TAP & BARREL RESTAURANTS LTD. Pay transparency report

We have spent considerable time educating our staff about this new reporting requirement related to pay equity. While we continue to encourage our staff to voluntarily report their gender, we support their right to not disclose.

Employer details

Employer:	TAP & BARREL RESTAURANTS LTD.
Address:	1100 ONE BENTALL CENTRE 505 BURRARD STREET, BOX 11, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 7% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents in average hourly wages. *

Median hourly pay gap[2]

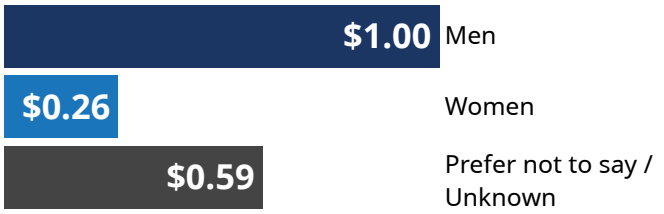
In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

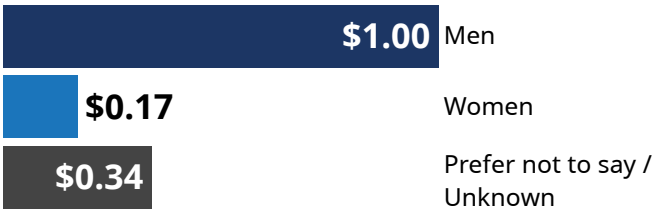
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 74% less than men's. For every dollar men earn in average overtime pay, women earn 26 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 83% less than men's. For every dollar men earn in median overtime pay, women earn 17 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-18
Prefer not to say / Unknown	-10

In this organization the average number of overtime hours worked by women was 18 less than by men. *

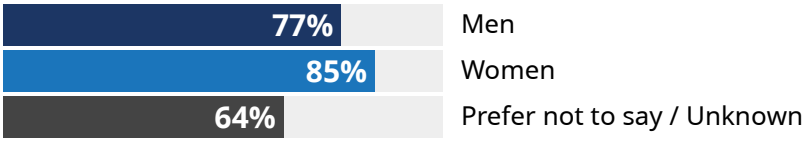
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-9
Prefer not to say / Unknown	-7

In this organization the median number of overtime hours worked by women was 9 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]

Upper hourly pay quartile (highest paid) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

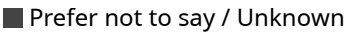
Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)



In this organization, Prefer not to say / Unknown occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

Gender data for a portion of 2025 calendar year was unable to be collected due to our internal system constraints. These constraints have been removed and we therefore anticipate subsequent reporting years to have a more meaningful dataset.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure

requirements.

Tap & Barrel Restaurant (Coal Harbour) Ltd.
Pay transparency report

We have spent considerable time educating our staff about this new reporting requirement related to pay equity. While we continue to encourage our staff to voluntarily report their gender, we support their right to not disclose.

Employer details

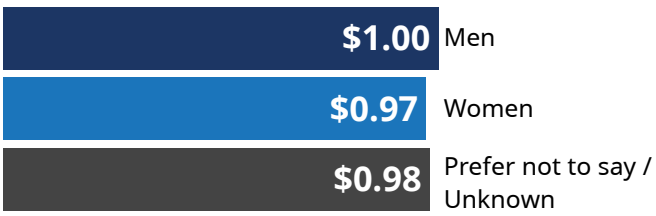
Employer:	Tap & Barrel Restaurant (Coal Harbour) Ltd.
Address:	900 - 850 Hastings St W, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 0% less than men's. For every dollar men earn in average hourly wages, women earn $1.00 in average hourly wages. *

Median hourly pay gap[2]



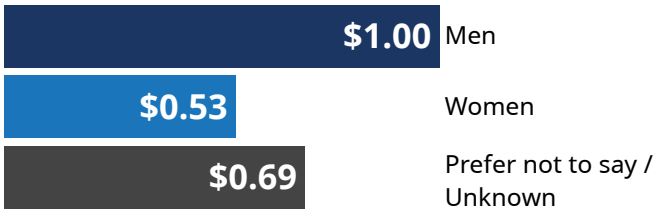
In this organization women's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn 97 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

