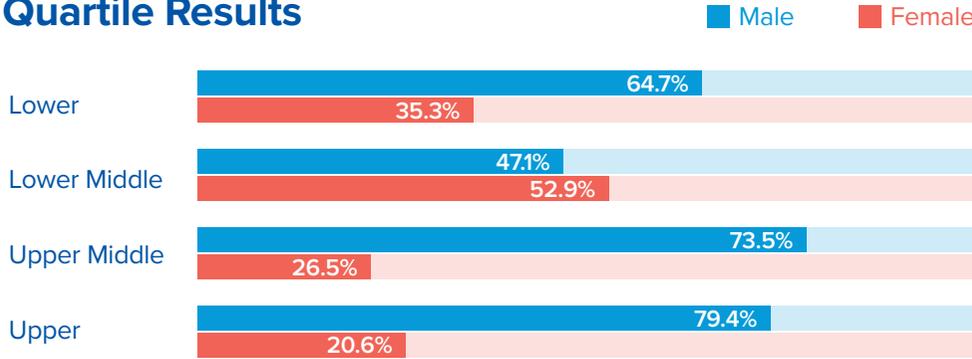
Females Receiving Bonus



Males Receiving Bonus

Whilst we recognise a bonus proportion pay gap of **22.3%**, 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



Lucy Orchiston
Head of Engagement

Euro Car Parts Group is focused on attracting and engaging new and exciting people into our business to develop as a forward-thinking company. We recognise there is a wider societal expectation that roles in the automotive industry are traditionally for men and we are actively making efforts to identify potential barriers that dissuade women from pursuing an exciting career path in this industry. We choose the right person for the right job, regardless of gender.

We aim to offer more than just a place of work and want all our colleagues to enjoy a balanced and flexible work life. We offer exciting career progression opportunities, with staff across all levels and departments undergoing training programmes. Our grass roots development programme, within our logistics operation, is something we are proud of. This initiative allows warehouse colleagues to flourish into management positions and has been so successful we have won a leading logistics award. It was refreshing to see such diverse attendees at this event.

Our latest development is the amalgamation of a dedicated engagement team who now circulate throughout the business. Our dedicated team listen and share ideas with all colleagues throughout the network, driving the business forward to meet the everchanging modern times head on in a very competitive automotive aftermarket sector.

Our gender pay gap is a major daily focus for me and the team. We know a change is needed to move into the modern era of vehicles and owners and understand the importance of diverse voices throughout the network. We now have the right values in place and with a fresh structure in the network, we are taking steps in the right direction.

I have worked in logistics and automotive my whole career and thrive on the fast-paced nature. Being female hasn't held me back, as the business believes it's about the person and their ability over anything else.

The Euro Car Parts Group



I have been part of the team at Euro Car Parts for three years and I can honestly say that within my role in operations I have never felt as a female that I needed to do anything differently to balance the male/female balance within my team. All recruitment I've seen, or been a part of, has always been based on merit alone and I believe we have a very diverse mixture of management who are all equally valued.

Amanda Williams
General Operations Manager

At the Euro Car Parts Group, we're committed to support the development of more women into leadership positions across all areas of our business. Our industry has traditionally been male dominated, but this is changing as we continue to see the benefits of a more diverse workforce. From a personal perspective, my focus is to attract and develop talent from a wide range of backgrounds to ensure we have the best leaders for the future.

Helen Robinson
Marketing Director

If you want to know more about the Gender Pay Gap regulations please see: <http://www.acas.org.uk/index.aspx?articleid=5768>