

German Swedish French Car Parts Ltd – Gender Pay Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The gender pay gap shows the differences in the average pay between men and women over all roles within a company, and is different to equal pay. German Swedish French car parts Ltd (GSF) is an equal pay employer.

The information below is based on the requirement date of 5th April 2017.

Our overall mean gender pay gap is 11.8%

Pay Information

Mean hourly pay difference between male and female employees	11.8%
Median hourly pay difference between male and female employees	4.0%

GSF's gender pay gap is significantly lower than the National Average of 18%. The branch employees are paid the same rate according to which job they do and there is no difference between the rates paid to men and women in the branches.

Gender Split – pay quartiles

Gender Split	Lower Quartile	Low Mid Quartile	Upper Mid Quartile	Upper Quartile	Total
Male	71%	75%	82%	89%	79%
Female	29%	25%	18%	11%	11%

Bonus information

Mean bonus difference between male and female employees	54%
Median bonus difference between male and female employees	0%
Percentage of men receiving a bonus in 2016/17	30%
Percentage of women receiving a bonus in 2016/17	45%

The mean bonus difference is related to the higher percentage of male employees in upper quartile roles.

Comments

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. It has a clear rule of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay levels as necessary to ensure a fair structure.

What is GSF doing to address its gender pay gap?

While GSF gender pay gap compares favourably with that of organisations both across the whole UK economy and within the Automotive sector, this is not a subject about which GSF is complacent, and it is committed to doing everything that it can to reduce the gap. However, GSF also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that GSF has taken to promote gender diversity in all areas of its workforce include the following:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, in 2018 GSF introduced gender monitoring to understand:
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions;
 - the proportions of men and women leaving the organisation and their reasons for leaving;
 - the numbers of men and women in each role and pay band;
 - take-up of flexible working arrangements by gender and level within the organisation;

- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and

The information will be collected monthly and reviewed quarterly. A report will be provided to the board on an annual basis detailing what the company is doing to reduce the gender pay gap and the progress being made.

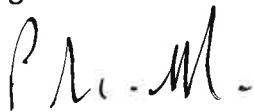
In the coming year, GSF is also committed to:

- reviewing its bonus policy and criteria
- launching a university partnering graduate scheme and apprenticeship schemes with local providers to raise young people's awareness of the different career opportunities available within the Automotive sector, and to help dispel any misperceptions and stereotypes.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Peter Sephton, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed:



Date: 27 March 2014