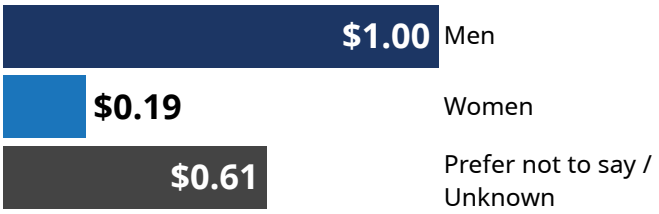
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 47% less than men's. For every dollar men earn in average overtime pay, women earn 53 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 81% less than men's. For every dollar men earn in median overtime pay, women earn 19 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-9
Prefer not to say / Unknown	-5

In this organization the average number of overtime hours worked by women was 9 less than by men. *

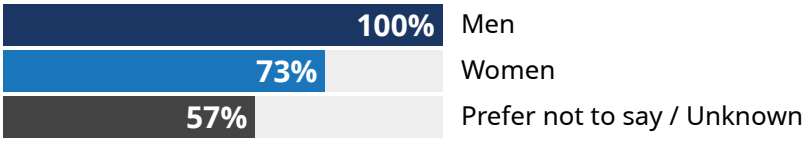
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-5
Prefer not to say / Unknown	-3

In this organization the median number of overtime hours worked by women was 5 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]

Upper hourly pay quartile (highest paid) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

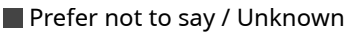
Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)



In this organization, Prefer not to say / Unknown occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

Gender data for a portion of 2025 calendar year was unable to be collected due to our internal system constraints. These constraints have been removed and we therefore anticipate subsequent reporting years to have a more meaningful dataset.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure

requirements.

Tap & Barrel Shipyards Ltd.
Pay transparency report

We have spent considerable time educating our staff about this new reporting requirement related to pay equity. While we continue to encourage our staff to voluntarily report their gender, we support their right to not disclose.

Employer details

Employer:	Tap & Barrel Shipyards Ltd.
Address:	900-850 W Hastings, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 1% more than men's. For every dollar men earn in average hourly wages, women earn $1.01 in average hourly wages. *

Median hourly pay gap[2]

In this organization women's median hourly wages are 0% more than men's. For every dollar men earn in median hourly wages, women earn $1.00 in median hourly wages. *

Explanatory notes

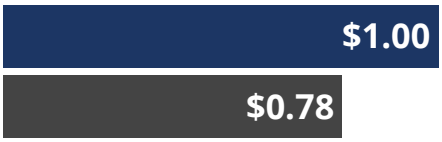
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime pay

Mean overtime pay [3]

In this organization prefer not to say / unknown's average overtime pay is 12% less than men's. For every dollar men earn in average overtime pay, prefer not to say / unknown earn 88 cents in average overtime pay. *

Median overtime pay [4]



In this organization prefer not to say / unknown's median overtime pay is 22% less than men's. For every dollar men earn in median overtime pay, prefer not to say / unknown earn 78 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-1

In this organization the average number of overtime hours worked by prefer not to say / unknown was 1 less than by men. *

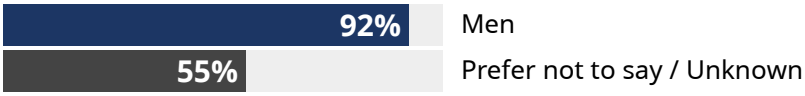
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-1

In this organization the median number of overtime hours worked by prefer not to say / unknown was 1 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]

Upper hourly pay quartile (highest paid) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

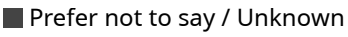
Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)



In this organization, Prefer not to say / Unknown occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

Gender data for a portion of 2025 calendar year was unable to be collected due to our internal system constraints. These constraints have been removed and we therefore anticipate subsequent reporting years to have a more meaningful dataset.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure

requirements.

JALM HOLDINGS LTD.
Pay transparency report

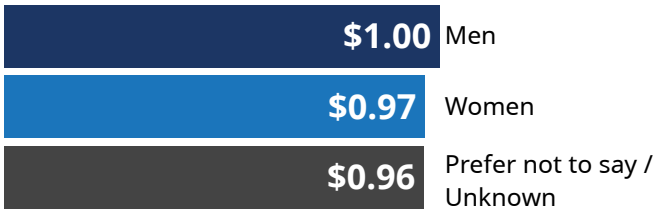
We have spent considerable time educating our staff about this new reporting requirement related to pay equity. While we continue to encourage our staff to voluntarily report their gender, we support their right to not disclose.

