

ABC Company

Pay transparency report

ABC Company is committed to pay transparency and helping close the gender pay gap.

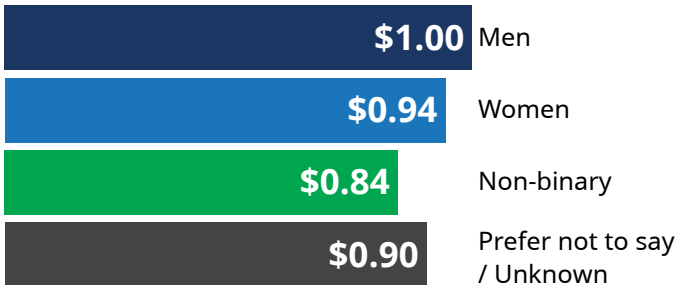
Employer details

| | |
|----------------------|--|
| Employer: | ABC Company |
| Address: | 555 Main St, Victoria, BC |
| Reporting Year: | 2024 |
| Time Period: | May 1, 2023 - April 30, 2024 |
| NAICS Code: | 54 - Professional, scientific and technical services |
| Number of Employees: | 300-999 |



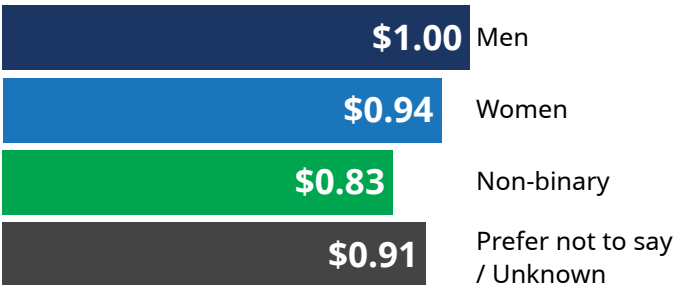
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 6% less than men's and non-binary people's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents and non-binary people earn 84 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 6% less than men's and non-binary people's median hourly wages are 17% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents and non-binary people earn 83 cents in median hourly wages.

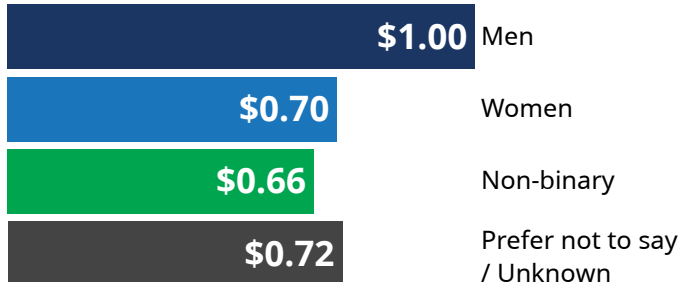
Explanatory notes

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.



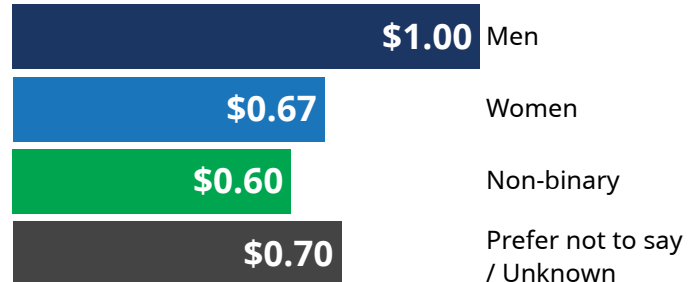
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 30% less than men's and non-binary people's average overtime pay is 34% less than men's. For every dollar men earn in average overtime pay, women earn 70 cents and non-binary people earn 66 cents in average overtime pay.

