



# Gender Pay Gap Report 2021

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 278 full-pay relevant employees, of which 236 (84.8%) were male and 42 (15.1%) were female. This is an increase in 2020 by 11.8% of all relevant employees, 12.6% Increase in female employees and a 11.6% increase in male employees.

## TCUK Gender Pay Results:

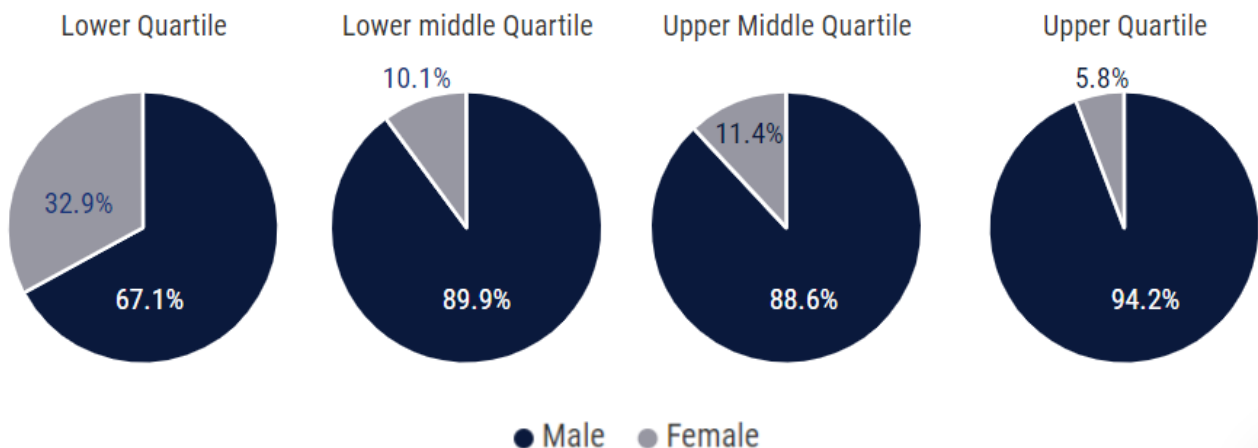
### Mean and Median Pay Gaps:

	Mean	Median
Pay	26.7	33.0
Bonus	25.5	41.7

### The Proportion Receiving a Bonus:

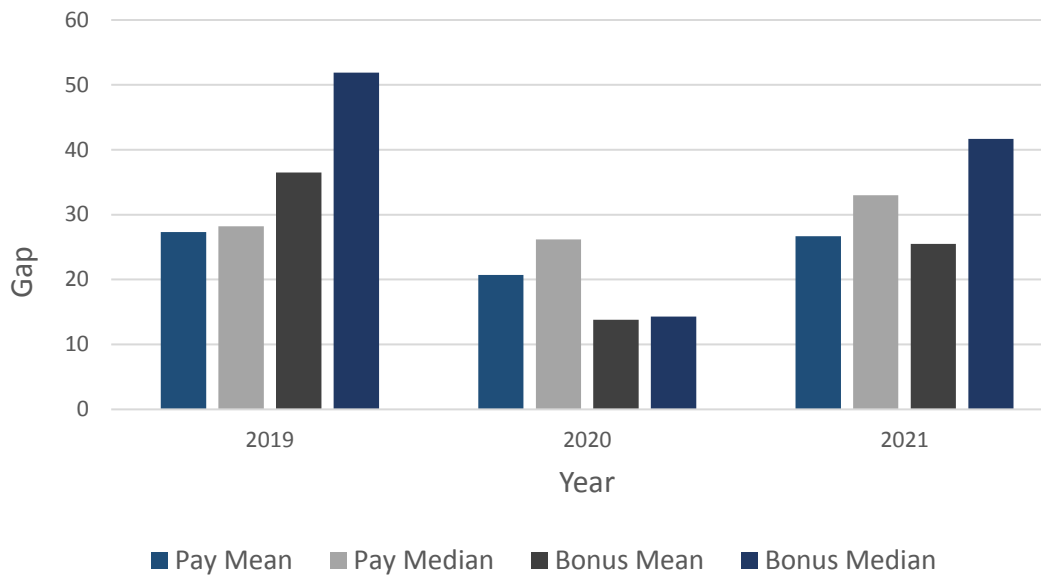


### The % of male & female employees in each quartile:





## 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 slightly since our last report 15.1% up from 14.9% in 2020.

In percentage terms there is a marginal difference between women and men that are receiving a bonus in 2021 (2.7%) than that in 2020 (16.3%).

Although the number of women in the upper quartile pay has decreased by 5.7% in 2021, the number of women in upper middle quartile pay has increased to 11.4% from 3.2% in 2020.

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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