Employer details

Employer:	JALM HOLDINGS LTD.
Address:	1100 One Bentall Centre 505 Burrard Street, Box 11, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	300-999

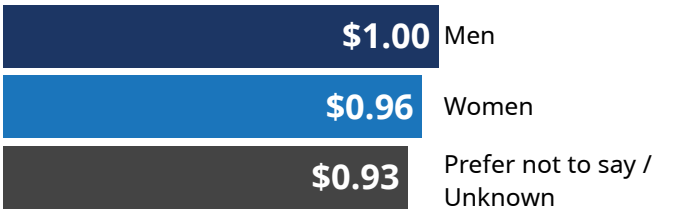
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents in average hourly wages. *

Median hourly pay gap[2]



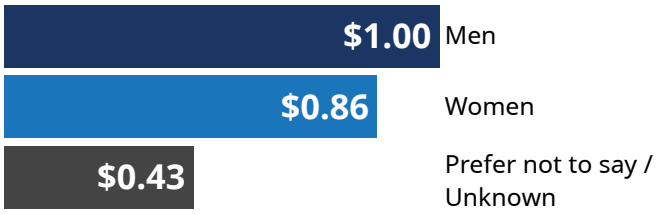
In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

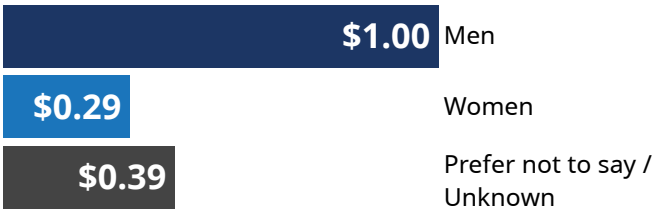
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 14% less than men's. For every dollar men earn in average overtime pay, women earn 86 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 71% less than men's. For every dollar men earn in median overtime pay, women earn 29 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-3
Prefer not to say / Unknown	-13

In this organization the average number of overtime hours worked by women was 3 less than by men. *

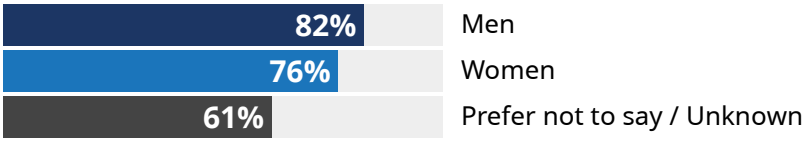
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-8
Prefer not to say / Unknown	-7

In this organization the median number of overtime hours worked by women was 8 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

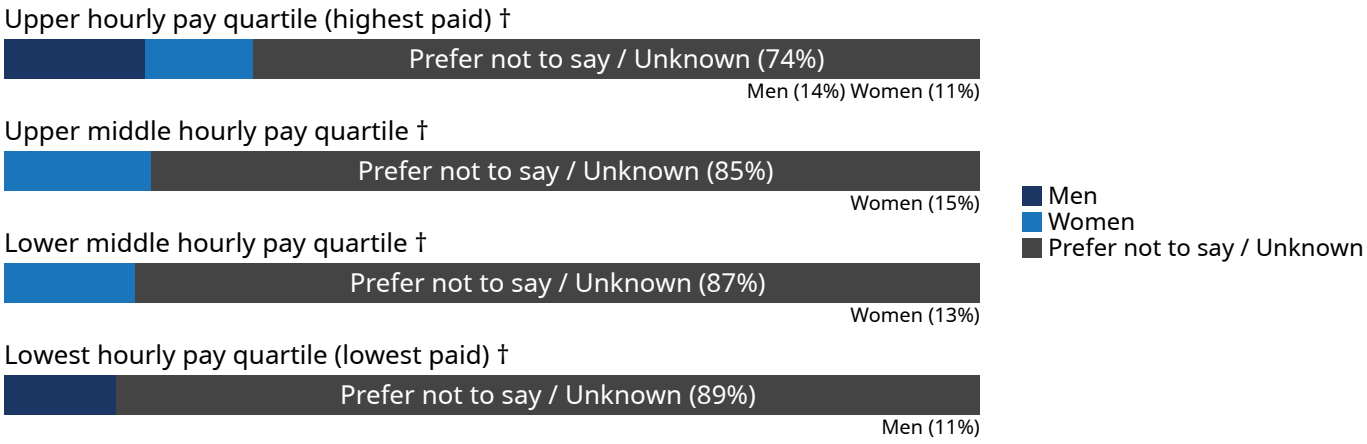
Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 11% of the highest paid jobs. Prefer not to say / Unknown occupy 74% of the highest paid jobs and 89% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

