



# Gender Pay Gap Report 2024

Carrier Solutions UK Limited

## About Carrier Solutions

Carrier Solutions UK Ltd is proud to offer a complete integrated HVAC solution across the full range of heating, ventilation, and air conditioning technologies. Carrier Solutions UK Ltd provides proven solutions that integrate seamlessly, to deliver sustainable buildings that are energy-efficient, comfortable, and productive.

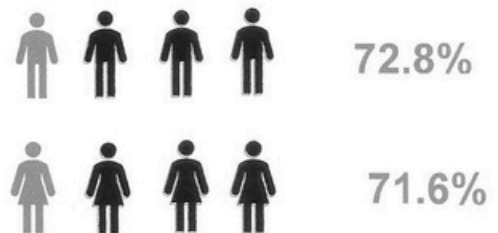
At the snapshot date, Carrier Solutions UK Ltd employed 339 full-pay relevant employees, of which 265 (78.1%) were male and 74 (21.8%) were female. The number of male employees has decreased (-10), whilst the number of female employees has remained consistent (+1).

## Carrier Solutions UK Ltd Gender Pay Results:

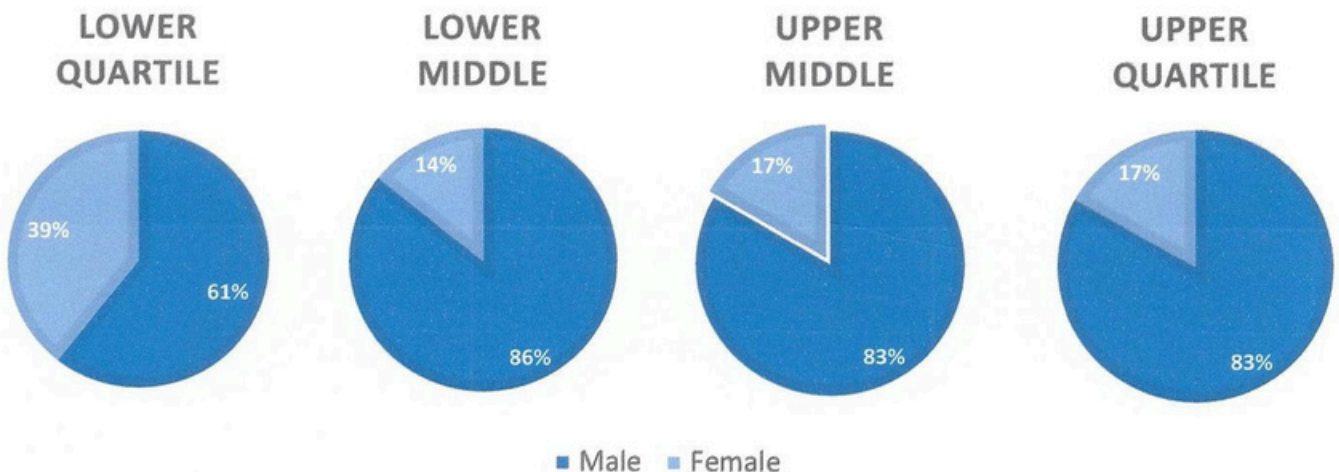
### Mean and Median Pay Gaps:

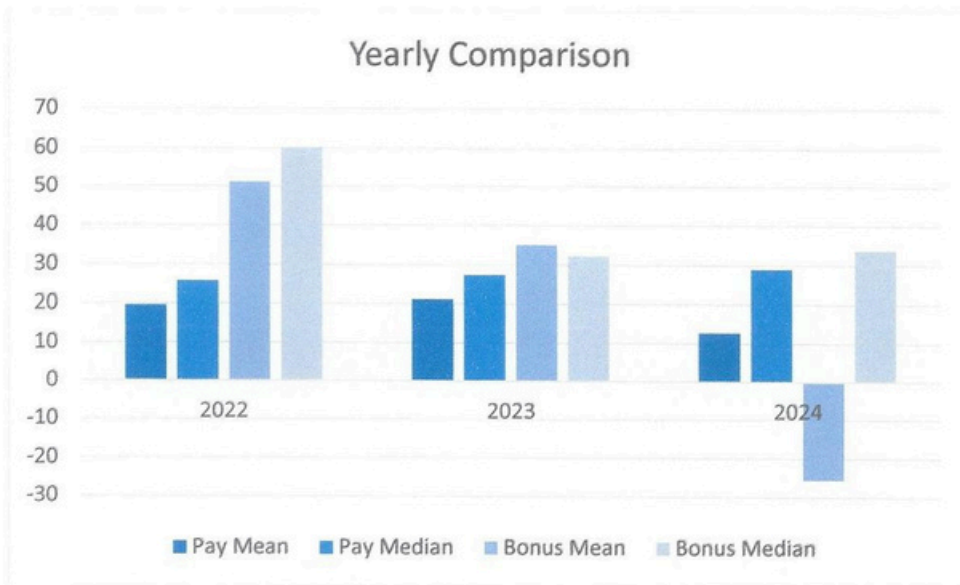
	Mean	Median
Pay	12.7	29
Bonus	-25.5	33.9

### The Proportion Receiving a Bonus:



## The % of male & female employees in each quartile:





## Commentary & Commitments:

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 policies have delivered improvements in the number of women in senior roles. Our work in this area will continue.

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 our workforce has increased by 10.44% since 2022. This number has trended upwards for the last 3 years.

Our mean pay gap has reduced from 21.2 to 12.7, whilst unfortunately the median has slightly increased. We have seen a percentage drop in women employed across the lower, lower middle and upper middle quartiles. Positively the percentage of women in the Upper quartile has increased, though we recognize the need to continue to focus on career pathways to transition women into Senior Leadership roles.

The most marked increase is in the number of women entitled to receive a bonus payment which has created a negative bonus mean of 25.5%. Our focus on increasing the number of women in leadership roles has contributed to this change as well as changing the way we recognize employees within our administrative functions which are staffed by predominantly female employees. This has reversed the gap increase that we saw between 2022 and 2023.

We will continue to focus on improving career pathways for women within our organisation throughout 2025.

**Andrew Paddock**  
Managing Director CHVAC UKI & Nordics

**David Dunn**  
Managing Director RLC UKI