

Gender Pay Gap Report 2023

Carrier Rental Systems (UK) Limited

About Carrier Rentals

Carrier Rental Systems (UK) Ltd (CRS) operates throughout the UK and across the rest of the world, providing a range of market-leading, specialist temperature control rental products to a variety of clients and industries. CRS provide a wide range of chillers, heaters, boilers, industrial pumps, generators, and dehumidifiers available for both short term and long-term hire and to purchase.

At the snapshot date, Carrier Rental Systems (UK) Ltd employed 253 full-pay relevant employees, of which 208 (82.21%) were male and 45 (17.79%) were female. This is a slight increase from 2022 by 2.8% of all relevant employees, 12.5% increase in female employees, and a 1% increase in male employees.

Carrier Rentals Gender Pay Results:

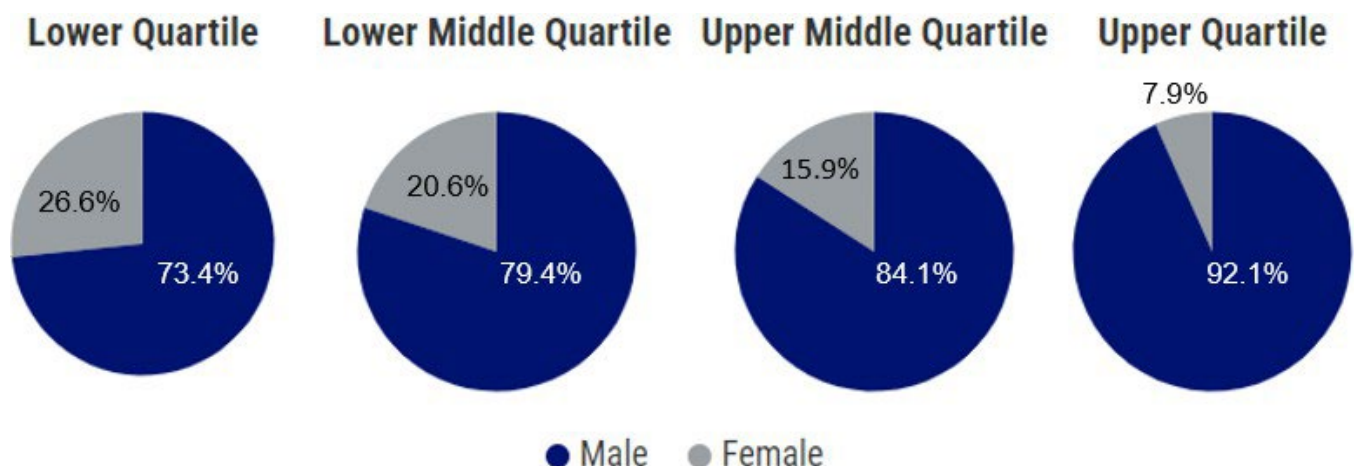
Mean and Median Pay Gaps:

	Mean	Median
Pay	16.2	18.7
Bonus	47.8	37.9

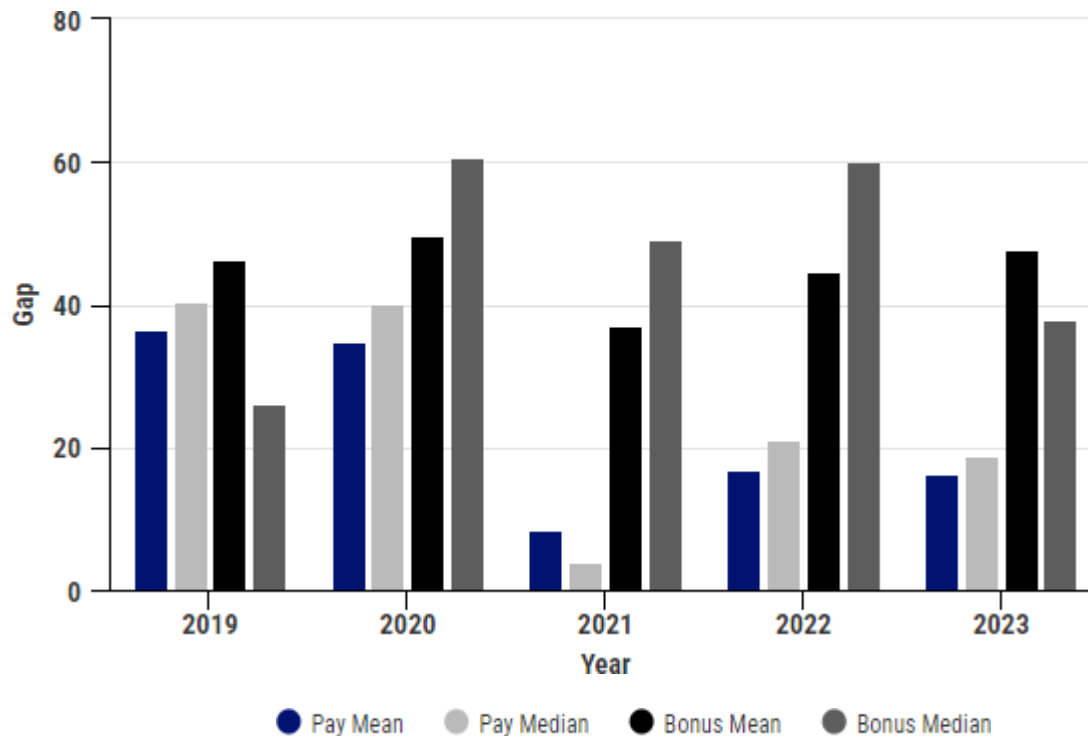
The Proportion Receiving a Bonus:



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 our workforce has increased by 12.5%, slightly more than 2022 which saw a 11.1% increase. We have seen a 11.2% reduction in the proportion of women receiving a bonus however this is due to internal restructuring of our compensation packages. The mean (16.2) and median (18.7) has decreased slightly which is positive, particularly as we have recruited a number of female apprentices who are lower paid than other employee populations. We are happy to see an increase in percentage of representation across all quartiles and we will continue to work to increase representation particularly in the upper quartiles 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 polices 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

David Dunn

David Dunn
Northern Europe Sales Direct Carrier RLC Europe
and Riello

Oliver Sanders

Oliver Sanders
Commercial Director Equipment UKI

Faye Armstrong
HR Business Partner UKI & Nordics

A R Payton

Alan Payton
Service Operations Director UKI

A Gooch

Alexandra Gooch
CHVAC UK&I Finance Director

S. Boniface

Simon Boniface
Carrier UK&I Legal Counsel

Steve Curl

Stephen Curl
CHVAC UK&I EHSQ Manager



Signature: A. Paddock
A. Paddock (Mar 1, 2024 11:25 GMT)

Email: andrew.paddock@carrier.com

Signature: Oliver Sanders
Oliver Sanders (Mar 12, 2024 13:43 GMT)

Email: oliver.sanders@carrier.com

Signature: 

Email: alex.gooch@carrier.com

Signature: Steve Curl
Steve Curl (Mar 12, 2024 20:10 GMT)

Email: stephen.curl@carrier.com

Signature: David Dunn
David Dunn (Mar 1, 2024 14:18 GMT)

Email: david.dunn1@carrier.com

Signature: 

Email: alan.payton@carrier.com

Signature: Simon Boniface
Simon Boniface (Mar 12, 2024 16:13 GMT)

Email: simon.boniface@carrier.com