

GSF CAR PARTS

GENDER PAY GAP REPORT 2025



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ABOUT GSF

At GSF Car Parts, we take pride in being one of the UK's leading automotive parts distributors, providing thousands of independent garages with high-quality parts, tools, garage equipment, and specialist training. With a nationwide network of 200 branches, our teams benefit from the expertise and support of specialist departments Nationwide and in key locations such as Wolverhampton and Chester. Our commitment to equality, inclusion, and respect is at the heart of everything we do. We believe that every individual deserves to be valued and empowered, and we continuously strive to create an inclusive workplace where everyone can thrive. In line with our core values—ownership, teamwork, and respect—and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we publish our Gender Pay Report annually. This report highlights the differences in average pay between men and women across all roles within our business, reflecting our ongoing dedication to transparency and fairness. The data within this report is based on the requirement date of 5 April 2024.

I confirm that the information provided is accurate and meets the requirements set out by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Steve Horne
CEO



INTRODUCTION

At GSF we are dedicated to fostering an environment where every individual, regardless of gender, background or identity, has equal opportunities, recognition and rewards. This means we are committed to developing our people by providing opportunities for growth and equipping them with the skills needed to build a successful career within our business regardless of gender.

We ensure that all employees receive fair pay for the same or equivalent work free from bias or barriers. Our annual pay reviews assess roles and salary levels to ensure that all team members are fairly and appropriately rewarded for their contributions to GSF's ongoing success.

GSF is on an exciting journey of growth and investment which is creating new opportunities all round. As we expand, we are introducing new benefits, improving existing ones and strengthening the support we offer our people. As we continue to evolve we are proud to foster an environment where talent flourishes, ambition is nurtured, and every individual has the opportunity to excel. It truly is a great time to be team GSF!

