

**Gender Pay Gap Report**

As part of our commitment to equal opportunities and gender equality, Toshiba TEC UK Imaging Systems have voluntarily reported on its status during the 2017 period which shows a gender pay gap (mean) of 10.32% which is as a direct result of the makeup of the directors which is predominantly male.

<b>Pay difference between women and men</b>		
	<b>Mean</b>	<b>Median</b>
<b>Hourly rate</b>	10.32%	3.07%

The Gender Pay Gap within the business is strongly influenced by the gender make up of our core business activities; sales, service, and support. With regards to sales, whilst we endeavor to attract new talent across the genders, we typically find a higher percentage of male employees and the higher salaries due to commission bonus relative the rest of the business.

<b>Bonus difference between women and men</b>		
	<b>Mean</b>	<b>Median</b>
<b>Bonus</b>	50.3%	0%

Similar to sales, the gender bias within the service operation is predominantly male, whilst the makeup of the support services within the business is more balanced.

<b>Proportion of UK employees receiving a bonus</b>		
	<b>Men</b>	<b>Women</b>
<b>Bonus</b>	95.52%	95.83%

The charts below show the gender distribution expressed in quartiles across the UK business operations

