



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, 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:

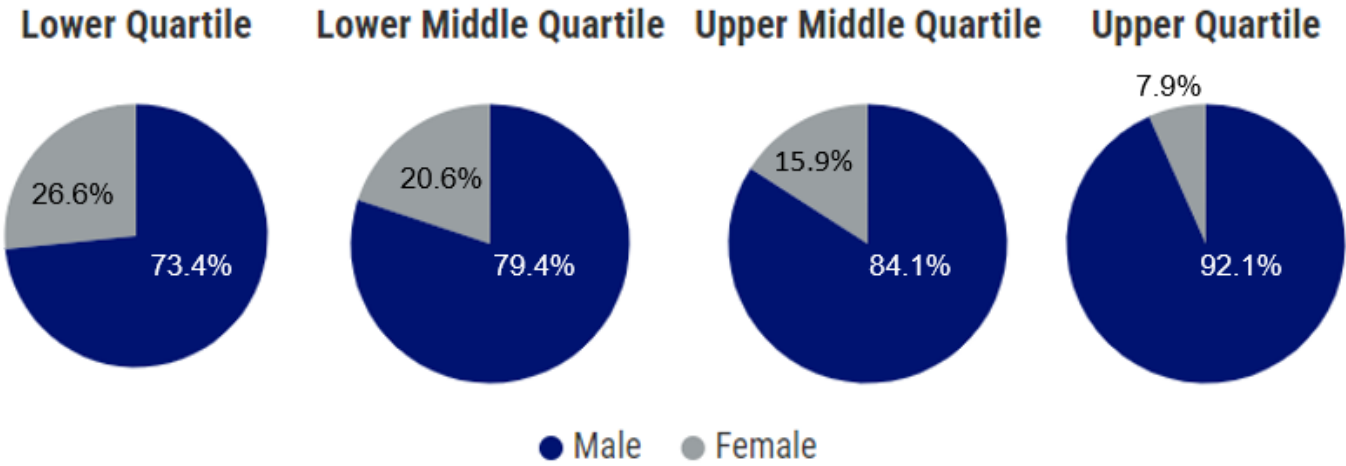
Mean and Median Pay Gaps:

	Mean	Median
Pay	16.2	18.7
Bonus	47.8	37.9

The Proportion Receiving a Bonus:

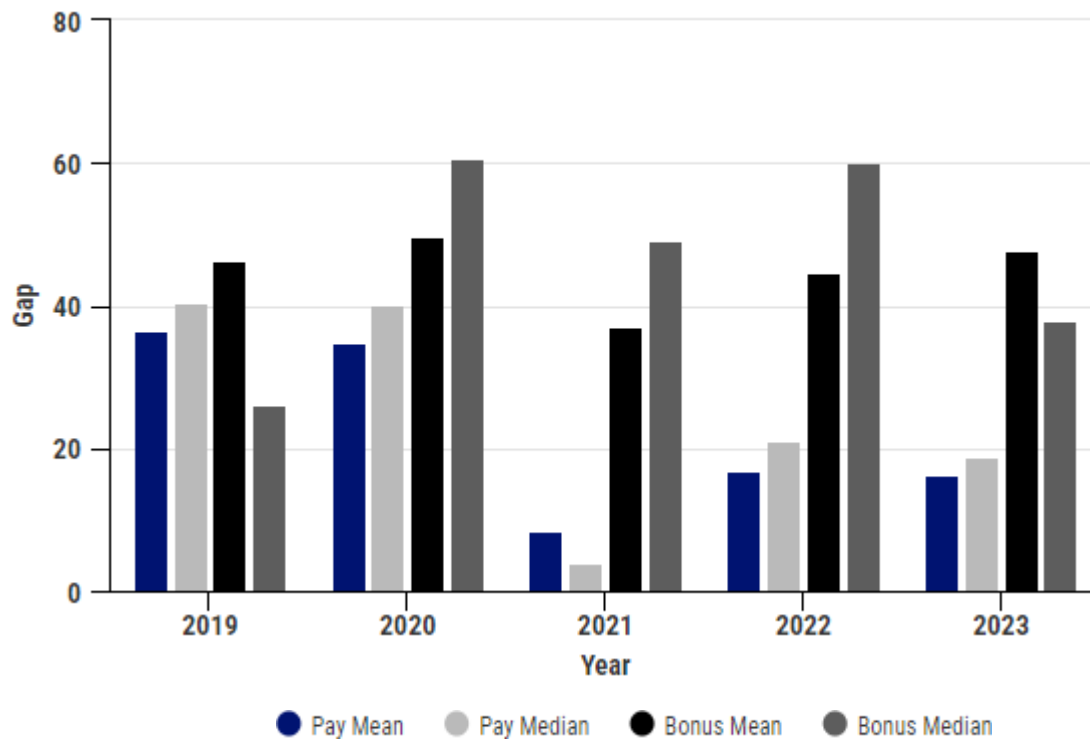


The % of male & female employees in each quartile:





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 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:

Matt Short

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Matt Short

CHVAC UK&I Service Director

DocuSigned by:

David Dunn

5A261AAA9A224FA...

David Dunn

Sales Director North Europe Carrier GCS

DocuSigned by:

Bertrand Rotagnon

63B9D2A461CE43F...

Bertrand Rotagnon

CHVAC Sales Director North Europe

DocuSigned by:

Paul Smith

E998ABFF437C45D...

Paul Smith

CHVAC UK&I Equipment Sales Director

DocuSigned by:

Zoe Brown

9AF102F8017248A...

Zoe Brown

CHVAC UK&I HR Manager

DocuSigned by:

Alexandra Gooch

A1059018B6A34EB...

Alexandra Gooch

CHVAC UK&I Finance Director

DocuSigned by:

Simon Boniface

F8950C8E4F0749D...

Simon Boniface

Carrier UK&I Legal Counsel

DocuSigned by:

Stephen Curl

71D0D5CED1B44AF...

Stephen Curl

CHVAC UK&I EHSQ & Ethics Manager

DocuSigned by:

Neil Hitching

587AEAF1C21643E...

Neil Hitching

CHVAC Marketing North Europe