



Gender Pay Gap Report 2024

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 251 full-pay relevant employees, of which 207 (82.5%) were male and 44 (17.5%) were female.

The number of relevant employees has slightly decreased from 253 to 251. The number of both male and female employees has decreased by one.

Carrier Rentals Gender Pay Results:

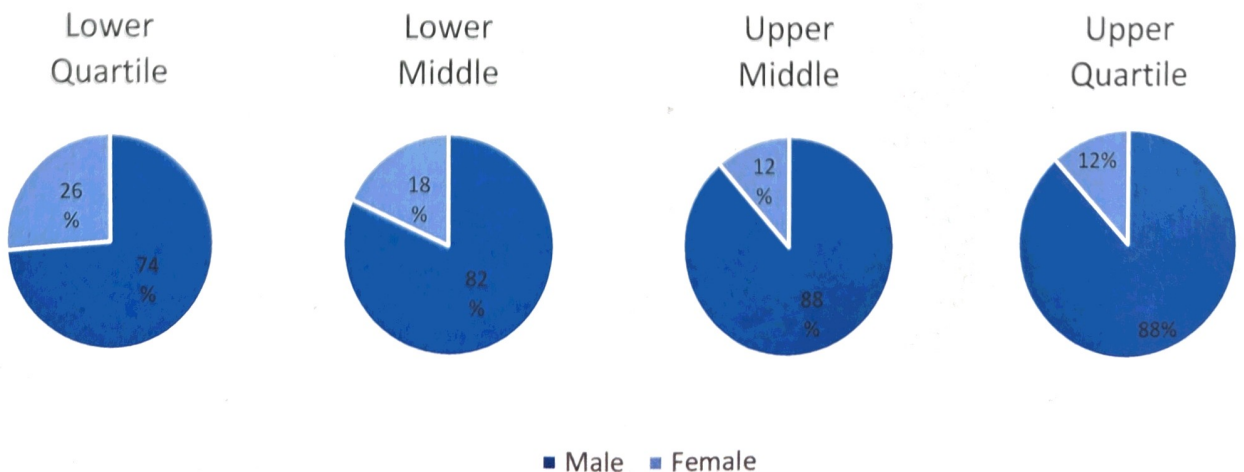
Mean and Median Pay Gaps:

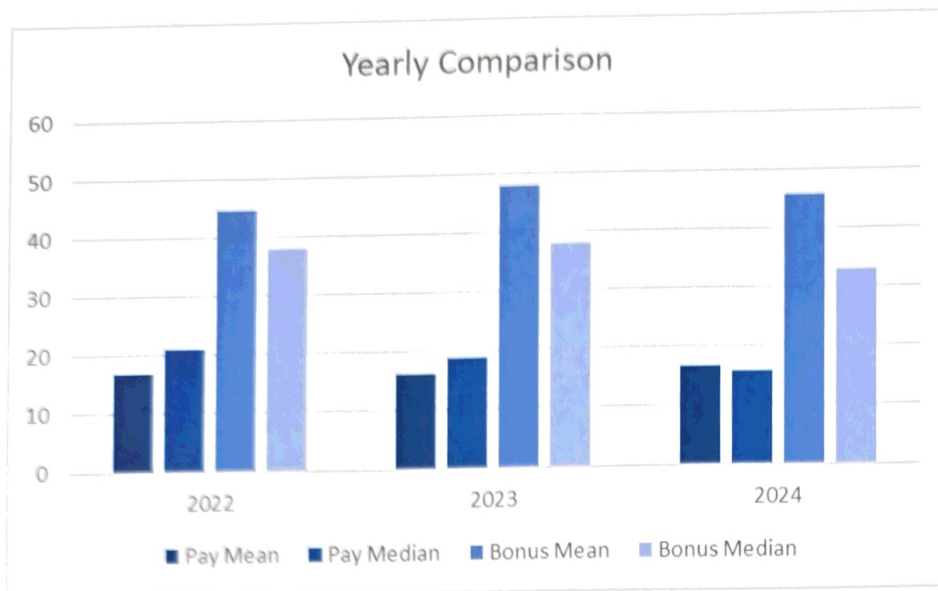
	Mean	Median
Pay	16.7	15.8
Bonus	45.6	32.8

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 polices 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% between 2022 and 2024 however there is more work to be done. The proportion of women receiving a bonus has reduced from 63.4% to 36.4%. This is due to a change in our compensation strategy that has resulted in bonuses being integrated into salary. This can be seen in the decreased gap between median pay from 18.7 to 15.8. However, the mean overall has not significantly changed.

We are happy to see an increase in percentage of representation in the Upper Quartile however disappointing the lower middle quartile and upper middle quartile have seen a percentage reduction. We will continue to work to increase representation particularly in the upper quartiles throughout 2025.

Andrew Paddock
Managing Director CHVAC UKI & Nordics