

Gender Pay Gap Report

As part of our commitment to equal opportunities and gender equality, Toshiba Tec UK Imaging Systems have reported on its status during the 2020/2021 period which shows a gender pay gap (mean) of -6.00%. This is a good result and reflects our efforts to reduce the gender pay gap.

Pay difference between women and men		
	Mean	Median
Hourly rate	-6.00%	-17.53%

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, we have been able to recruit new talent across the genders, which has partly balanced out the previous pattern of higher salaries and commissions for male employees.

Bonus difference between women and men		
	Mean	Median
Bonus	20.03%	-2.48%

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.

Proportion of UK employees receiving a bonus		
	Men	Women
Bonus	92.79%	92.65%

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

