



Gender Pay Gap Report 2023

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.

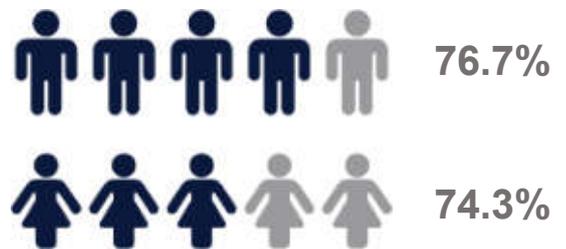
At the snapshot date, TCUK Ltd employed 328 full-pay relevant employees, of which 255 (77.7%) were male and 73 (22.3%) were female. This is an increase from 2022 by 7.19% of all relevant employees, 8.96% increase in female employees and a 6.69% increase in male employees.

TCUK Gender Pay Results:

Mean and Median Pay Gaps:

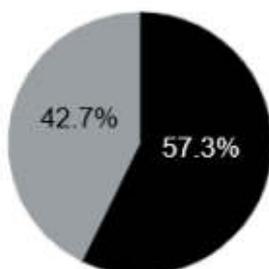
	Mean	Median
Pay	21.2	27.4
Bonus	35.1	32.3

The Proportion Receiving a Bonus:

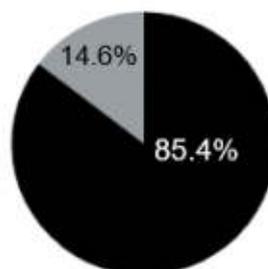


The % of male & female employees in each quartile:

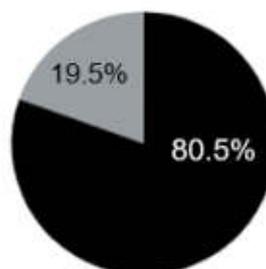
Lower Quartile



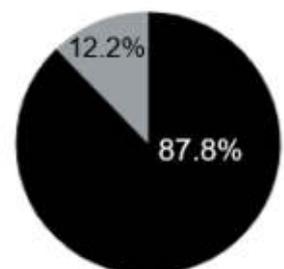
Lower Middle Quartile



Upper Middle Quartile

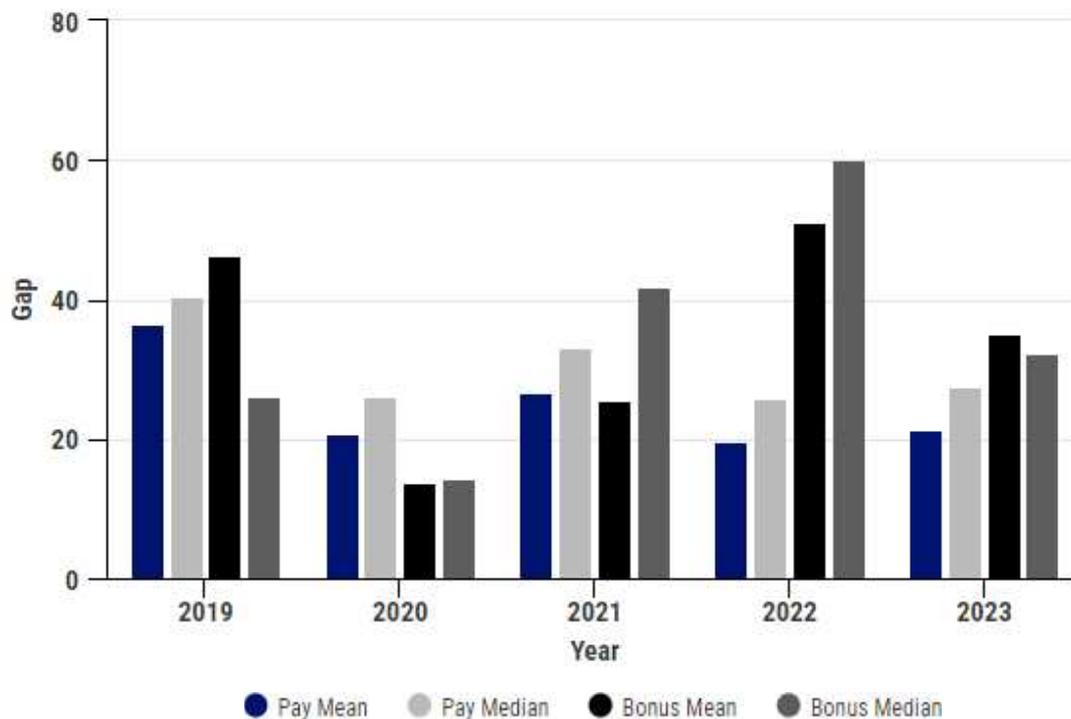


Upper Quartile



● Male ● Female

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 our workforce has increased by 8.96% since 2022 showing a year on year upward trend. The most marked increase is in those in the upper middle quartile from 13% to 19.5% where we have increased the number of women employed within or Sales division. Due to this there has also been an increase in the number of women receiving bonuses which has risen from 49.3% to 74.3%. The gap in pay has slightly increased from a mean of 19.6 in 2022 to 21.2 in 2023. This is primarily due to having more women working in support function roles versus technical engineering positions. We will continue to focus on improving career pathways for women within our organisation through 2024.

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.



Signatures – UK Country Management Council

A. Paddock

Andrew Paddock
Acting General Manager UKI & Nordics

Da

David Dunn
Northern Europe Sales Direct Carrier RLC Europe
and Riello

Oliver Sanders **A R Payton**

Oliver Sanders
Commercial Director Equipment UKI

Alan Payton
Service Operations Director UKI

Faye Armstrong
HR Business Partner UKI & Nordics

A Gooch

Alexandra Gooch
CHVAC UK&I Finance Director

Simon Boniface

Simon Boniface
Carrier UK&I Legal Counsel

S Curl

Stephen Curl
CHVAC UK&I EHSQ Manager

Neil Hitching
CHVAC Marketing North Europe

Signature: A. Paddock
A. Paddock (Mar 1, 2024 11:27 GMT)
Email: andrew.paddock@carrier.com

Signature: Oliver Sanders
Oliver Sanders (Mar 12, 2024 13:45 GMT)
Email: oliver.sanders@carrier.com

Signature: Alex Gooch
Email: alex.gooch@carrier.com

Signature: S Curl
S Curl (Mar 13, 2024 13:23 GMT)
Email: stephen.curl@carrier.com

Signature: David Dunn
David Dunn (Mar 1, 2024 14:19 GMT)
Email: david.dunn1@carrier.com

Signature: Alan Payton
Email: alan.payton@carrier.com

Signature: Simon Boniface
Simon Boniface (Mar 13, 2024 13:11 GMT)
Email: simon.boniface@carrier.com

Signature: Neil Hitching
Email: neil.hitching@carrier.com