

PAY TRANSPARENCY REPORT

Employer	Moxies Restaurants, Limited Partnership
Address	310-1755 Broadway W Vancouver BC V6J 4S5
Report Issued	2025
Reporting Dates	January 2, 2024 - December 30, 2024
NAICS Code	72
Number of Employees	300-999

This report focuses on gender pay equity and is an important step in identifying and addressing potential pay gaps. BC continues to have one of the highest gender pay gaps in Canada, with women earning about 17% less than men in 2023 and about 15% less in 2024, underscoring the impact and importance of this work. We recognize that the wage gap reflects structural inequities, and we are committed to continuing to develop and support a formal approach to close it. The insights in this report will guide and strengthen our ongoing efforts to achieve pay equity.

Average and medians are reported for hourly rates of pay, overtime pay and number of overtime hours, comparing genders. These differences are important as few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these extremes; helping show what a typical employee experiences, allowing for a clear and credible picture of pay equity. Pay gaps are shown as a percentage difference calculated with the baseline of male pay rates. In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, results are suppressed where cohort counts are under minimum threshold requirements*.

WORKFORCE COUNTS

TOTAL	880*	
W	530	60%
M	347	39%

HOURLY PAY

AVERAGE

\$0.95	Women
\$1.00	Men

Mean hourly pay gap refers to the difference in pay between gender groups, calculated by average pay.

Women earn \$0.95 for every dollar men earn in average hourly wages; a 5% difference.

MEDIAN

\$0.99	Women
\$1.00	Men

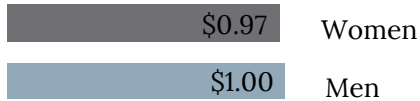
Median hourly pay gap refers to the differences in pay between gender groups calculated by the mid-range of pay for each group.

At the median, women earn \$0.99 for every dollar men earn; a 0.1% difference.

OVERTIME PAY

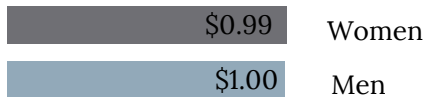
Overtime (OT) pay reflects pay received for hours worked beyond regular schedule.

AVERAGE



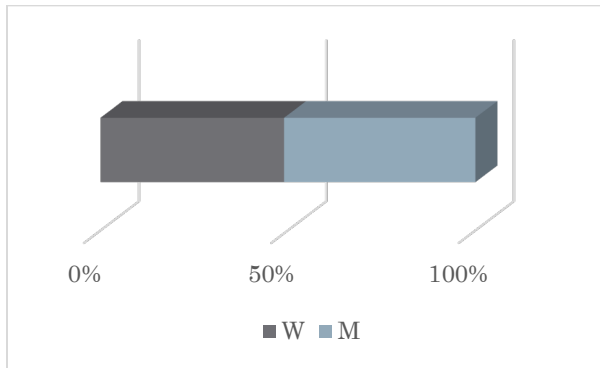
Women’s average OT pay is \$0.97 for every \$1.00 earned by men. Average overtime hours are 13.04 for women and 19.19 for men. Women work 6.15 fewer hours of OT on average.

MEDIAN



At the median, women earn \$0.99 for every \$1.00 men earn in OT pay. Median overtime paid hours are 3.5 for women, 5.5 for men. Women work 2.0 fewer hours of OT at the median.

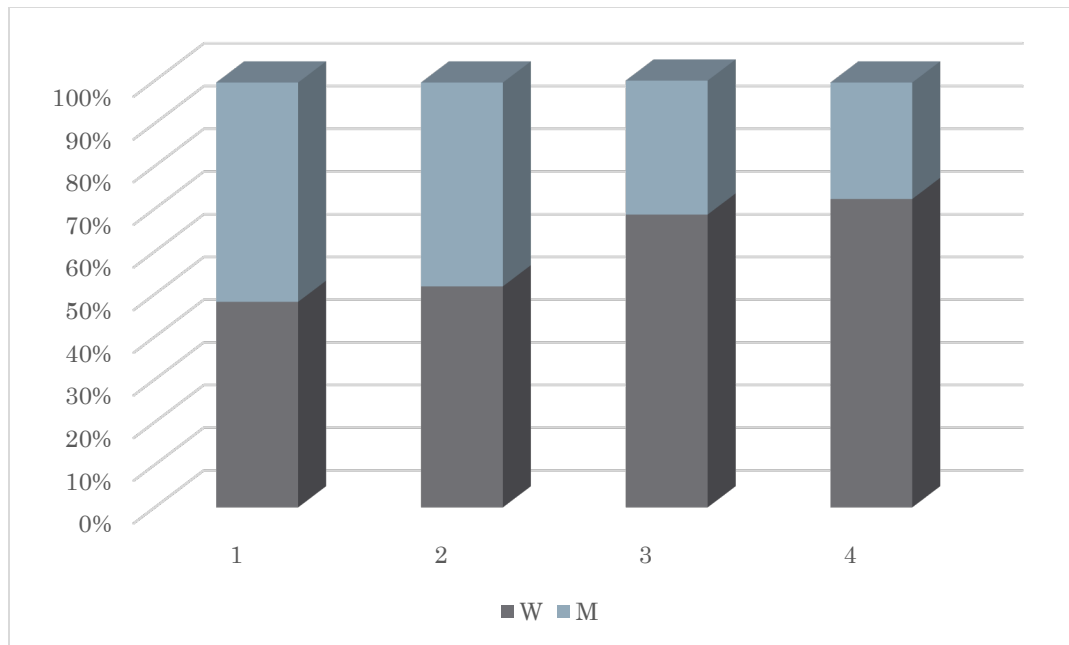
PERCENTAGE OF GENDER RECEIVING OVERTIME PAY



1.38% of the population receive overtime, 49% are women and 51% men; women receive 0.67 overtime hours to every 1 overtime hour men receive.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE

The following data illustrates the distribution of women and men across each pay quartile. In the upper pay quartile, the top 25% earners, women represent 48% and men, 51% and in the lower pay quartile the bottom 25% earners, women represent 72% and men 27%.



In line with broader labour market patterns¹, women are more likely to hold part-time roles. Combined with seasonality, evening and weekend scheduling and job mix, this helps explain women’s over representation in the lower quartile, even when the overall gender pay gap is relatively small across business lines.

COMMITMENT TO ENHANCE TRANSPARENCY AND ACCOUNTABILITY

Our results show near parity on base pay: women earn \$0.95 per \$1.00 men earn on average and \$0.99 at the median, indicating equal pay for equal work is largely being achieved, with remaining differences driven mostly by role mix rather than rate. Overtime pay is also at or near parity (women \$0.97 average; \$0.99 median), though men work more OT hours, which influences total earnings. Extra pay is a small cohort (7% employees; 8% payroll). By quartile, women are 48% of the top pay quartile but 72% of the bottom, consistent with higher part-time participation and scheduling/seasonality effects, so continued emphasis on succession, scheduling, transparency and pathway access will help lift representation at the top while maintaining like-for-like pay equity.

We are committed to continuing to advance gender pay equity and building a workplace where everyone can thrive. This includes clear, ongoing transparency about pay, setting measurable goals to close gaps and fixing unexplained differences. We will keep hiring and promotion processes fair and skills based, invest deeper in inclusive leadership and development and hold leaders accountable for progress. This maintenance of strong transparency and accountability will allow us to continue to close the gaps completely.

¹ <https://imic-cimt.ca/womens-economic-empowerment-and-the-canadian-labour-market>