



WGEA company statement

Bapcor is building a diverse and inclusive workplace culture where every team member feels safe, engaged and belongs.

Our Diversity, Equity and Inclusion (DEI) strategy – approved by Bapcor’s Board in FY24 – outlines the approach we’re taking. A core part of this strategy is striving to achieve equal opportunities and outcomes for all team members.

Each year we send data to the Federal Government’s Workplace Gender Equality Agency (WGEA). They provide a standardised benchmark to all Australian companies employing more than 100 people. That benchmark is the Gender Pay Gap. It is a simple measure that looks at average and median pay of women vs. men in these organisations.

It is calculated by dividing all female salaries / wages by the number of female employees and comparing this outcome to the same calculation for men. The difference is the Gender Pay Gap. It does not account for position, hours worked etc. That said, our aspiration is for this “gap” to be zero.

Bapcor’s overall gender pay gap narrowed from 11.4% in 2023 to 8.6% in 2024. Good progress but some way to go to zero.

The automotive aftermarket industry is also focused on addressing gender diversity, and females remain underrepresented, making up just 20% of the sector. Our “Gap” is lower than the industry BUT we take no comfort in that position.

Bapcor continues to implement a range of initiatives aimed at promoting gender diversity and broader inclusion through:

- The introduction of new remuneration structures and practices to ensure pay parity across the organisation
- Industry-leading parental leave arrangements
- Establishment of a DEI Council overseen by the Bapcor Executive Team

Over time, we aim to increase the representation of women in executive and senior leadership roles, and increase the overall number of males and females in part-time roles.

Bapcor is working closely with our industry colleagues through the Australian Automotive Aftermarket Association (AAAA) to promote careers for women in the sector and was a founding member of the AAAA’s Women’s Steering Group (2024).

We acknowledge there is more work to do in establishing a diverse and inclusive culture within Bapcor. We will continue delivering a range of strategies to harness the opportunity we have to embrace diversity and benefit from a wider and richer span of experience and skills.