

# Magna Exteriors (Liverpool UK)

## Gender Pay Gap Report

### Gender Pay Gap – The results reported March 2021

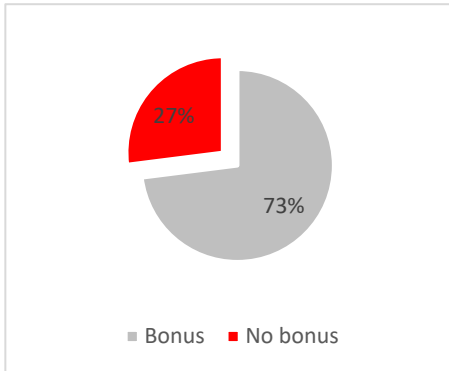
Magna Exteriors (Liverpool) Ltd t/a Merplas is a supplier of automotive exterior plastic parts. Our results presented below are based on data as of 5th April 2021. The gender pay gap is a measure of the difference between men's and women's average earnings across our business; it is not a measure of equal pay. Our headcount at 5th April 2021 was 88.3% male and 11.7% female. The below 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	3.1%	-32.9%
Bonus Pay	0.0%	-29.8%

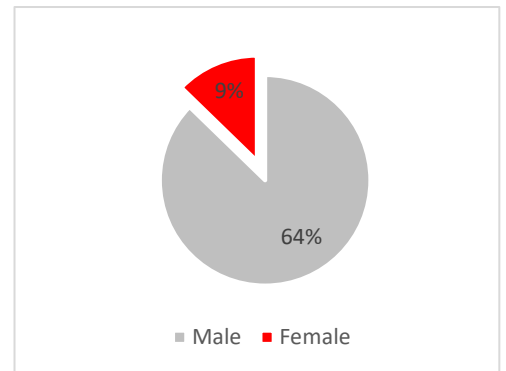
In this organisation, women earn 97p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 3.1% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 39.2% higher than men's. Results show that female employees' mean and median hourly rate is greater than male employees' mean hourly rate for this period, which is suggestive of there being more female employees in office based roles, which earn a higher hourly rate, versus general production roles. Our pay rates for manufacturing operatives are the same regardless of gender, however office based staff have a different hourly rate dependent on the role and department that they are working within.

There are only a small proportion of women in senior posts, where there is eligibility for a performance related bonus, which would be suggestive of the large gap in Bonus pay. Manufacturing is traditionally a male dominated sector, however we are working on a number of policies to encourage females to apply for jobs within our plant. Due a lack of women currently working in this sector, there aren't many female applicants for senior roles, however there has been an increase in female applicants for entry level or junior roles, therefore this gap can be expected to decrease in the long term.

### The proportion of men and women receiving a bonus payment



In this organisation, women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's. When comparing mean (average) bonus pay, women's mean bonus pay is 29.8% higher than men.



### The proportion of men and women in each quartile band

