



2026

# GENDER PAY GAP REPORT

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GSF Car Parts Ltd
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# ABOUT GSF CAR PARTS



**Steve Horne**  
Chief Executive Officer  
GSF Car Parts

At GSF Car Parts, we are proud to be one of the UK's leading automotive parts distributors, supporting thousands of independent garages with high-quality parts, tools, equipment and specialist training.

We are committed to building a workplace founded on equality, inclusion and respect, where everyone is valued for who they are and supported to achieve their potential. Our core values of ownership, teamwork and respect guide how we operate and how we support the growth and development of our colleagues to “Do Yourself Proud”.

In line with our legal obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we publish our Gender Pay Gap Report annually. This report shows the difference in average pay between men and women across our organisation, based on the snapshot date of 5 April 2025.

We remain committed to transparency and to understanding the factors that influence our gender pay gap, as we continue our work to create inclusive opportunities and support sustainable progression for all colleagues.

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 committed to creating a workplace where everyone regardless of gender, background, or identity has equal access to opportunities, recognition, and reward. We invest in the growth of our people by offering development pathways and equipping them with the skills they need to build a successful career within our business.

We are dedicated to fair and equitable pay. Our annual pay reviews ensure that employees performing the same or equivalent work are rewarded appropriately and free from bias. These reviews help us maintain a consistent and fair approach to recognising the contributions our teams make to GSF's continued success.

As GSF continues to grow and invest in its future, we are creating new opportunities across the organisation. This expansion allows us to enhance our benefits, strengthen employee support, and further develop a culture where talent thrives and ambition is encouraged.

**GSF is a winning team and one to be proud of.**

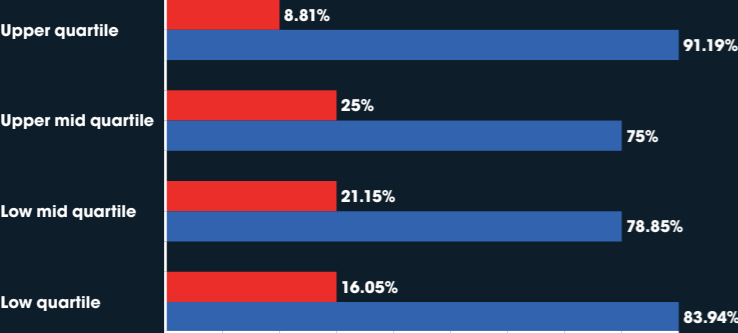


**Julie Blagrove**  
Payroll Manager  
GSF Car Parts



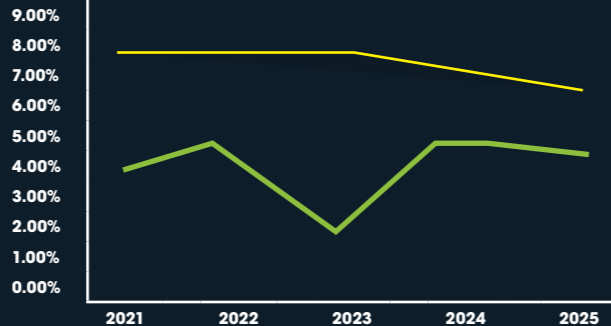
# GENDER PAY GAP REPORT: GSF CAR PARTS LTD

