



Gender Pay Gap Report 2022

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, 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 246 full-pay relevant employees, of which 206 (83.74%) were male and 40 (16.26%) were female. This is a slight decrease from 2021 by 3.5% of all relevant employees, 11.1% increase in female employees, and a 5.9% decrease in male employees.

Carrier Rentals Gender Pay Results:

Mean and Median Pay Gaps:

	Mean	Median
Pay	16.8	21.0
Bonus	44.5	37.9

The Proportion Receiving a Bonus:



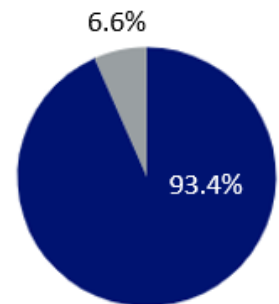
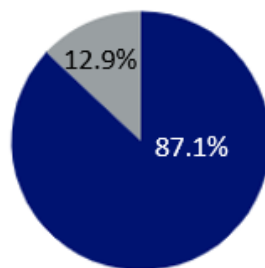
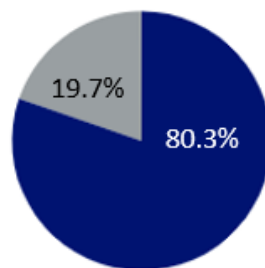
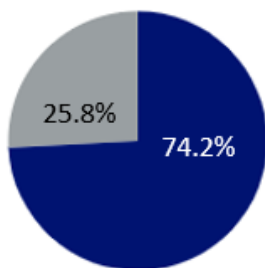
The % of male & female employees in each quartile:

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

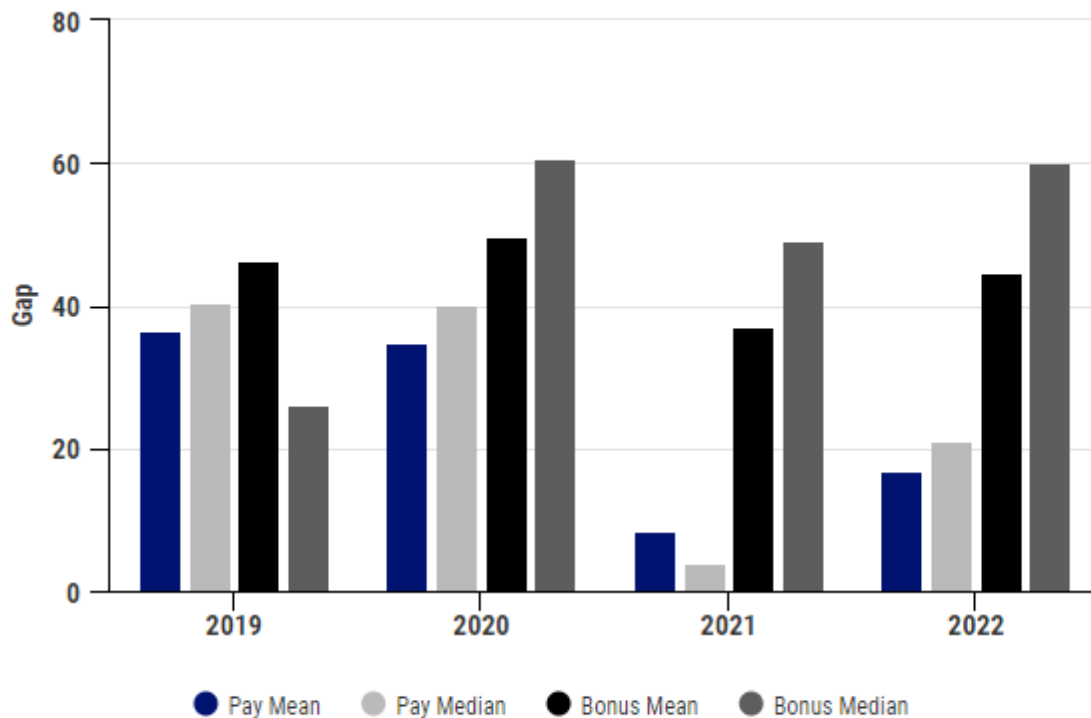
Upper Quartile



● 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 the workforce has increased slightly since our last report 16.26% up from 14.1% in 2021, and encouragingly we are seeing a consistent difference in percentage terms that more women than men are receiving a bonus. Although to note there is an increase between the Mean and Median pay gaps since 2021. Mean (8.3) Median (17.1). To also note, although we have had an overall increase in % of women in the workplace, the number of females has increased specifically in the Lower and Lower Middle Quartile roles. Lower Quartile (7.1%) Lower Middle Quartile (8.8%). These areas will be under review this year.

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

DocuSigned by:

84957F9EE28A40A...
Matt Short
CHVAC UK&I Service Director

DocuSigned by:

5A261AAA9A224FA...
David Dunn
Sales Director North Europe Carrier GCS

DocuSigned by:

63B9D2A461CE43F...
Bertrand Rotagnon
CHVAC Sales Director North Europe

DocuSigned by:

E998ABFF437C45D...
Paul Smith
CHVAC UK&I Equipment Sales Director

DocuSigned by:

9AF102F8017248A...
Zoe Brown
CHVAC UK&I HR Manager

DocuSigned by:


A1059018B6A34EB...
Alexandra Gooch
CHVAC UK&I Finance Director

DocuSigned by:

F8950C8E4F0749D...
Simon Boniface
Carrier UK&I Legal Counsel

DocuSigned by:

71D0D5CED1B44AF...
Stephen Curl
CHVAC UK&I EHSQ & Ethics Manager

DocuSigned by:

537AFAF1C21643E...
Neil Hitching
CHVAC Marketing North Europe

