



Gender Pay Gap Report 2022

Toshiba Carrier UK Limited

About TCUK

TCUK Ltd is proud 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.

At the snapshot date, TCUK Ltd employed 306 full-pay relevant employees, of which 239 (78.1%) were male and 67 (21.9%) were female. This is an increase from 2021 by 10.07% of all relevant employees, 59.52% increase in female employees and a 1.27% increase in male employees.

TCUK Gender Pay Results:

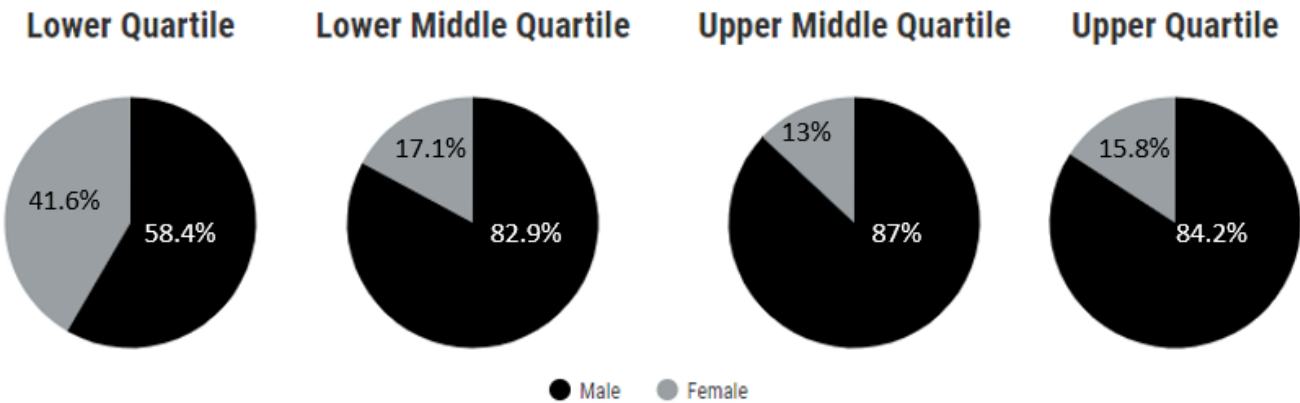
Mean and Median Pay Gaps:

	Mean	Median
Pay	19.6	25.7
Bonus	51.1	60.1

The Proportion Receiving a Bonus:

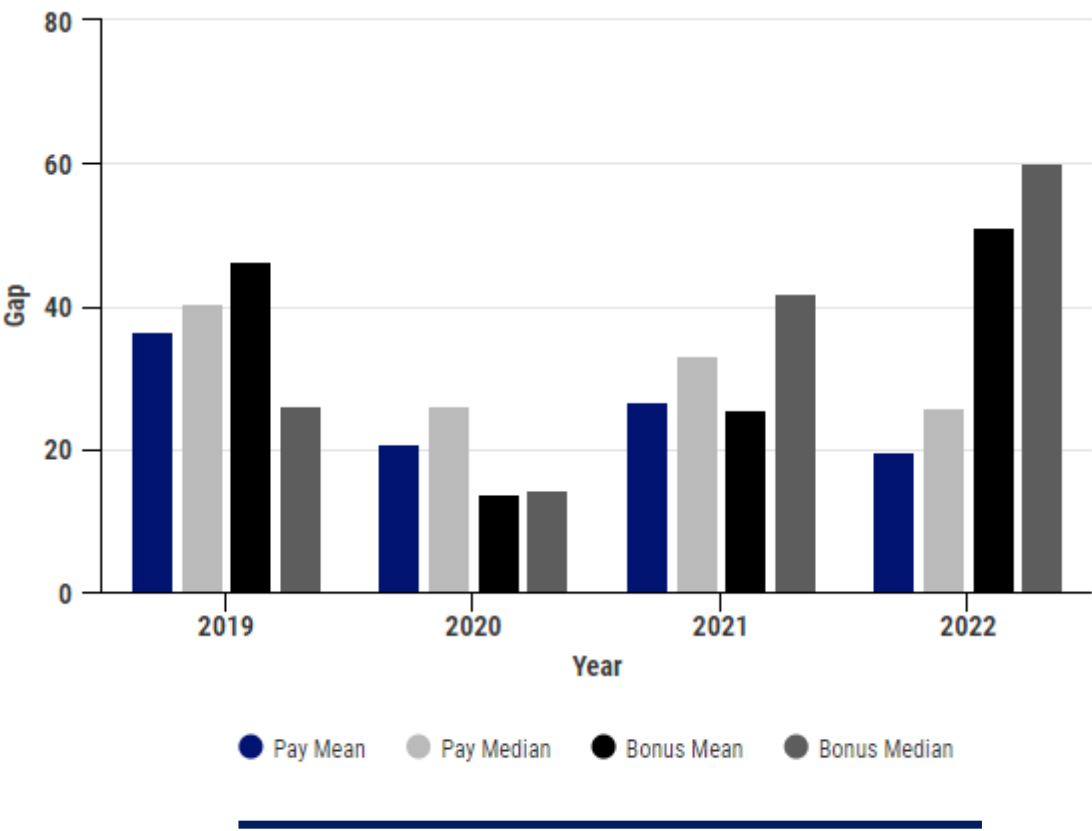


The % of male & female employees in each quartile:





Yearly Comparison:



Commentary & Commitments:

Our gender pay gap is in line with industry norms. Women are underrepresented in our industry sector, and this is a known issue with women in STEM subjects.

Our overall percentage of women in the workforce has increased more noticeably since our last report, 21.9% up from 15.1% in 2021. In percentage terms there is an increased difference between women and men that are receiving a bonus in 2022 (11.4%) than that in 2021(2.7%). Although to note, the Mean and Median Pay gaps have reduced noticeably since 2021. Mean (7.1) Median (7.3). Across all quartiles there has been an increase in % of females overall due to the overall increase of women in the workplace, and more noticeably in the Upper Quartile. The number of females in the Upper Quartile has increased by 10% since 2021.

Carrier, as a global corporation is committed to equality and diversity in its operation around the world and adopt policies and training structures to reflect our diversity and inclusion agenda. Inclusion training is now integrated into our core learning and development modules, and such polices have delivered improvements in the number of women in senior roles. Our work in this area will continue.



Signatures – UK Country Management Council

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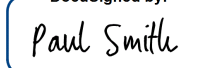
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Matt Short
CHVAC UK&I Service Director

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David Dunn
Sales Director North Europe Carrier GCS

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Bertrand Rotagnon
CHVAC Sales Director North Europe

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Paul Smith
CHVAC UK&I Equipment Sales Director

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Zoe Brown
CHVAC UK&I HR Manager

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Alexandra Gooch
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