## 2025 PAY QUANTILES



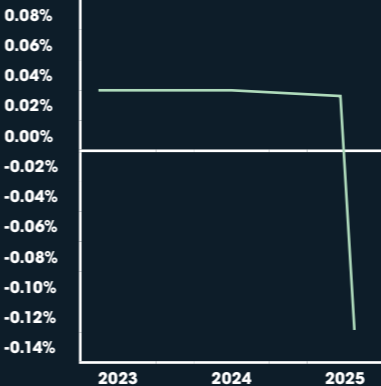
**FEMALE**  
**MALE**

## MEAN PAY GAP

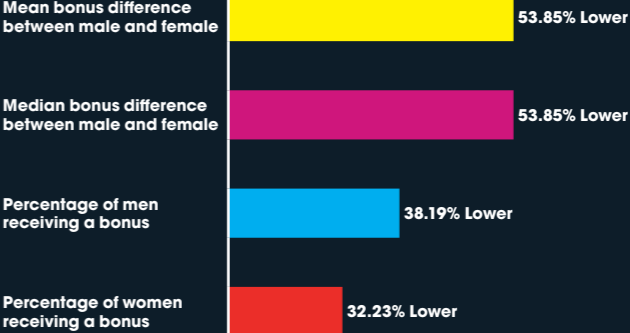


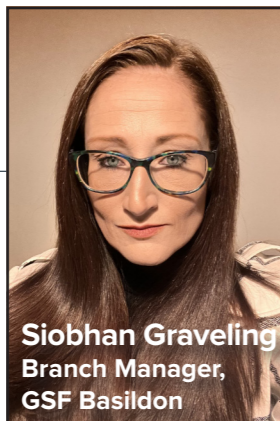
**GSF CAR PARTS**  
**UK NATIONAL AV**

## MEDIAN PAY GAP



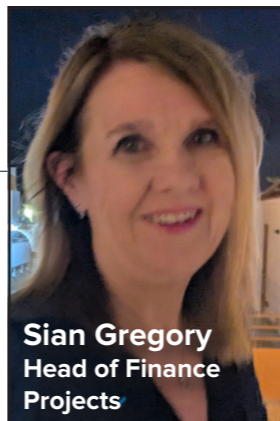
## BONUS INFORMATION





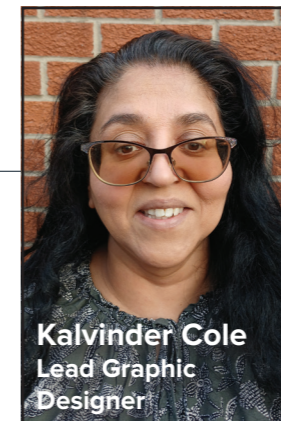
I joined GSF 3 years ago as a Branch Manager and it has been the best decision I have ever made.

I started off in the Motor Trade back in 2006 at another Motor Factor as a Driver and worked my way up from Driver to Warehouse and then Sales Management. Being Branch Manager with GSF is fantastic, It is such an amazing experience working for GSF, we have gone from strength to strength and won some incredible customers. The teams I have worked with have been incredible, from the Operations Teams, IT Teams, Fleet, HR, Talent, Regional Team, Other Branches, all the way to the CEO, they are always so happy to listen and help when ever needed. I have never been made to feel stupid in my role at GSF. We have an incredible team within GSF who are always so happy to help when needed.



I have worked for GSF for 10 years this year, having started as a Transactional Services Manager,

I moved into Finance Projects in 2019, and this year became Head of Finance Projects. My responsibilities involve leading finance projects and providing finance support for any group project where finance has an impact or involvement. My role is very interesting, and no two days are the same, I have to react to issues which arise, working closely with other business areas and support teams to identify a resolution. The support I receive from management and colleagues alike is what makes working at GSF so worthwhile. The business is a great place to work, and I am happy to be a part of the business growth. I look forward to an interesting year where the business will move up another level.



I have worked for the company nearly 15 years and there have been a lot of changes during this time.

I started as a designer working on various projects ranging from signage, livery, web through to promotions and print and I am now Lead Graphic Designer.

Working in a fast paced department has its own challenges and each project is dealt with care and precision. I work with various teams throughout the business and every single day is different. Whether it's working on TechFest material or DriveTec packaging, I am lucky to have such variation in my role.

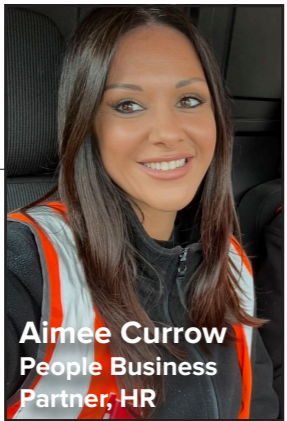
When the projects you have assisted with receive positive feedback and generates growth, you feel like you can give yourself a pat on the back. You can see how the business has changed always looking towards the future.



As a Marketing Executive within the E-Commerce team, I focus on driving online growth by creating engaging, data-led campaigns that support our branches and improve digital performance. I work closely with suppliers to develop new and exciting promotions, while continuously optimising our product listings through better imagery, clearer content, and using customer-behaviour insights to deliver the best possible online journey.

I enjoy working at GSF because I'm given the freedom to explore new ideas, I am constantly learning new things and I have the opportunity contribute to exciting projects that will help shape the future of the automotive industry.

I really value my role as a People Business Partner at GSF Car Parts, as it enables me to make a meaningful and lasting impact on both our people and the wider organisation. I am passionate about attracting and onboarding talent who will thrive at GSF, ensuring every new colleague experiences a positive, engaging, and supportive introduction to the business.

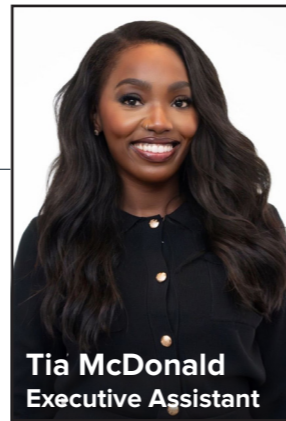


**Aimee Currow**  
People Business  
Partner, HR

A key part of my role is partnering closely with stakeholders across the organisation. I take the time to understand their operational priorities and challenges, and I work collaboratively with them to deliver people-focused solutions that strengthen team performance and promote a high-quality employee experience. I'm committed to supporting colleagues with their development and providing confident, practical guidance on employee relations matters, enabling leaders to navigate situations effectively and with clarity.

I'm deeply invested in our wider people strategy and in ensuring that our culture, leadership capability, and employee experience continue to evolve in line with GSF's long-term goals.

As Executive Assistant to the CEO at GSF Car Parts, I support executive operations while contributing to the smooth running of a busy National Distribution Centre. My role involves managing complex schedules, coordinating travel, and supporting initiatives that improve workplace efficiency and employee experience. I enjoy working at GSF because of its fast-paced, collaborative environment and the opportunity to make a meaningful impact across the business. It's a place where contributions are recognised, and there is a genuine focus on supporting development and creating an inclusive workplace where people can grow.



**Tia McDonald**  
Executive Assistant





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CLICK &

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CAR PARTS