PAY TRANSPARENCY REPORT

| | |
|---|---|
| Employer | Federal Restaurant Group |
| Address | 310-1755 Broadway W Vancouver BC V6J 4S5 |
| Report Issued | 2026 |
| Reporting Dates | January 1, 2025 - December 31, 2025 |
| 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[1] to have one of the highest gender pay gaps in Canada, with 2025 numbers showing that women earned 14.5% less, or .85 cents, on average for every dollar men earned. 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.

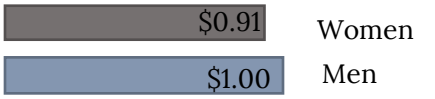
Average and medians are reported for hourly rates of pay, overtime pay, number of overtime hours and extra pay, comparing genders. These differences are important as few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these 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 | 322 | |
| W | 163 | 51% |
| M | 148 | 46% |

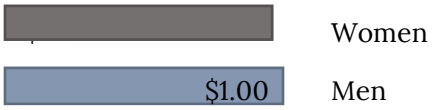
HOURLY PAY

AVERAGE




Women earn $0.91 for every dollar men earn in average hourly wages; a 9% difference.

MEDIAN



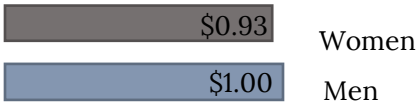

[1] https://www2.gov.bc.ca/gov/content/governments/about-the-bc-government/gender-equity/pay-transparency-in-bc

At the median, women earn $0.94 for every dollar men earn; a 7% difference.

OVERTIME PAY

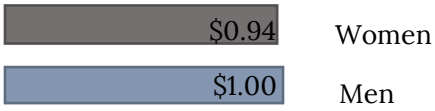
Overtime (OT) pay reflects pay received for hours worked beyond regular schedules. It excludes base hourly pay and extra pay. The below metrics for OT pay have only been reported on employees earning OT pay.

AVERAGE



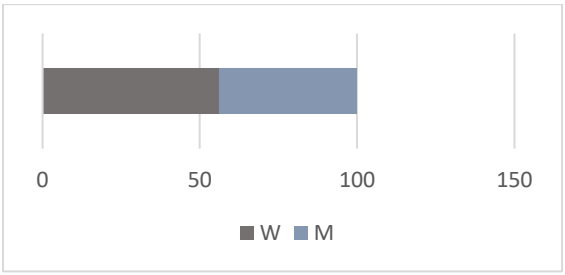

Women's average OT pay is $0.93 for every $1.00 earned by men. Average OT hours are 5 for women and 12 for men. Women work 7 fewer hours of OT on average.

MEDIAN




At the median, women earn $0.94 for every $1.00 men earn in OT pay. Median OT paid hours are 4 for women, 9 for men. Women work 5 fewer hours of OT at the median.

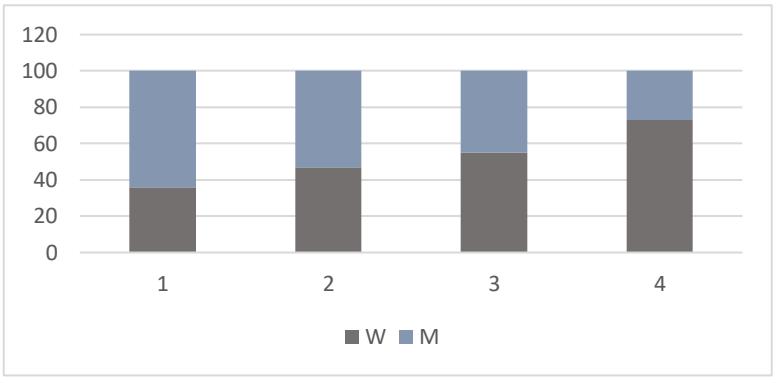
PERCENTAGE OF GENDER RECEIVING OVERTIME PAY




51% of the population received OT, 56% are women and 44% men; women receive 0.43 OT hours to every 1 OT 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 73% and men, 27% and in the lower pay quartile the bottom 25% earners, women represent 36% and men 64%.




COMMITMENT TO ENHANCE TRANSPARENCY AND ACCOUNTABILITY

Our results show continued focus and growth to parity on base pay: women earn $0.91 per $1.00 men earn on average and $0.94 at the median.

OT access and pay shows further growth at $0.93 average and $0.94 median. By quartile, women are 73% of the top pay quartile and only 36% of the bottom.

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.