

Gender Pay Gap Report 2020

TCUK Limited

About TCUK

TCUK Ltd are 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.

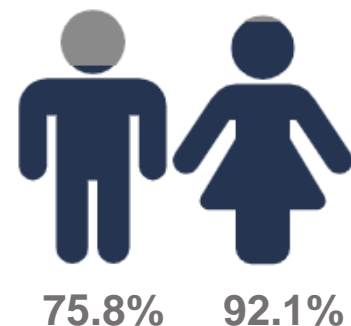
At the snapshot date, TCUK employed 247 full pay relevant employees, of which 210 (85%) were male and 37 (14.9%) were female. This is a decrease from 2019 by 1.2% of all relevant employees, 2.6% decrease in female employees and a slight decrease of 0.9% in male employees.

TCUK Gender Pay Results:

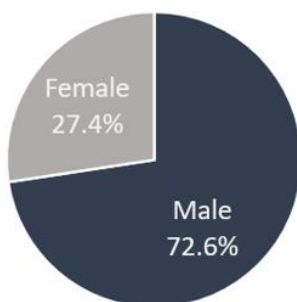
Mean and Median Pay Gaps:

| | Mean | Median |
|-------|------|--------|
| Pay | 20.7 | 26.2 |
| Bonus | 13.8 | 14.3 |

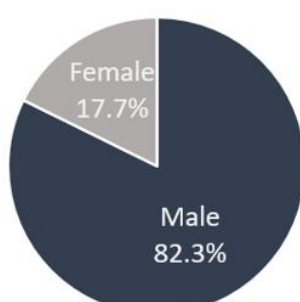
The Proportion Receiving a Bonus:



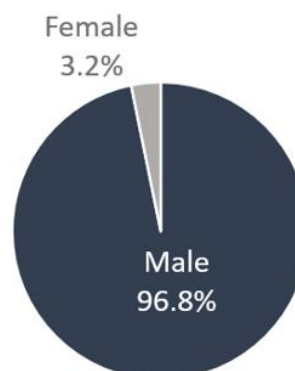
The % of male & female in each quartile:



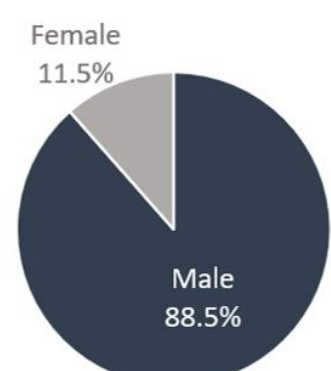
Lower Quartile



Lower Middle Quartile

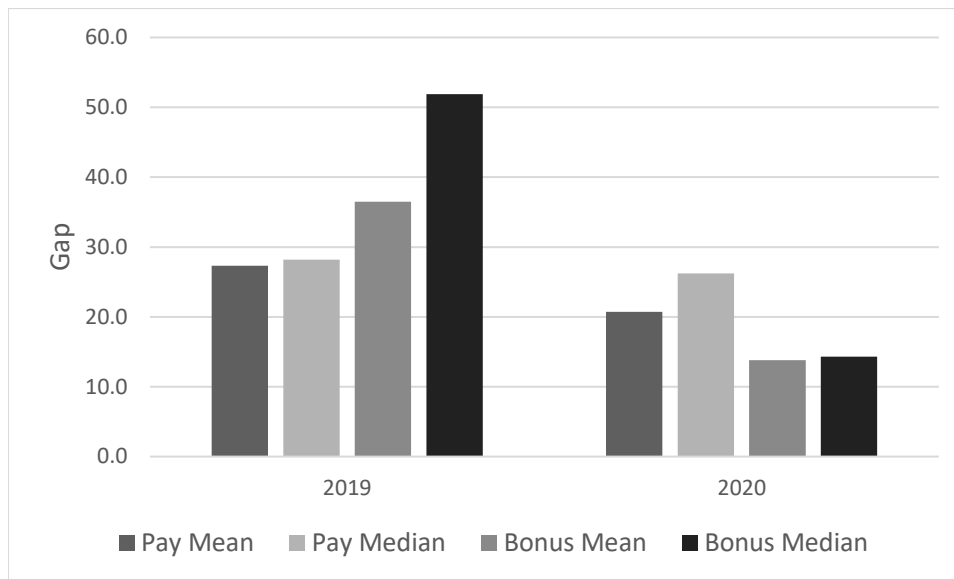


Upper Middle Quartile



Upper 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 decreased slightly since our last report 14.9% down from 18.4% in 2018 although, encouragingly, in percentage terms more women than men are receiving a bonus now that in 2018. Further, the number of women in upper quartile pay has increased to 11.5% from 8% in 2018.

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.

Signature(s)