



Gender Pay Gap Report 2025

LKQ  **EURO
CAR PARTS**

LKQ
Bodyshop

LKQ
Leisure and Marine

LKQ  **DIGRAPH**



2025 Gender Pay Gap, LKQ Group (UK) Limited

LKQ Group (UK) Limited is pleased to share the findings of its 2025 Gender Pay Gap report, covering **8,681** colleagues across our UK business.

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

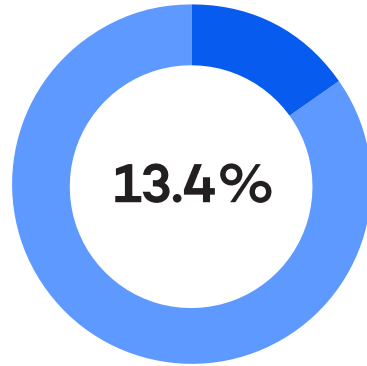
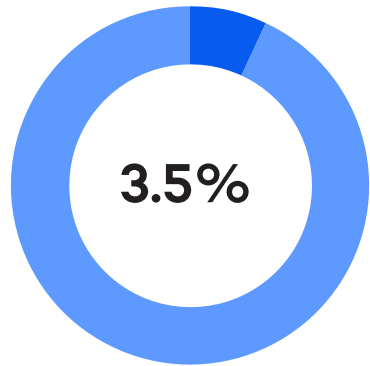
The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. This is not the same as unequal pay, which is paying men and women differently for performing the same or similar work.

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.

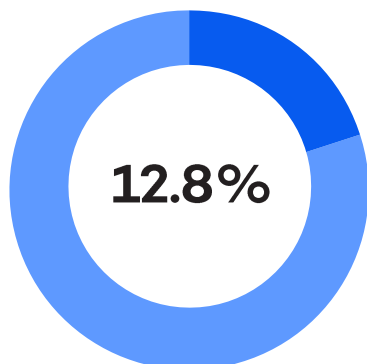
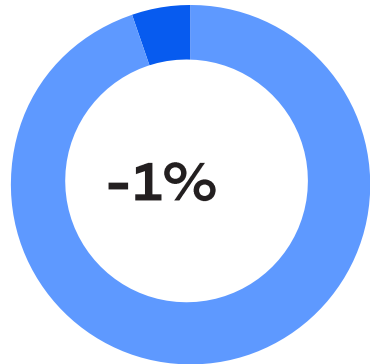
While our team continues to be predominantly male (**78%**), our female representation remains consistent despite a decrease in the total number of colleagues across our UK business since 2024.

We have a continued focus on opening up opportunities for women across all parts of our business and at all levels of seniority.

Mean gender pay gap



Median gender pay gap



Summary of our performance

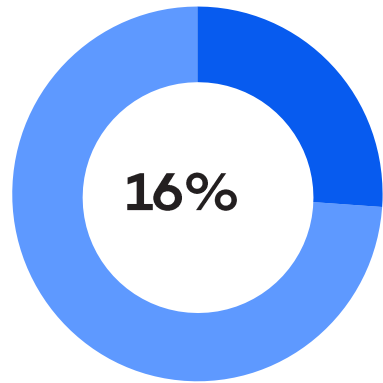
We are proud to report that both our mean and median gender pay gaps remain significantly lower than the UK averages:

Mean Gender Pay Gap 3.5%. UK Average 13.4%. Median Gender Pay Gap -0.1%. UK Average 12.8%

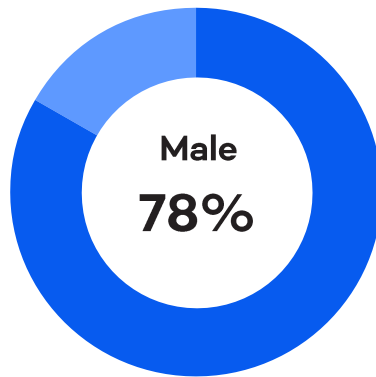
*Source: ONS Gender Pay Gap in the UK, October 2025

For 2025, the average mean illustrates that, women at LKQ Group (UK) Limited earn 96.5p for every £1 earned by men. Our median pay gap remains slightly in favour of women, reflecting increasing equity in pay across mid-level roles. Women's median hourly pay was 1% higher than men's - this means they earned £1.01 for every £1 that men earned.

