PAY TRANSPARENCY REPORT

Employer	Northland at Grouse, Limited Partnership
Address	310-1755 Broadway W Vancouver BC V6J 4S5
Report Issued	2026
Reporting Dates	January 1, 2025 - December 31, 2025
NAICS Code	71
Number of Employees	1000+

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 85.5 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.

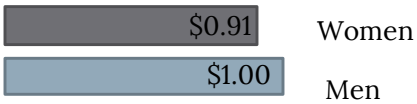
Average and medians are reported for hourly rates of pay, overtime pay, number of overtime hours and extra pay, comparing genders. These differences are important as a few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these 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	1475	
W	639	43%
M	830	56%

HOURLY

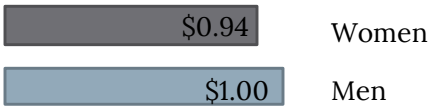
AVERAGE



Mean hourly pay gap refers to the difference in pay between gender groups calculated by average pay. Hourly pay does not include extra pay and overtime.

Women earn $0.91 for every $1.00 men earn in average hourly wages; a 9% difference.

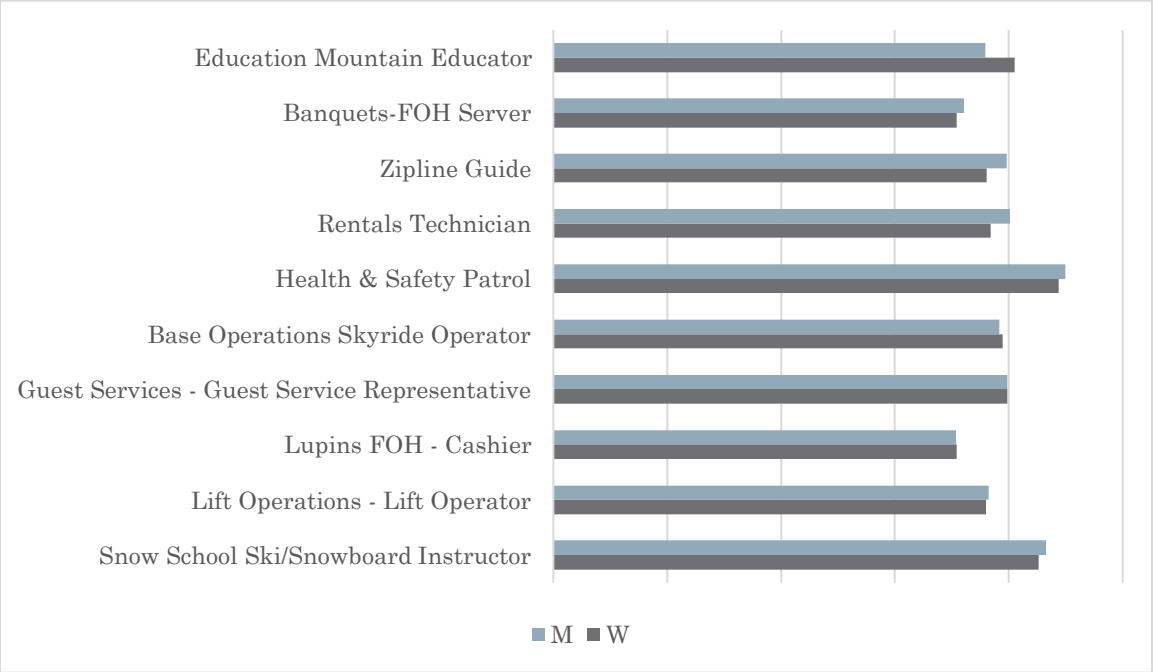
MEDIAN



[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 $1.00 men earn; a 6% difference.

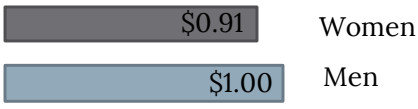
While not required for reporting, a review of comparable roles shows the gap is near parity within the same job titles. On average, women earn $0.99 for every $1.00 men earn in comparable roles for our top 20 positions representing 60% of our entire team population. Below are our top 10 most populated roles and their average wage distribution.



OVERTIME PAY

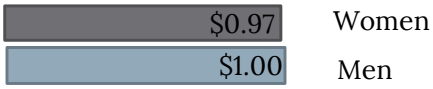
Overtime (OT) pay reflects pay received for hours worked beyond regular schedules. It excludes base hourly pay and extra pay.

