



Gender Pay Gap Report 2021

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 255 full-pay relevant employees, of which 219 (85.8%) were male and 36 (14.1%) were female. This is a slight decrease from 2020 by 1.9% of all relevant employees, 2.7% decrease in female employees, and a 2.7% increase in male employees.

Carrier Rentals Gender Pay Results:

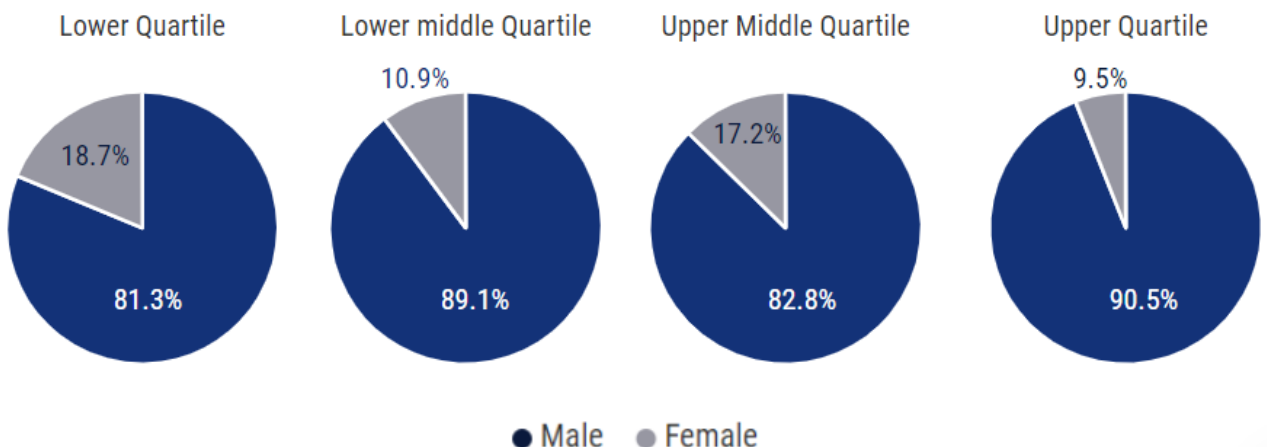
Mean and Median Pay Gaps:

	Mean	Median
Pay	8.5	3.9
Bonus	37.1	49.2

The Proportion Receiving a Bonus:

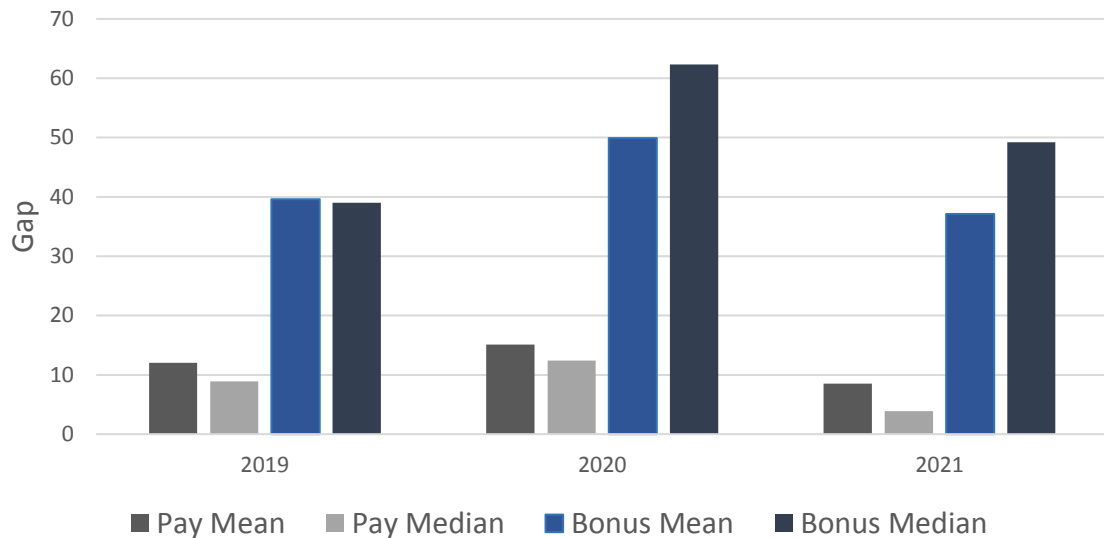


The % of male & female employees in each quartile:





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 decreased slightly since our last report 14.1% down from 14.8% in 2020, although encouragingly for the second year in a row, in percentage terms, more women than men are receiving a bonus. Further, the number of women in upper quartile pay has increased to 9.5% from 4.8% in 2020.

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

84957F9EE28A40A...

Matt Short
HVAC UK&I Service Director

DocuSigned by:

David Dunn

5A261AAA9A224FA...

David Dunn
Sales Director North Europe Carrier RLC

DocuSigned by:

Bertrand Rotagnon

63B9D2A461CE43F...

Bertrand Rotagnon
HVAC Sales Director North Europe

DocuSigned by:

Paul Smith

E998ABFF437C45D...

Paul Smith
HVAC UK&I Equipment Sales Director



DocuSigned by:

Zoe Brown

9AF102F8017248A...

Zoe Brown
HVAC UK&I HR Manager

DocuSigned by:

Alexandra Gooch

A1059018B6A34EB...

Alexandra Gooch
HVAC UK&I Finance Director

DocuSigned by:

Simon Boniface

F8950C8E4F0749D...

Simon Boniface
Carrier UK&I Legal Counsel

DocuSigned by:

Stephen Curl

71D0D5CED1B44AF...

Stephen Curl
HVAC UK&I EH&S & Quality Manager