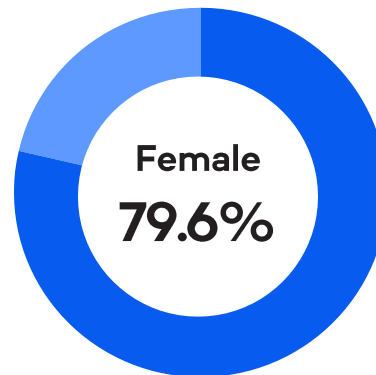
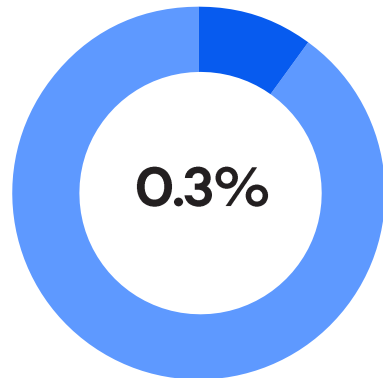
Mean gender bonus gap



Colleagues receiving a bonus payment



Median gender bonus gap



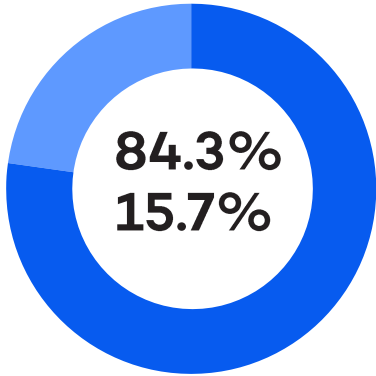
Summary of our performance

We also report a continued narrowing of our gender bonus gap. During the reporting period, the majority of our colleagues received a bonus, with:

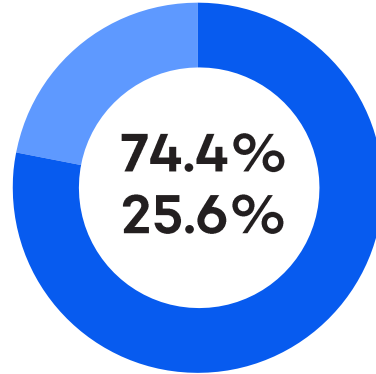
- **78%** of men
- **79.6%** of women

participating in bonus schemes. This reflects consistent access to bonus arrangements across the business and demonstrates ongoing progress in ensuring our reward structures are fair and inclusive.

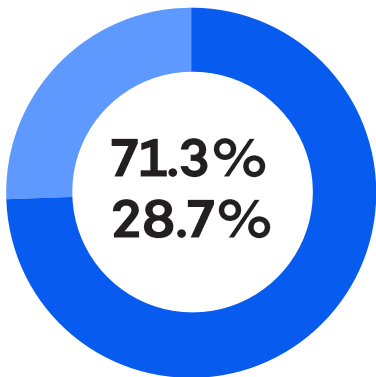
Salary quartiles
Lower male / female



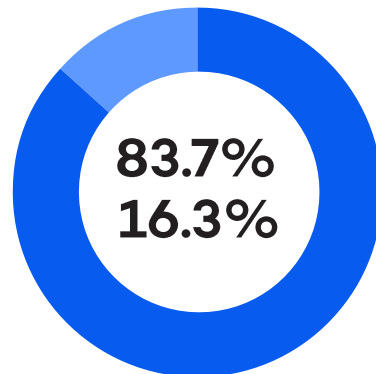
Salary quartiles
Lower middle male / female



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 – **84.3%**
- Lower female – **15.7%**
- Lower middle male – **74.4%**
- Lower middle female – **25.6%**
- Upper middle male – **71.3%**
- Upper middle female – **28.7%**
- Upper male – **83.7%**
- Upper female – **16.3%**

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 continues to be a challenge across our sector, I’m encouraged by the momentum we’re building at LKQ Group (UK) Limited. This year’s report reflects continued progress, not only in the data itself, but in the sustained actions and long-term commitment behind it.

We recognise there is still more to do to improve gender representation, particularly at senior levels. Our focus remains clear: holding ourselves accountable, investing in meaningful change, and strengthening a culture where women have equal opportunity to develop, progress, and lead.

Building a diverse and inclusive organisation is not about short-term targets — it’s about creating a resilient, future-ready business. That commitment continues to guide the steps we’re taking in 2026 and beyond.”





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