Gender data for a portion of 2025 calendar year was unable to be collected due to our internal system constraints. These constraints have been removed and we therefore anticipate subsequent reporting years to have a more meaningful dataset.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure

requirements.

TAP & BARREL SOUTH SURREY LTD. Pay transparency report

We have spent considerable time educating our staff about this new reporting requirement related to pay equity. While we continue to encourage our staff to voluntarily report their gender, we support their right to not disclose.

Employer details

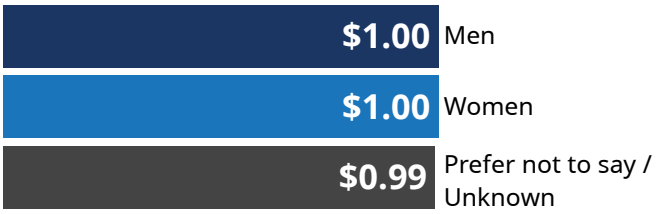
Employer:	TAP & BARREL SOUTH SURREY LTD.
Address:	1100 One Bentall Centre 505 Burrard Street, Box 11, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 2% more than men's. For every dollar men earn in average hourly wages, women earn $1.02 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn $1.00 in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime pay

Mean overtime pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

Percentage of each gender in each pay quartile [9]

Upper hourly pay quartile (highest paid) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)

■ Prefer not to say / Unknown

In this organization, Prefer not to say / Unknown occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

Gender data for a portion of 2025 calendar year was unable to be collected due to our internal system constraints. These constraints have been removed and we therefore anticipate subsequent reporting years to have a more meaningful dataset.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

TAP & BARREL BRENTWOOD LTD. Pay transparency report

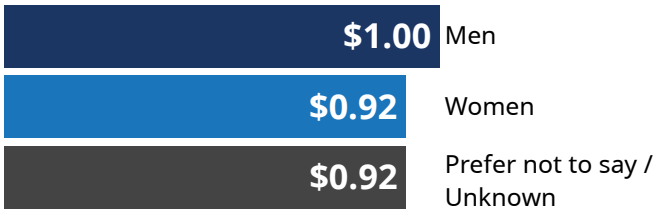
We have spent considerable time educating our staff about this new reporting requirement related to pay equity. While we continue to encourage our staff to voluntarily report their gender, we support their right to not disclose.

Employer details

Employer:	TAP & BARREL BRENTWOOD LTD.
Address:	1100 One Bentall Centre 505 Burrard Street, Box 11, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	50-299

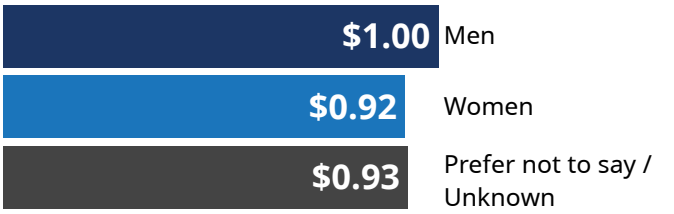
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 8% less than men's. For every dollar men earn in median hourly wages, women earn 92 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime pay

Mean overtime pay [3]

$1.00	Men
$1.78	Prefer not to say / Unknown

In this organization prefer not to say / unknown's average overtime pay is 78% more than men's. For every dollar men earn in average overtime pay, prefer not to say / unknown earn $1.78 in average overtime pay. *

Median overtime pay [4]

$1.00	Men
$1.07	Prefer not to say / Unknown

In this organization prefer not to say / unknown's median overtime pay is 7% more than men's. For every dollar men earn in median overtime pay, prefer not to say / unknown earn $1.07 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	6

In this organization the average number of overtime hours worked by prefer not to say / unknown was 6 more than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	1

In this organization the median number of overtime hours worked by prefer not to say / unknown was 1 more than by men. *

Percentage of employees in each gender category receiving overtime pay

59%	Men
63%	Prefer not to say / Unknown

Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]

Upper hourly pay quartile (highest paid) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

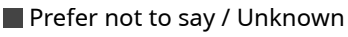
Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)



In this organization, Prefer not to say / Unknown occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

Gender data for a portion of 2025 calendar year was unable to be collected due to our internal system constraints. These constraints have been removed and we therefore anticipate subsequent reporting years to have a more meaningful dataset.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure

requirements.

