

# GSF CAR PARTS

## GENDER PAY GAP REPORT 2024





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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 with parts, tools, garage equipment and specialist training.

The group has more than 180 branches nationwide and this network benefits from the centralised support and expertise of several specialist departments in locations such as Birmingham and Chester.

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 2023.

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.



**Steve Horne**  
CEO

# 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 growth and investment across the business. This is opening up new avenues for us to strengthen our employee value proposition across the board, introducing new benefits and improving our existing ones.

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.

**Jo Warren**  
*HR Director*







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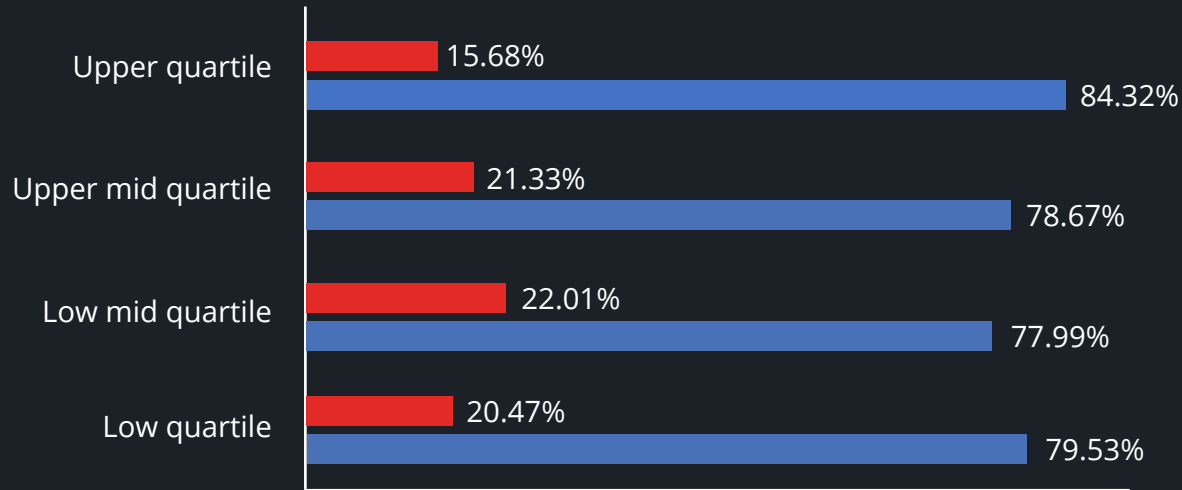


