

Magna Exteriors (Banbury) Limited

Gender Pay Gap Report

Gender Pay Gap – The results reported April 2026

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 2025. The gender pay gap measures the difference between men's and women's average earnings across our business; it is not a measure of equal pay.

Our workforce at this date, 5 April 2025, comprised 75% male against 25% female. This is reflective of the automotive manufacturing 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	11.1%	20.6%
Bonus Pay	33.2%	52.0%

A key driver of the hourly pay gap is the significantly higher proportion of men in senior, technical and engineering roles, roles which typically attract higher market rates. All our manufacturing operative roles are paid equally regardless of gender. We continue to promote more flexible working arrangements to support the attraction, retention and progression of female employees into more senior positions.

Bonus pay differences are influenced by eligibility criteria set within the scheme, not by gender. The number of employees received a bonus has increased over the past year.

	Received Bonus	Received No Bonus
Women	100%	0%
Men	98%	2%

The proportion of men and women in each quartile band

The quartile distribution reflects our male-dominant workforce and highlights the under-representation of women in more senior and higher-paid roles. We remain committed to improving gender balance across all levels of the organization.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	62.9%	75.3%	71.5%	88.2%
Female	37.1%	24.7%	28.5%	11.2%