TAP & BARREL WILLOWBROOK LTD. Pay transparency report

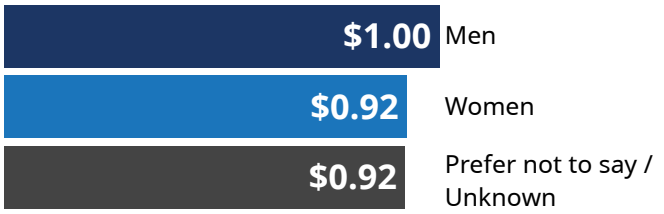
We have spent considerable time educating our staff about this new reporting requirement related to pay equity. While we continue to encourage our staff to voluntarily report their gender, we support their right to not disclose.

Employer details

Employer:	TAP & BARREL WILLOWBROOK LTD.
Address:	1100 One Bentall Centre 505 Burrard Street, Box 11, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	50-299

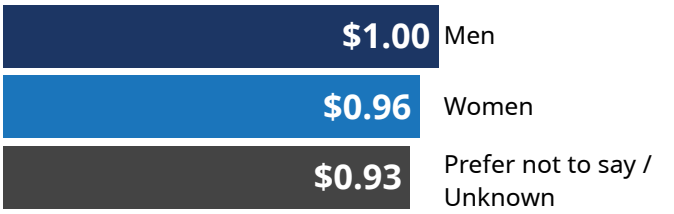
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap[2]



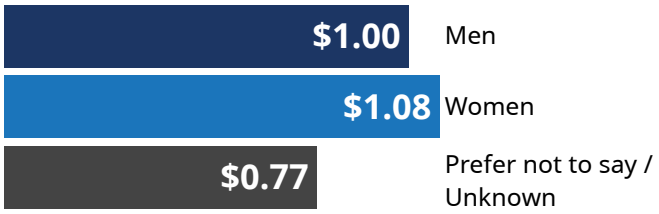
In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

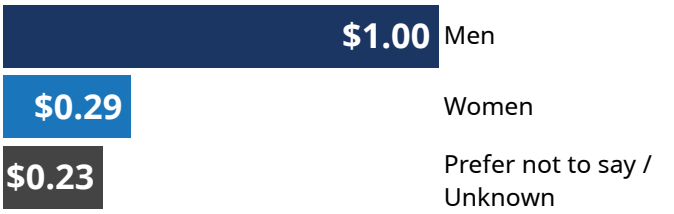
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 8% more than men's. For every dollar men earn in average overtime pay, women earn $1.08 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 71% less than men's. For every dollar men earn in median overtime pay, women earn 29 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	0
Prefer not to say / Unknown	-2

In this organization the average number of overtime hours worked by women was 0 less than by men. *

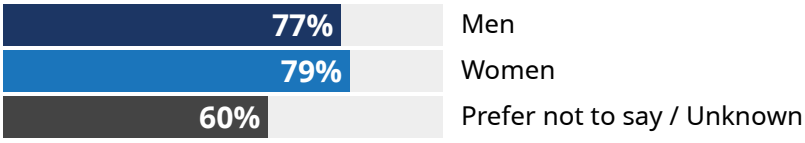
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-5
Prefer not to say / Unknown	-6

In this organization the median number of overtime hours worked by women was 5 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]

Upper hourly pay quartile (highest paid) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

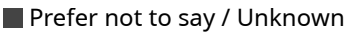
Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)



In this organization, Prefer not to say / Unknown occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

Gender data for a portion of 2025 calendar year was unable to be collected due to our internal system constraints. These constraints have been removed and we therefore anticipate subsequent reporting years to have a more meaningful dataset.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure

requirements.