



Gender Pay Gap Report 2024

LKQ  **EURO
CAR PARTS**

LKQ
Bodyshop

LKQ
Leisure and Marine

LKQ  **DIGRAPH**



2024 Gender Pay Gap, LKQ Group (UK) Limited

LKQ Group (UK) Limited is pleased to share the findings of its 2024 Gender Pay Gap report, covering 9,362 colleagues across our UK business.

LKQ Group (UK) Limited comprises four divisions: LKQ Euro Car Parts, LKQ Bodyshop, LKQ Leisure & Marine and LKQ Digraph.

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. This is not the same as unequal pay, which is paying men and women differently for performing the same or similar work.

At LKQ Group (UK) Limited, we are committed to equal pay for equal work and remain focused on creating a diverse and inclusive workforce where everyone can thrive.

While our team continues to be predominantly male (78%), we have made positive strides over the past year in increasing female representation, particularly across the lower middle and upper middle salary quartiles.

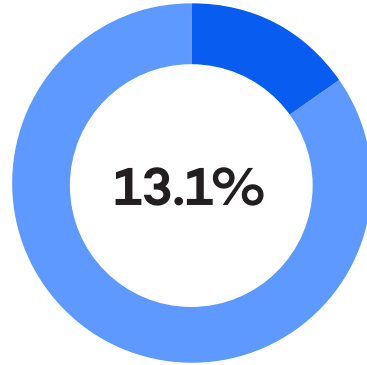
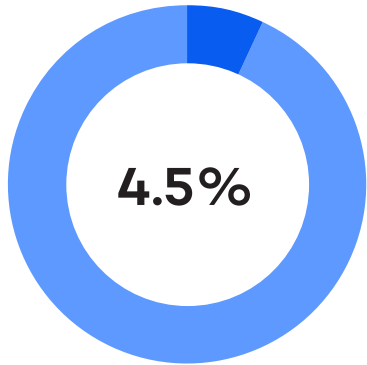
This progress reflects our continued efforts to open up opportunities for women across all parts of our business and at all levels of seniority.



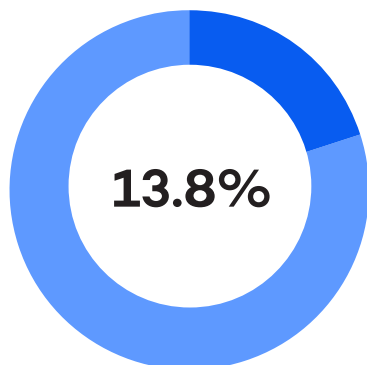
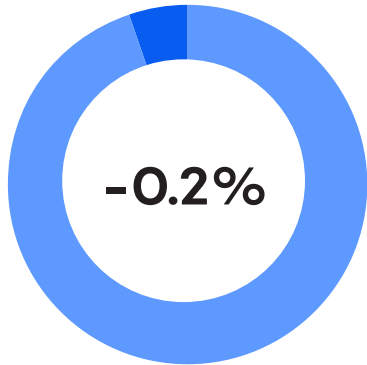
LKQ UK

UK Average (2024 provisional)*

Mean gender pay gap



Median gender pay gap



Summary of our performance

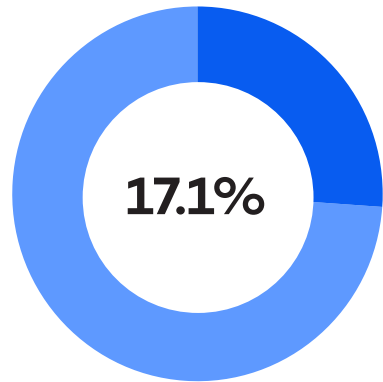
We are proud to report that both our mean and median gender pay gaps have improved again this year, and are significantly lower than the UK averages:

Mean Gender Pay Gap 4.5% UK Average (2024 provisional)* 13.1%. Median Gender Pay Gap -0.2% UK Average (2024 provisional)* 13.8%

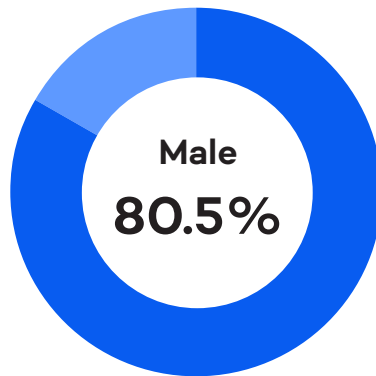
*Source: ONS Gender Pay Gap in the UK, October 2024

For 2024, the average mean illustrates that, women at LKQ Group (UK) Limited earn 95.5p for every £1 earned by men. Our median pay gap is now slightly in favour of women, reflecting increasing equity in pay across mid-level roles. Women's median hourly pay was 0.2% higher than men's - this means they earned £1.002 for every £1 that men earned.

