

Magna Exteriors (Banbury) Limited

Gender Pay Gap Report

Gender Pay Gap – The results reported April 2025

Magna Exteriors (Banbury) Ltd is a supplier of automotive exterior plastic parts. We have 2 Sites in Banbury, Oxfordshire and 1 Site in Sunderland. Our results presented below are based on data as at 5 April 2024. The gender pay gap is a measure of the difference between men’s and women’s average earnings across our business; it is not a measure of equal pay.

Our headcount split at 5 April 2024 was 73% male against 27% female. This is reflective of the industry sector in which we operate.

This table illustrates the median (middle) and mean (average) gender pay and bonus gap based on hourly rates of pay (male compared to female).

	Median	Mean
Hourly Pay	14.3%	17.9%
Bonus Pay	42.2%	46.7%

A key reason for the hourly rate differential is that there is a significantly higher proportion of males within the higher paid executive and technical roles such as Senior Managers and Engineers. These roles attract a higher market hourly rate than less skilled roles. All our manufacturing operatives are the same regardless of gender. We are actively promoting a more flexible working approach which may in turn attract, retain and encourage female applicants/current employees to train/apply for more senior roles.

For the bonus, the qualifying criteria are based on eligibility to the scheme rules as opposed to gender. The number of employees receiving bonus pay has increased in the last 12 months.

	Received Bonus	Received No Bonus
Women	99.4%	0.6%
Men	98.3%	1.7%

The proportion of men and women in each quartile band

This table illustrates the proportion of males and females in each quartile band. The is again indicative of our majority male workforce and females in senior positions.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	62.2%	73.2%	70.3%	90.2%
Female	37.8%	26.8%	29.7%	9.8%

