

# 2018 Gender Pay Gap Report

## Carrier Rentals Systems Ltd

Carrier Rentals Systems Ltd (CRS) operate 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. Our products set a new standard in performance and energy efficiency, and we have professional and dedicated service and maintenance support teams, to ensure the best service delivery to our customers. Whatever your requirement, we have a product and service offering to perfectly meet it.

At the snapshot date, CRS employed 272 full pay relevant employees, of which 42 (15.44%) were female and 230 (84.56%) were male.

### CRS Gender Pay Results:

#### Mean and Median Pay Gaps

	Mean	Median	Industry Comparator * Mean	Industry Comparator * Median
Pay	20.1%	14.3%	33.3%	33.6%
Bonus	37.46%	-169%	25%	8.6%

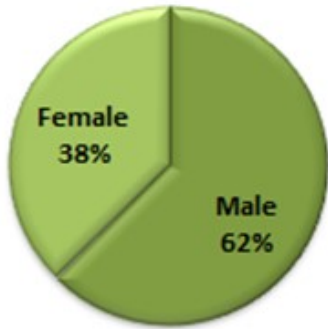
*\*comparator industry – Facilities, security and support services*

#### The Proportion of Males and Females Receiving a Bonus:

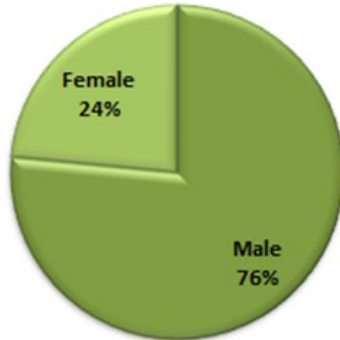
Gender	Percentage Receiving a Bonus
Male	48.42%
Female	80.39%

**The proportion of males/females in each quartile:**

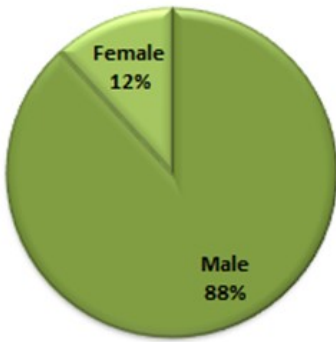
**Lower Quartile**



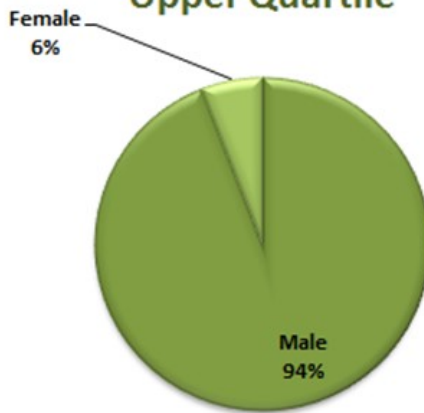
**Lower Middle Quartile**



**Upper Middle Quartile**



**Upper Quartile**



**Commentary:**

- CRS mean Gender Pay Gap is below the industry comparator
- STEM issues continue to drive a lower representation of women in well-populated, senior, incentivised roles in the industry, however, the organisation continues to be involved in a number of initiatives to support the progression of women including:
  - Delivering Managing Inclusion training to senior management team and all direct reports throughout 2018 and 2019
  - Continue to engage with STEMettes to provide insight and opportunity in the business to young women studying and looking to pursue a career in STEM activities.
  - Continue our strong partnership with SkillFRIDGE UK, including sponsorship of the National SkillFRIDGE Competition, accessible to all apprentices and with a goal for 2018 of creating a more inclusive platform to encourage diversity in the competition.
  - Reviewing all policies to support the attraction and development of women

**Signature**

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**Archie Hungwe**  
**Managing Director, Carrier Rentals Systems Ltd**