

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 2019/2020 period which shows a gender pay gap (mean) of 2.71%.

Pay difference between women and men		
	Mean	Median
Hourly rate	2.71%	-3.84%

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.

Bonus difference between women and men		
	Mean	Median
Bonus	34.33%	19.29%

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	95.37%	90.79%

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



