

2017 Gender Pay Gap Report

TCUK Ltd

Few companies have the experience and capabilities to offer a complete integrated HVAC solution across the full range of heating, ventilation and air conditioning technologies.

TCUK Ltd provides proven solutions that integrate seamlessly, to deliver sustainable buildings that are energy efficient, comfortable and productive.

From our award-winning chillers and air conditioning systems, which set a new standard in performance and energy efficiency, to the sheer professionalism and dedication of our service and maintenance support teams, our business delivers for you. Whatever your requirement, we have a product and service offering to perfectly meet it.

At the snapshot date, TCUK employed 243 full pay relevant employees, of which 41 (17%) were female and 202 (83%) were male.

TCUK Gender Pay Results:

Mean and Median Pay Gaps

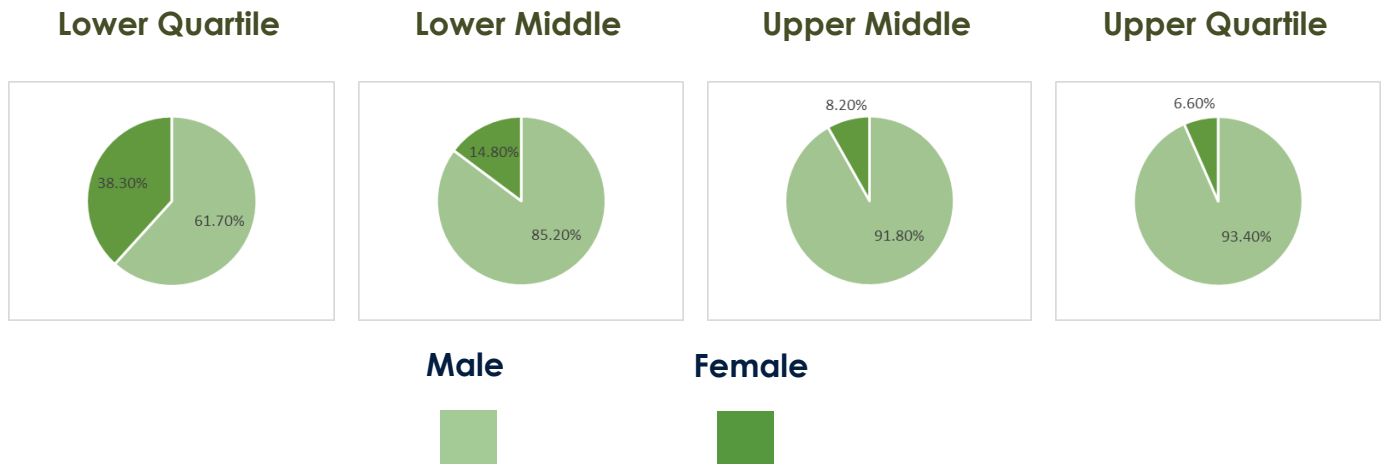
	Mean	Median	Industry Comparator * Mean	Industry Comparator * Median
Pay	29.7%	32.4%	33.3%	33.6%
Bonus	55.3%	51.8%	25%	8.6%

**comparator industry – Facilities, security and support services*

The Proportion of Males and Females Receiving a Bonus:

Gender	Percentage Receiving a Bonus
Male	86.3%
Female	71.1%

The proportion of males/females in each quartile:



Commentary:

- TCUK mean Gender Pay Gap is in line with the industry comparator
- STEM issues continue to drive a lower representation of women in well populated, senior, incentivised roles in the industry, however, the organisation has a number of initiatives in place to support the progression of women including:
 - Delivering Managing Inclusion training to senior management team by the end of 2018
 - Engage with STEMettes to provide insight and opportunity in the business to young women studying and looking to pursue a career in STEM activities.
 - Partnership with SkillFRIDGE UK, including sponsorship of the National SkillFRIDGE Competition, accessible to all apprentices and with a goal for 2018 of creating a more inclusive platform to encourage diversity in the competition.
 - Reviewing all policies to support the attraction and development of women

Signature

David Dunn
Managing Director, Toshiba & CIAT