

## **Motor Parts Direct 2023-24 Gender Pay Gap Report**

Gender pay gap legislation, introduced in April 2017, requires all employers of 250 or more employees to publish their gender pay gap.

The report for Motor Parts Direct for 31 March 2023-24 is as follows:

### **Calculation One**

474 employees are in the upper hourly pay quarter. 74 are women, and 402 are men. This means that 15,61% are women and 84,81% are men.

474 employees are in the upper middle hourly pay quarter. 151 are women, and 323 are men. This means that 31,86% are women and 68,14% are men.

475 employees are in the lower middle hourly pay quarter. 131 are women and 344 are men. This means that 27,58% are women and 72,42% are men.

475 employees are in the lower hourly pay quarter. 121 are women and 352 are men. This means that 25,47% are women and 74,11% are men.

### **Calculation Two**

The mean gender pay gap for hourly pay is 8,57%.

### **Calculation Three**

The median gender pay gap for hourly pay is 0,94%.

### **Calculation Four**

The proportion of women receiving a bonus is 77,06%.

The proportion of men receiving a bonus is 75,14%.

### **Calculation Five**

The mean gender pay gap for bonus pay is 37,85%.

### **Calculation Six**

The median gender pay gap for bonus pay is 10,63%.

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## **What are the underlying causes of MPD's gender pay gap?**

Under existing law, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme.
- or work of equal value.

MPD's Board is committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. MPD has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).

As such, MPD:

- carries out pay and benefits reviews at regular intervals.
- provides training for managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women undertake within the organisation and the salaries that these roles attract.

*Schalk de Waal*

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**Chief Financial Officer**

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