

## 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 2018 period which shows a gender pay gap (mean) of 16.96% which is as a direct result of the makeup of the directors which is predominantly male. This result has worsened slightly due to the departure of a small number of female leaders, however we do expect the results to improve in the 18-19 period following senior female appointments.

<b>Pay difference between women and men</b>		
	<b>Mean</b>	<b>Median</b>
<b>Hourly rate</b>	16.96%	9.17%

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 endeavour 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>	50.50%	4.54%

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>	93.19%	97.14%

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