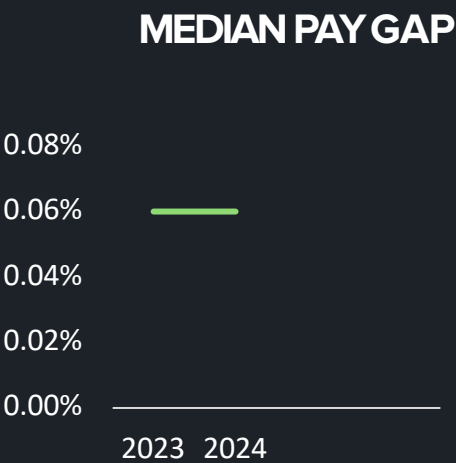
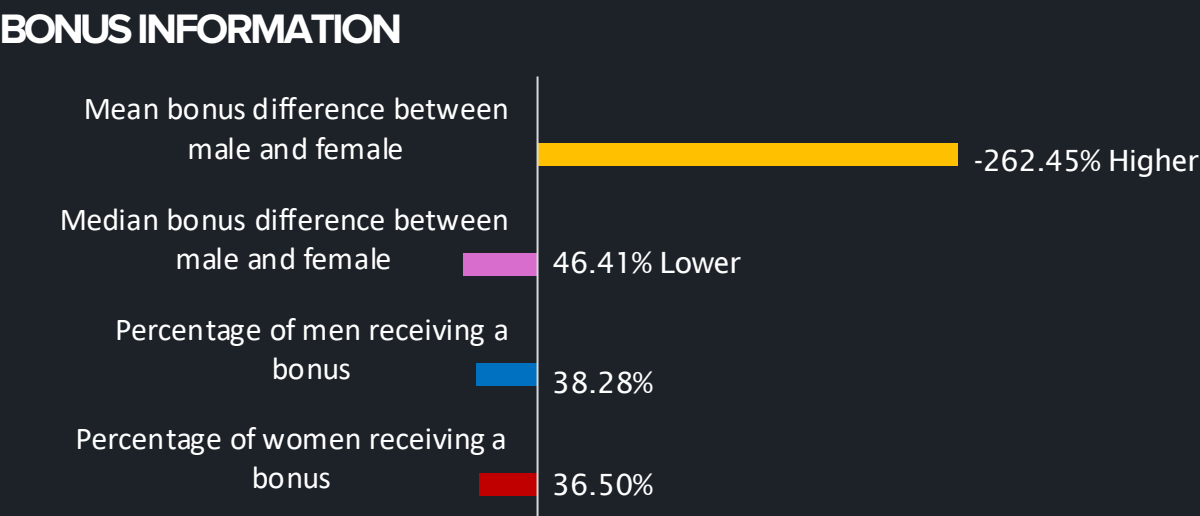
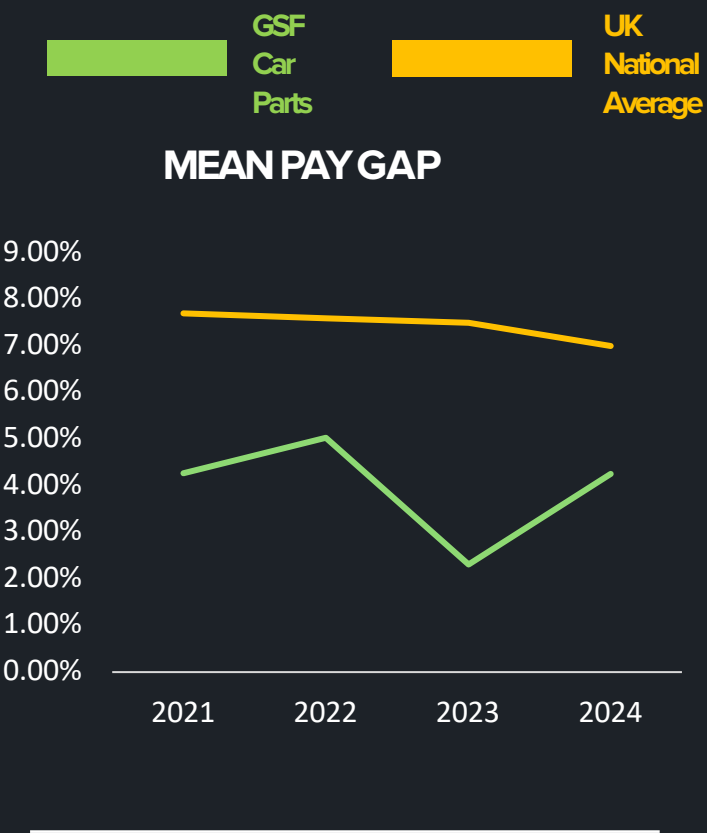
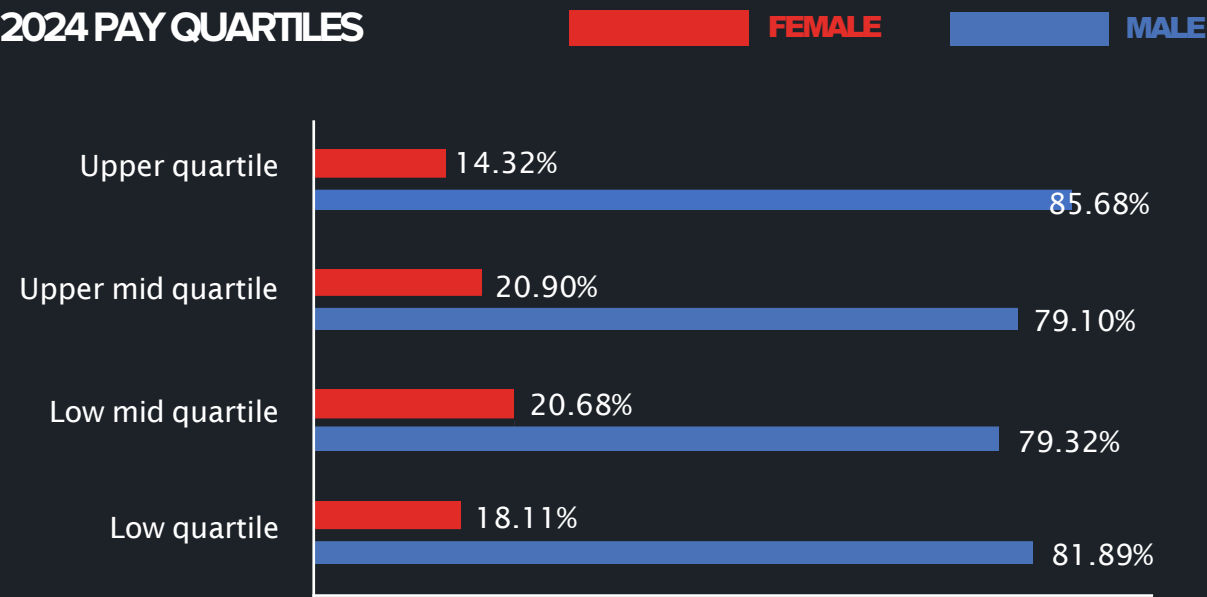
Julie Blagrove
Payroll Manager





