



GSF CAR PARTS

GENDER PAY GAP REPORT 2022



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ABOUT GSF

GSF Car Parts is one of the leading groups of automotive parts distributors, supplying thousands of independent garages throughout the UK and Ireland with parts, tools, garage equipment and specialist training.

The group has over 175 branches nationwide and this network benefits from the centralised support and expertise of several specialist departments in Birmingham, Chester and Swansea. GSF Car Parts is a subsidiary of Uni-Select Inc., a leader in the distribution of automotive refinish and industrial coatings and related products in North America, as well as a leader in the automotive aftermarket parts business in Canada

As part of our commitment to working with integrity and respect, and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we produce our Gender Pay Report annually.

This report shows the differences in the average pay between men and women in roles at every level within the business. The information contained within is based on the requirement date of 5th April 2021.

I confirm that the data and information within this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Mark Eburne
President and COO



INTRODUCTION

As a business, we are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear rule of paying employees equally for the same or equivalent work, regardless of their sex or any other characteristic.

In practice, this means we are committed to developing our people, offering opportunities to progress and equipping them with the skills they need to forge a successful career in the business, irrespective of gender. We carry out pay and benefits audits at regular intervals, as well as evaluating job roles and pay levels to ensure a fair structure across the business.

GSF is committed to providing equal opportunities for development, mentoring and progression to all our Team Members. It is this foundation that has enabled us to build powered by a diverse cross-section of passionate people who are rewarded fairly and consistently.

Overcoming the challenges presented by the pandemic in 2020 and 2021 demonstrated the power of this approach to talent: we were able to weather the worst of that storm because our diverse and highly skilled workforce pulled together to successfully adapt to changing conditions. That success was the result of a nationwide team that works in collaboration, with respect and integrity.

Our branch staff continue to be paid the same rate according to their role. There is no difference between the rates paid to men and women in our branches.