# GENDER PAY GAP REPORT

## GSF CAR PARTS LTD

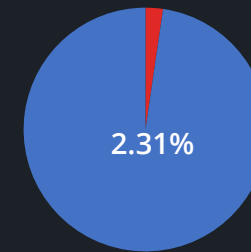
### 2023 PAY QUANTILES

■ FEMALE ■ MALE



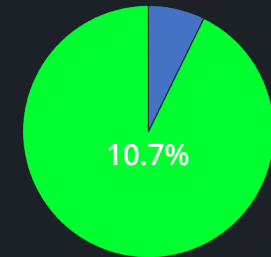
### MEAN PAY GAP

2023



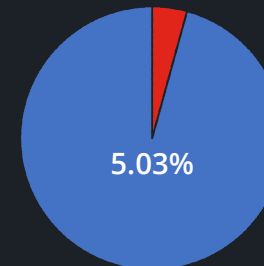
GSF Car Parts

2023



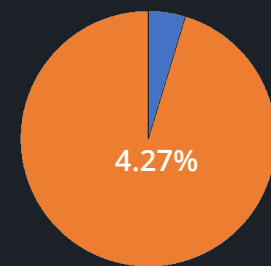
UK national average

2022



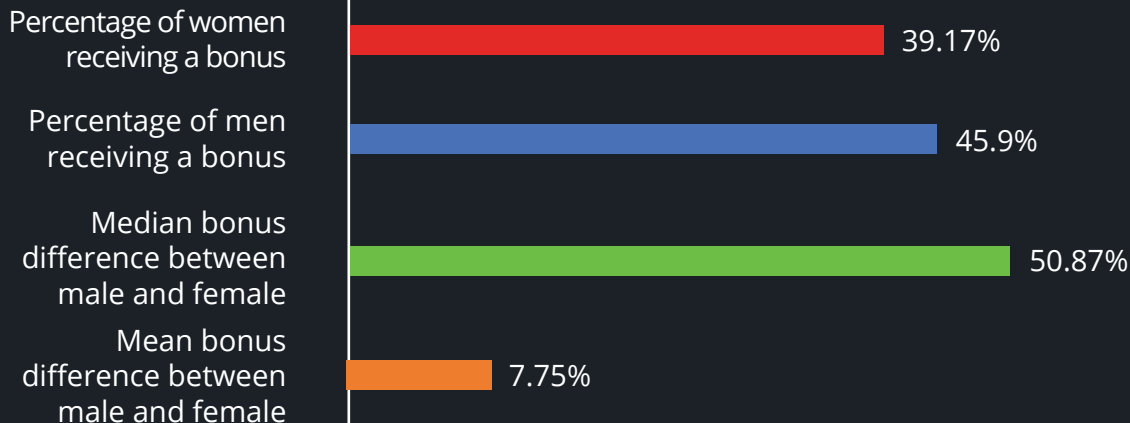
GSF Car Parts

2021



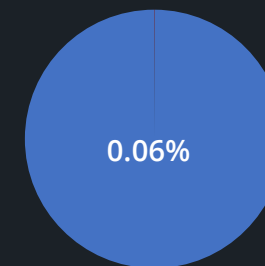
GSF Car Parts

### BONUS INFORMATION



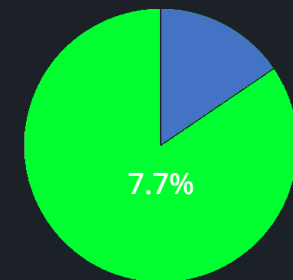
### MEDIAN PAY GAP

2023



GSF Car Parts

2023



UK national average





“I joined GSF about three years ago and had never worked in the automotive industry before. I think the automotive industry is very interesting, growing and moving on quickly, as is my progression in GSF.

“So far I’ve been a Warehouse Operative, Standing Team Leader, Warehouse Administrator, Warehouse Coordinator and now I am completing my apprenticeship in less than three years. I could not do that without my colleagues and management support.”

**Marta Michota, Midpoint**

“I always loved cars and always wanted to be a mechanic but my mum wouldn’t let me as she said *it’s not a girl’s job*. I actually joined the industry when my daughter started nursery as I was bored and could manage the driving role around childcare.

“Now, my next mission is to become a Branch Manager and run my own branch one day.”

**Nuvit Omer, Watford North Assistant Branch Manager**



“A year after I started at GSF in a retail role there was an opening in the Marketing team for an assistant, so with the encouragement of my family and colleagues I decided to apply. Since starting in the marketing department, I have been able to refine my skills and tap into existing knowledge on both my time in sales and my studies.

“I know this is a company I have room to grow in, not just in sales but figuring out a way to put my degree to use.”

**Natalia Sky, Marketing Assistant**

“Sales are all about who you know so most of my roles have been introduced by friends or previous colleagues. GSF Nottingham Branch Manager Nichole Parkes has been a constant in my career and we work really well together.

“I joined GSF in 2023 and it felt like being back home after a few years in flooring sales; it’s good to be back and I’m looking forward to seeing what the future holds.”

**Becky Ducker, Business Development Manager**





# 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:

- Our well-established annual pay review in which we benchmark our salaries against external companies in our industry and beyond
- Launching new lines of communication through all-staff town halls, manager briefings and team meeting packs to equip everyone in the business, irrespective of who they are, with the same knowledge and understanding of GSF, as well as giving them the chance input at every level.
- Providing opportunities for our teams to engage with community institutions such as colleges to directly support students with their career and skills development, as well as celebrating the success of apprentices in our industry through trade bodies like the IMI.
- 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*





