



GSF CAR PARTS

GENDER PAY GAP REPORT 2023



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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 180 branches nationwide and this network benefits from the centralised support and expertise of several specialist departments in Birmingham, Chester and Swansea.

In line with our core values of ownership, teamwork 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 5 April 2022.

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



Sukhbir Kapoor
President and COO

INTRODUCTION

GSF is 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 reviews annually, evaluating roles and salary levels to ensure we are fairly and appropriately rewarding all our Team Members for the part they play in GSF's continued success.

We are also on an exciting journey of continuous development for our benefits package, seeking new ways to enhance our employee value proposition through the introduction of benefits such as paid time off for volunteering, charity match funding, financial support and more.

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 a thriving business with a diverse cross-section of passionate people that we are proud to support throughout their careers with GSF.

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

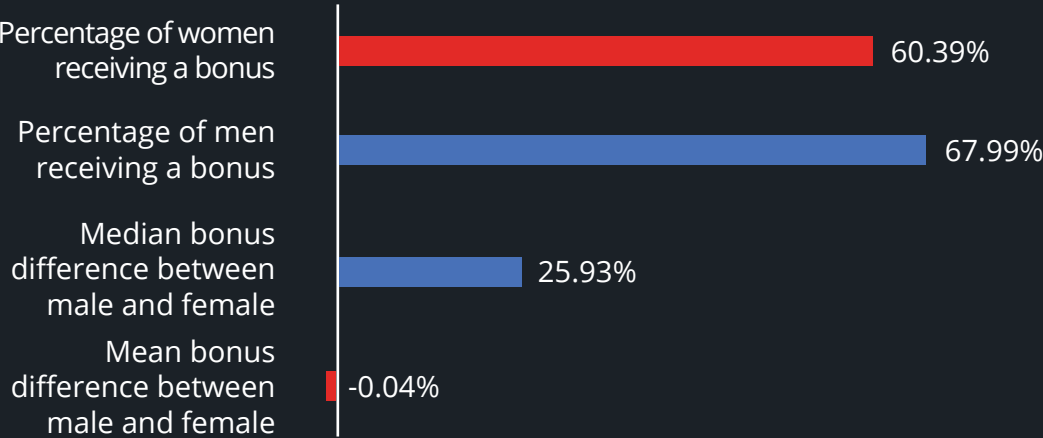
2022 PAY QUANTILES

FEMALE

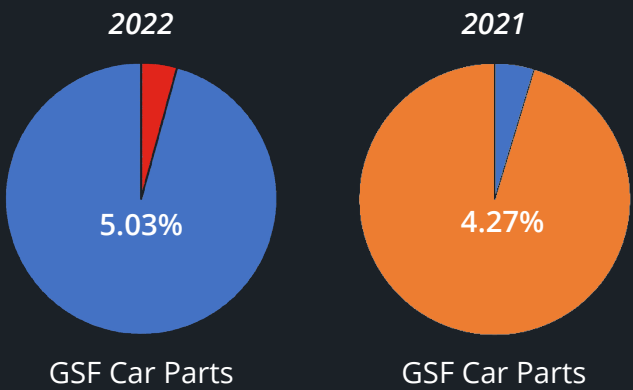
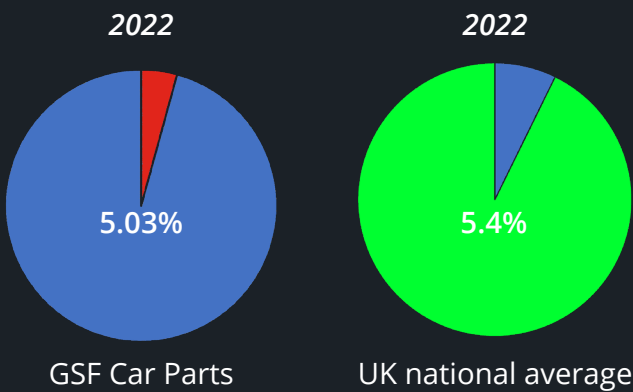
MALE



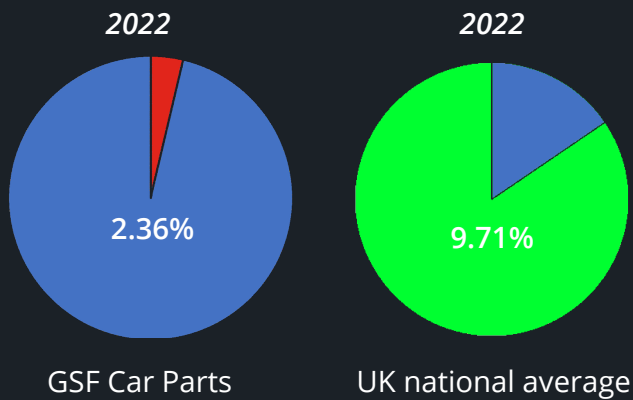
BONUS INFORMATION



MEAN PAY GAP



MEDIAN PAY GAP





"So far I've progressed from Sales Advisor to Branch Manager with GSF in the last two years, so I plan on pushing my career as far as possible and this feels like a company that will support me to achieve this."

"Gender and age have no impact on how well I do my job. Confidence and the ability to push yourself is what has the impact to help you to achieve what you want in your life and career."

**Sky Burgwin,
Halesowen Branch Manager**

"I've worked for GSF for seven years now, starting as a driver before progressing through warehouse and sales roles, then joining the Operations team."

"I absolutely love every day in this role, each day you meet and interact with some great people and learn so much. GSF have a lot of women in good positions who I look up to and admire daily. If you give it your best and are willing to learn you will go far."

**Nichola Harrison, Operational
Support Specialist**



"I like the fact that joining the automotive industry can take your career in any direction. For example, I started at GSF in an apprenticeship that lasted two years. I don't think working in this industry is as challenging as when I started in 2017, things are more equal now."

"I would definitely recommend the automotive industry as a rewarding career to follow because everything is changing, so personal growth is inevitable."

**Shelby Fryers,
Warranty Administrator**

"My experience in the automotive industry has always been positive. The HR team has many strong female role models with lots of experience to learn from. I advise anyone starting in the industry be eager to learn, embrace the opportunities offered to you and build relationships along the way."

"The company supported my progression by putting me through my CIPD qualification, which unlocked the next step in my career."

**Sophie Smith, Employee
Relations Advisor**



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 our commitment to improving our pay and benefits package for all Team Members continues at pace. Our plans for the coming year include:

- The continuation of our annual pay review in which we benchmark our salaries against external companies in our industry and beyond
- Sharing and acting upon the results of our annual all-staff engagement survey in order to ensure colleagues at every level, of every culture and characteristic, have the chance to genuinely and positively shape the future of our business
- New forms of proactive local engagement with colleges and charities across the UK to directly support students and apprentices with their career and skills development, showcasing the aftermarket as a prosperous and rewarding industry for all
- Championing our female colleagues internally and externally in line with nationally recognised celebrations such as International Women's Day, National Careers Week and National Apprenticeship Week.

Sally Dowling
Chief Financial Officer



PARTS

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COLLECT**

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