GENDER PAY GAP REPORT

GSF CAR PARTS LTD



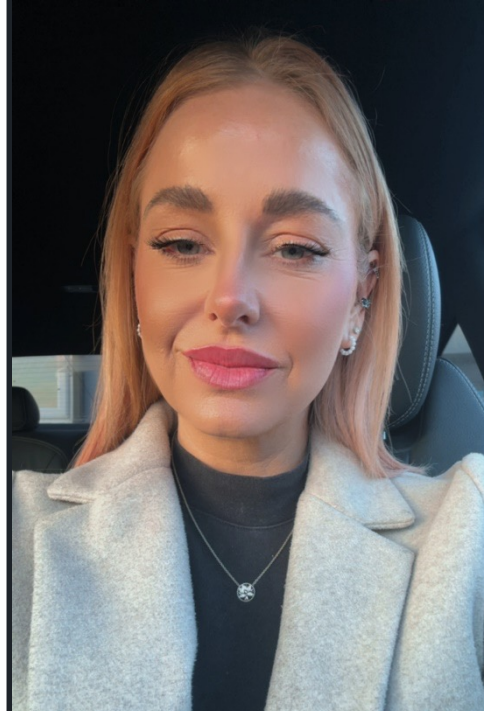


'I've been at GSF for 9 months in the role of Head of Indirect Procurement and am responsible for the business goods and services which is often called Goods not for Resale. This covers areas like IT, Logistics and Facilities Management. My focus is on value, risk and sustainability so making sure we get the best value for money, work with reputable suppliers and ensure continuity of supply. I love working for fast paced multi-site retailers and GSF fits this bill, especially the fast-paced bit! Looking forward to a busy year and seeing what targets we can smash together!'

Sam Johns,
Head of Indirect Purchasing

'I joined GSF a year ago, bringing experience from the merchant sector. Although I had no prior background in the automotive industry, my passion for motorsports made GSF an exciting and dynamic place to work. I began my journey as a Central Operations Manager and have since advanced to Head of Central Operations, where I now lead the Central Operations Team, Facilities Team, and Branch Support Team. I'm excited to continue thriving in this fast-paced environment and to seize opportunities for professional development.'

Rupa Bhojani, Head of Central Operations



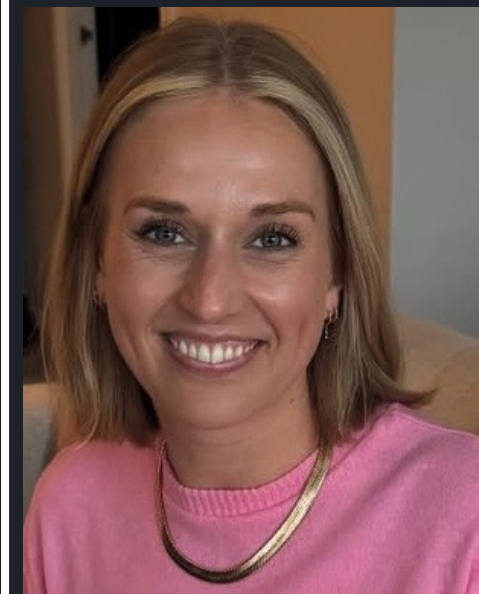
'I have been in the motor trade for 20 years (I know I don't look old enough), starting as a van driver I have been fortunate enough to have had various roles, from BDM, BM, Tools Specialist looking after 7 tool vans before having the opportunity of being the only female regional Manager in GSF, so I suppose I am an example of how you can progress with determination and hard work.'

There seems a genuine "buzz" in our region and the company in general and it's great to be a part of it, I am looking forward to watching my region grow and succeed throughout 2025.'

Lesley Howells,
Regional Manager

'I joined GSF in July last year as eCommerce Programme Manager. Having previously worked at an automotive tech startup moving to GSF was quite a big change. Over the past eight months, I've loved being part of a business with a relentless drive to improve and excel. My role involves collaborating with teams across the organisation, which has allowed me to witness firsthand the passion everyone at GSF has for achieving our goals. I've been fortunate to have my manager's support in leading projects beyond my core role, giving me valuable exposure to different areas of the business. While there are still lots of challenges to overcome, I'm really enjoying being part of the GSF team and I'm excited to contribute to the incredible things we'll achieve in 2025 and beyond.'

Sophie Griffiths, Digital Program 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. Actions we have actively taken over the last year and will continue to review regularly include:

- Our well-established annual pay review in which we benchmark our salaries against external companies in our industry and beyond, using a salary bracket approach to the branch network to ensure fair pay across the UK
- Regular 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 to input at every level
- We have demonstrated a clear commitment to fostering a culture of continuous learning and professional growth, providing all employees with the resources and opportunities to enhance their skills, advance in their careers, and achieve well-deserved promotions within the organisation. In support of this commitment, we are launching level 3 and level 5 management training which will be IMI accredited open to every member of staff in the business
- We provide 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

Noora Talo

Head of Financial Planning and Analysis



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