Jo Warren
HR Director



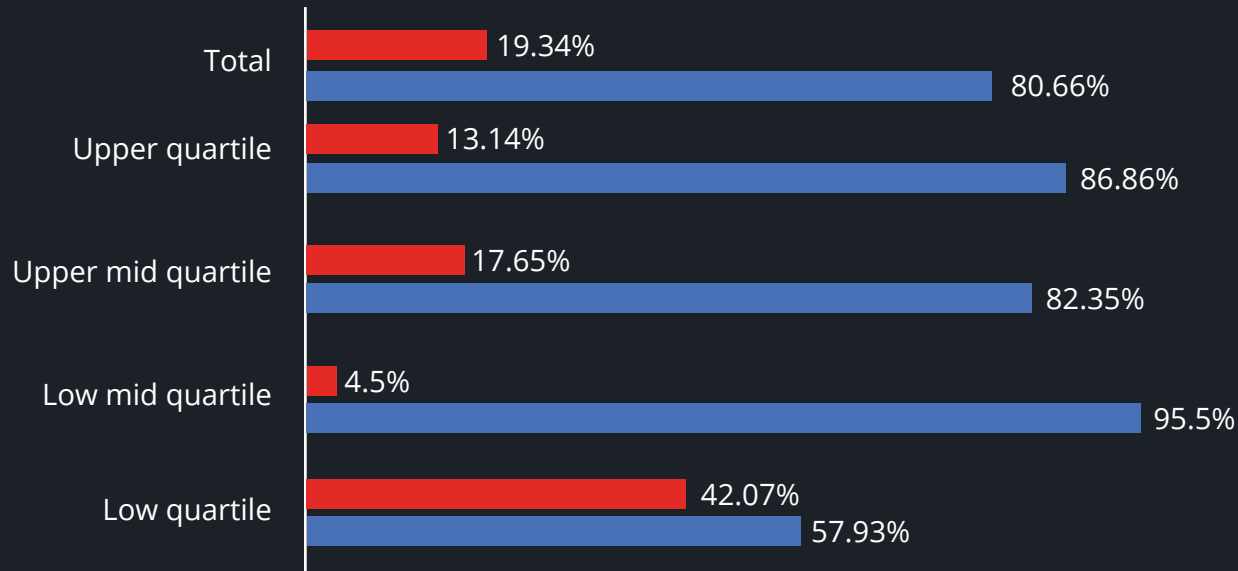


GENDER PAY GAP REPORT

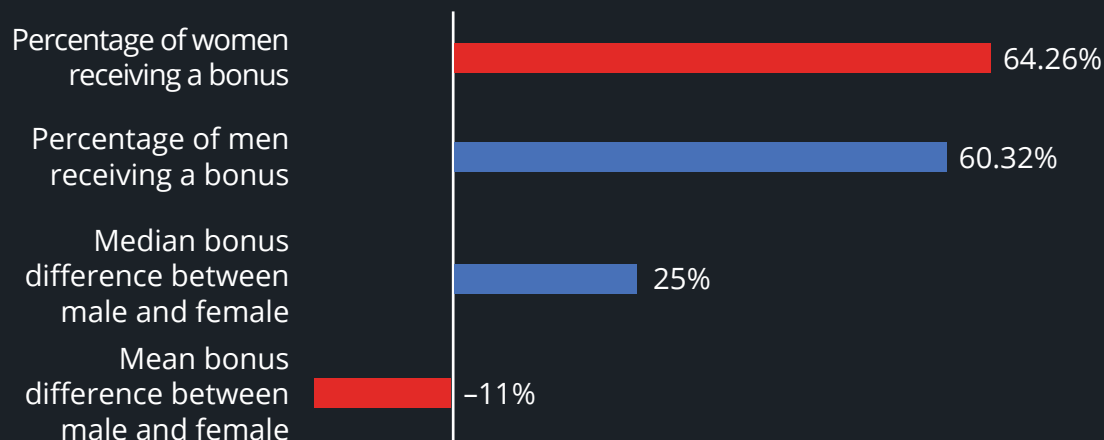
GSF CAR PARTS LTD

2021 PAY QUANTILES

■ FEMALE ■ MALE

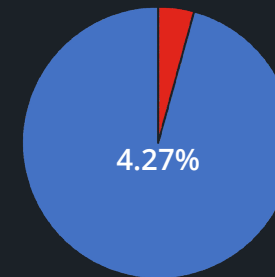


BONUS INFORMATION



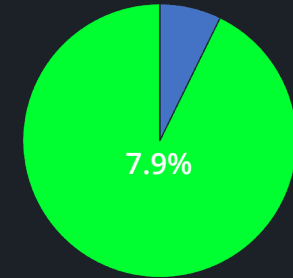
MEAN PAY GAP

2021



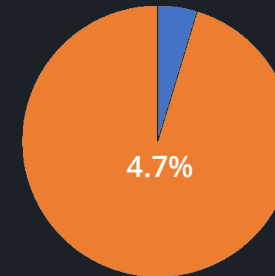
GSF Car Parts

2021



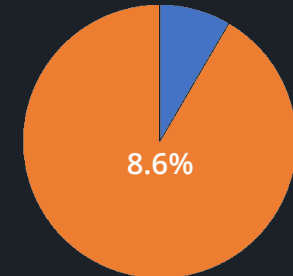
UK national average

2020



GSF Car Parts

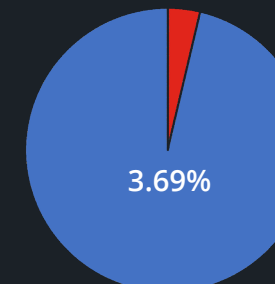
2019



GSF Car Parts

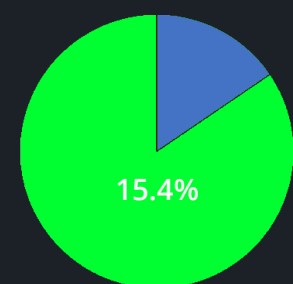
MEDIAN PAY GAP

2021



GSF Car Parts

2021



UK national average



"I started with GSF as a Driver after looking for a customer-facing role. I've worked my way up through the branch, taking on jobs in the warehouse and the sales office before becoming Branch Manager."

"As I moved through my career, my managers were constantly supportive and always pushing me forward. At no point have I felt judged for being a woman in this industry."

Lori Rennie, Branch Manager at Taunton

"This is now an industry where talent and skill will win out more than ever before, so it is an excellent time to join the aftermarket."

"Like any other industry, a good mentor and someone to help you develop your career will be a real asset – I'm always on the lookout for rising stars who have the potential to go far and add value, because mentors have helped me throughout my career."

Emma Tiernan, South East Divisional Director



"I'm proud to be a member of the Senior Management Team at GSF, a company that values aptitude and talent above all else."

"In a traditionally male-dominated industry, GSF is progressive in its approach to recruitment and development, making this an excellent place to work for colleagues of any culture, gender and characteristic."

Paula Huesca de Crean, Group Commercial Director

"Some still see this industry as a male environment, but I strongly believe you can do any job if you put your mind to it and that women doing the same jobs as men should be paid equally. My advice to people of any background is if it's something you really want to do, stick with it and don't let anyone hold you back."

"The support of my colleagues and my persistence in building relationships with customers has made this a really rewarding job."

Sophie Childs, Assistant Branch Manager at Tunbridge Wells



NEXT STEPS

GSF Car Parts' Gender Pay Gap continues to compare favourably with organisations across the UK and the automotive sector, and we remain committed to reducing the remaining gap by incorporating key actions into our plans for growth.

We are proud to sit below the national average for both mean and median pay gaps, and we continue to successfully reduce the gender pay gap year on year. There are several steps we have already taken to promote gender diversity and equality across all areas of our workforce. Our plans for the coming year include:

- The reintroduction of an annual pay review for every role in the business following the pandemic, benchmarked against other industries and our own
- Using the results of the annual all-staff engagement survey to ensure colleagues at every level, of every culture and characteristic, have the opportunity to put forward their views
- Ongoing engagement with apprenticeship schemes to raise awareness of career opportunities available within the automotive sector and to help dispel any stereotypes
- Providing a comprehensive online learning programme open to all staff, made more accessible through the rollout of communal tablet devices to all branches in the network
- The implementation of new policies and processes to facilitate flexible and remote working requests
- Using GSF's external presence to promote the diversity of our workforce through events such as International Women's Day and National Apprenticeships Week.

Sally Dowling
Chief Financial Officer





WELCOME

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