

BC Crown Corp

Pay transparency report

We are an equal opportunity employer dedicated to fair wages for everyone.

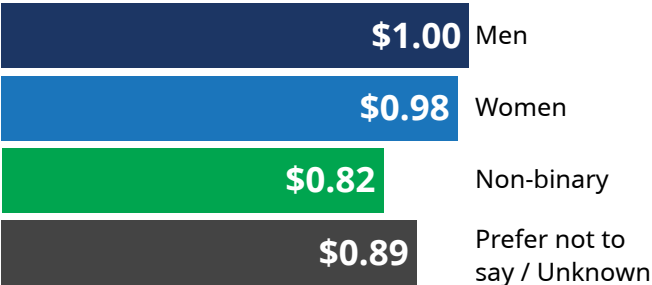
Employer details

Employer:	BC Crown Corp
Address:	1802 Douglas St
Reporting Year:	2024
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	21 - Mining, quarrying, and oil and gas extraction
Number of Employees:	300-999



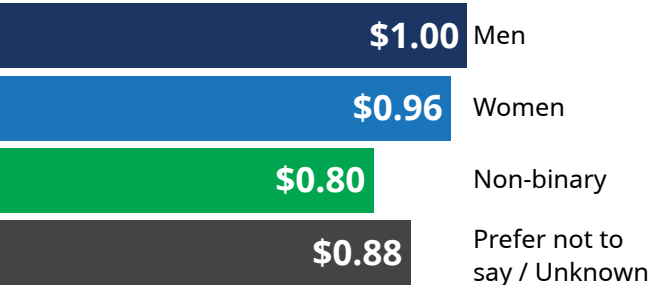
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 2% less than men's and non-binary people's average hourly wages are 18% less than men's. For every dollar men earn in average hourly wages, women earn 98 cents and non-binary people earn 82 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 4% less than men's and non-binary people's median hourly wages are 20% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents and non-binary people earn 80 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

\$1.00	Men
\$0.70	Women
\$0.67	Non-binary
\$0.68	Prefer not to say / Unknown

In this organization women's average overtime pay is 30% less than men's and non-binary people's average overtime pay is 33% less than men's. For every dollar men earn in average overtime pay, women earn 70 cents and non-binary people earn 67 cents in average overtime pay.

Median overtime pay⁴

\$1.00	Men
\$0.69	Women
\$0.58	Non-binary
\$0.61	Prefer not to say / Unknown

In this organization women's median overtime pay is 31% less than men's and non-binary people's median overtime pay is 42% less than men's. For every dollar men earn in median overtime pay, women earn 69 cents and non-binary people earn 58 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-17
Non-binary	-11
Prefer not to say / Unknown	-13

In this organization the average number of overtime hours worked by women was 17 less than by men and the average number of overtime hours worked by non-binary people was 11 less than by men.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

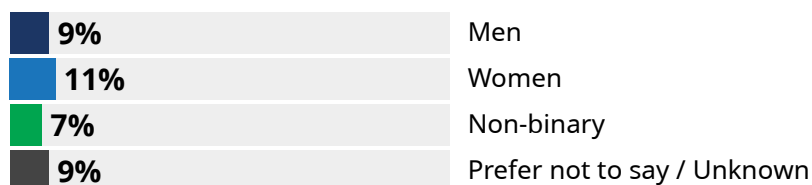
Women	-19
Non-binary	-20
Prefer not to say / Unknown	-20

In this organization the median number of overtime hours worked by women was 19 less than by men and the median number of overtime hours worked by non-binary people was 20 less than by men.

Explanatory notes

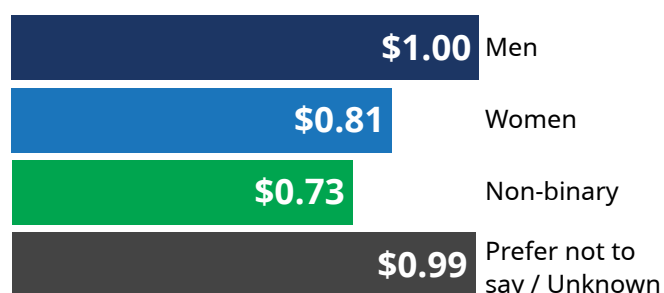
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers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

Percentage of employees in each gender category receiving overtime pay

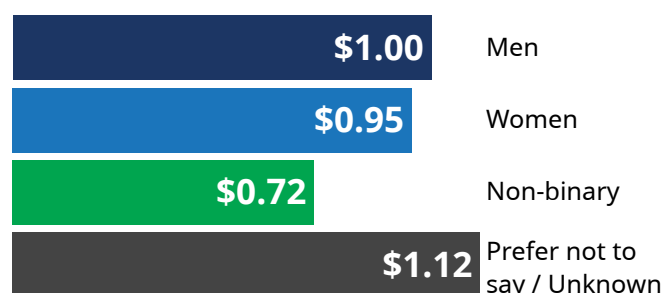


Bonus pay

Mean bonus pay ⁷



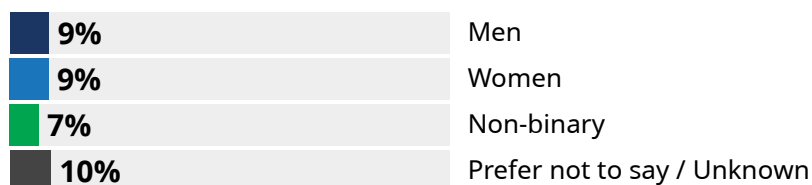
Median bonus pay ⁸



In this organization women's average bonus pay is 19% less than men's and non-binary people's average bonus pay is 27% less than men's. For every dollar men earn in average bonus pay, women earn 81 cents and non-binary people earn 73 cents in average bonus pay.

In this organization women's median bonus pay is 5% less than men's and non-binary people's median bonus pay is 28% less than men's. For every dollar men earn in median bonus pay, women earn 95 cents and non-binary people earn 72 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.

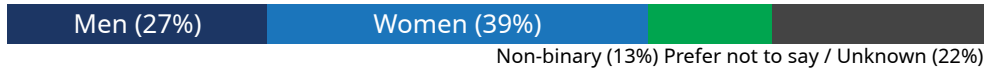


Percentage of each gender in each pay quartile ⁹

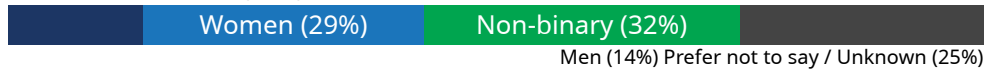
Upper hourly pay quartile (highest paid) †



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 36% of the highest paid jobs. Non-binary people occupy 67% of the lowest paid jobs.

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

Explanatory notes

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