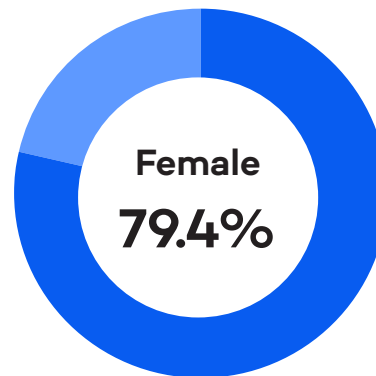
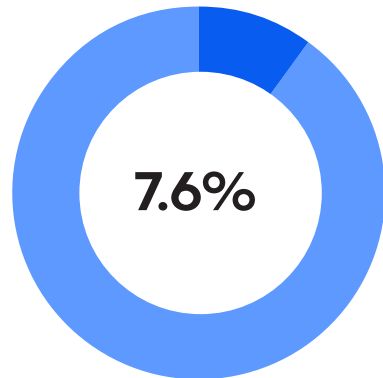
Mean gender bonus gap



Colleagues receiving a bonus payment



Median gender bonus gap



Summary of our performance

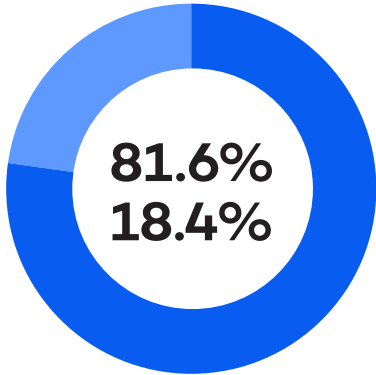
We also report a continued narrowing of our gender bonus gap: A significant majority of our team received a bonus during the reporting period:

- **80.5%** of men
- **79.4%** of women

This reflects consistent access to bonus schemes across the business and underscores our progress in making reward structures more inclusive.

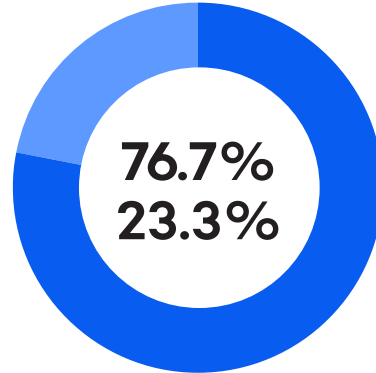
Salary quartiles

Lower male / female



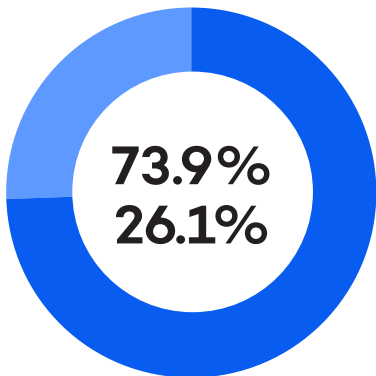
Salary quartiles

Lower middle male / female



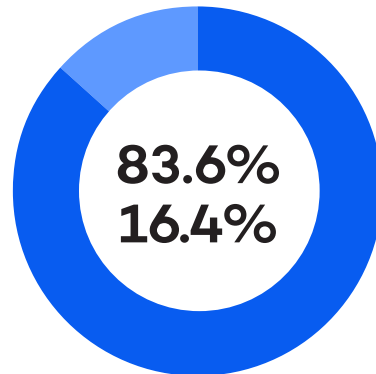
Salary quartiles

Upper middle male / female



Salary quartiles

Upper male / female



Our results:

Gender Representation by Salary Quartile

We've seen further growth in female representation in the upper salary quartile — a positive sign that women are progressing into more senior roles across the organisation.

- Lower male - **81.6%**
- Lower female - **18.4%**
- Lower middle male - **76.7%**
- Lower middle female - **23.3%**
- Upper middle male - **73.9%**
- Upper middle female - **26.1%**
- Upper male - **83.6%**
- Upper female - **16.4%**

While we acknowledge that the overall gender balance in our business is still heavily weighted towards men, we are encouraged by this shift and remain committed to long-term, sustainable change.

Our Commitments as a Responsible Employer

At LKQ, we're working hard to close the gender gap and create a fairer, more inclusive workplace. We know that we operate in one of the most male-dominated sectors of the UK economy — but that only strengthens our resolve to lead by example.



Donna Fearnley, Group HR Director, says:

While the gender pay gap remains a challenge across our sector, I'm proud of the progress we're making at LKQ Group (UK) Limited. The data in this year's report tells a story of positive movement — not just in the numbers themselves, but in the underlying actions and intent that are driving them.

“We know there's more work to be done to shift the dial on gender representation. But our commitment is unwavering. We're holding ourselves accountable, investing in change, and fostering a culture where women have equal opportunity to grow and lead.

“Creating a diverse and inclusive business isn't just about meeting targets — it's about building a workplace that's fit for the future. And that's exactly what we're doing.”



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