Median overtime pay⁴



In this organization women's median overtime pay is 33% less than men's and non-binary people's median overtime pay is 40% less than men's. For every dollar men earn in median overtime pay, women earn 67 cents and non-binary people earn 60 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

| | |
|-----------------------------|----|
| Women | -4 |
| Non-binary | -4 |
| Prefer not to say / Unknown | -3 |

In this organization the average number of overtime hours worked by women was 4 less than by men and the average number of overtime hours worked by non-binary people was 4 less than by men.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

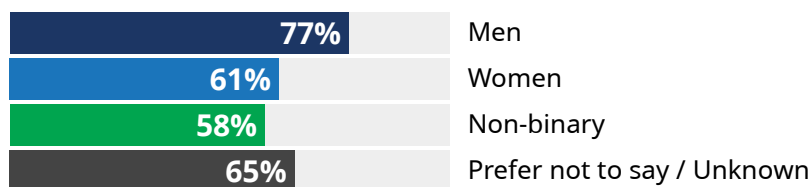
| | |
|-----------------------------|----|
| Women | -4 |
| Non-binary | -3 |
| Prefer not to say / Unknown | -4 |

In this organization the median number of overtime hours worked by women was 4 less than by men and the median number of overtime hours worked by non-binary people was 3 less than by men.

Explanatory notes

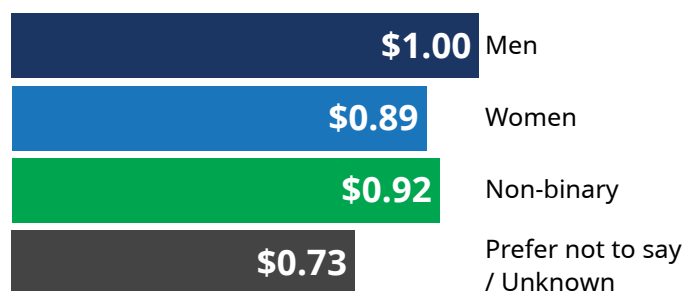
- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to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

Percentage of employees in each gender category receiving overtime pay



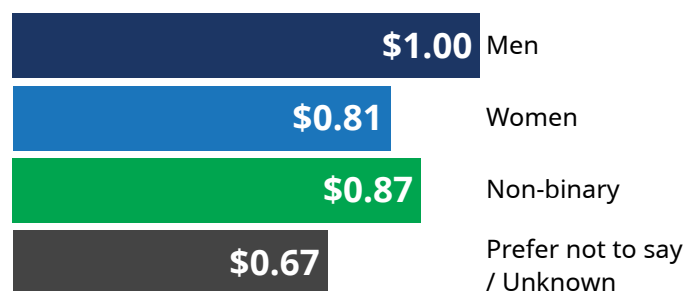
Bonus pay

Mean bonus pay ⁷



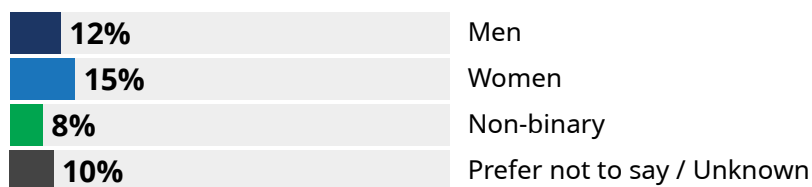
In this organization women's average bonus pay is 11% less than men's and non-binary people's average bonus pay is 8% less than men's. For every dollar men earn in average bonus pay, women earn 89 cents and non-binary people earn 92 cents in average bonus pay.

Median bonus pay ⁸



In this organization women's median bonus pay is 19% less than men's and non-binary people's median bonus pay is 13% less than men's. For every dollar men earn in median bonus pay, women earn 81 cents and non-binary people earn 87 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



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.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid)



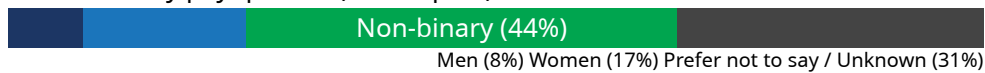
Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



■ Men
■ Women
■ Non-binary
■ Prefer not to say / Unknown

In this organization, women occupy 30% of the highest paid jobs and 17% of the lowest paid jobs. Non-binary people occupy 10% of the highest paid jobs and 44% of the lowest paid jobs.

Explanatory notes

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