AVERAGE



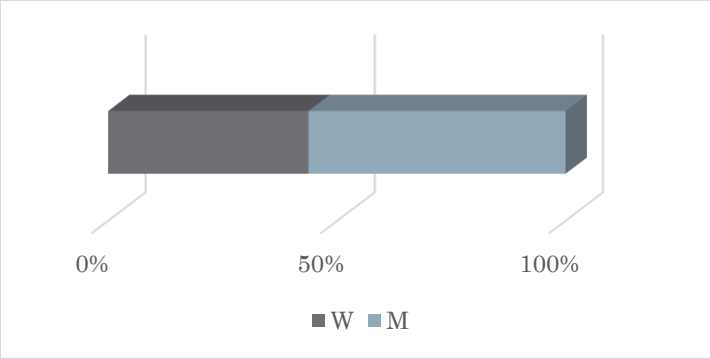
Women's average OT pay is $0.91 for every $1.00 earned by men; a 9% difference. This difference is largely driven by role mix; OT-eligible trades roles (carpentry, electrical, mechanics) are higher paid and remain male dominated. Average overtime hours are 4.3 for women and 6.7 for men.

MEDIAN



At the median women earn $0.97 for every $1.00 men earn in OT pay; a 3.5% difference. Median OT paid hours are 3.2 for women, 4.2 for men. Women work 1 fewer hours of OT at the median.

PERCENTAGE OF GENDER RECEIVING OVERTIME PAY



52% of the population receive overtime, 33% are women and 66% men. While this stat can seem skewed it is important to look at the base operating mechanisms of Grouse Mountain. This is significantly skewed as the position with the most amount of overtime is attributed to Snowmakers, an essential skill set for a functioning mountain of which 82% are men, which is movement from the 100% male Snowmakers we reported in the previous report.

EXTRA PAY

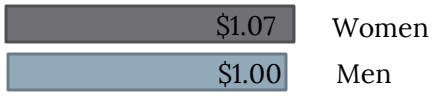
Extra pay is reported in three ways: (1) Total Extra Pay (bonus + special), (2) Bonus and (3) Special Pay. Bonus is employer funded and role specific; Special covers incentives, allowances and service fees. We separate them because they are governed differently and reflect different realities. Bonuses follow plan rules (eligibility, targets, proration) while Special Pay follows shift schedules, operational judgement and business peaks.

A gap in bonus points to plan design, eligibility or manager discretion. A gap in Special Pay could point to scheduling or role assignment. Our determination of action requires different fixes with bonus gaps identifying a need for changes in plan design, eligibility, calibration whereas special pay fixes could mean adjusting scheduling transparency, station/section rotation, and peak shift access.

We show Total Extra Pay for overall impact, then split into Bonus and Special with both average and median total amount and an hour-normalized metrics. Read together, these views indicate whether a gap is driven by plan design/discretion or operational exposure and which lever to pull.

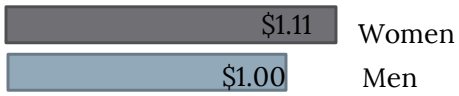
AVERAGE

Women earn $1.07 for every $1.00 Men earn in total extra pay.



MEDIAN

Women earn $1.11 for every $1.00 men earn in total extra pay.



When combined, 25% of the population receives Bonus and Special Pay representing 4.3% of payroll.

BONUS PAY

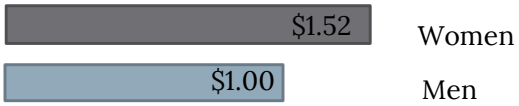
Bonus Pay is not a significant element of the total rewards offer, accounting for approximately 7% of team members receiving bonus pay and 1.25% of total payroll.

SPECIAL PAY

22% of the population receive special pay, representing 3% of payroll. Of the 22% that receive special pay 39% are women, 61% are men. The Special Pay distribution has 45% of special pay recipients being in the top pay quartile and on average 18% in every other pay quartile. The top decile of Special pay earners are primarily food services.

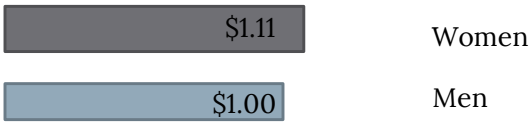
AVERAGE

Women earn $1.52 for every $1.00 men earn.



MEDIAN

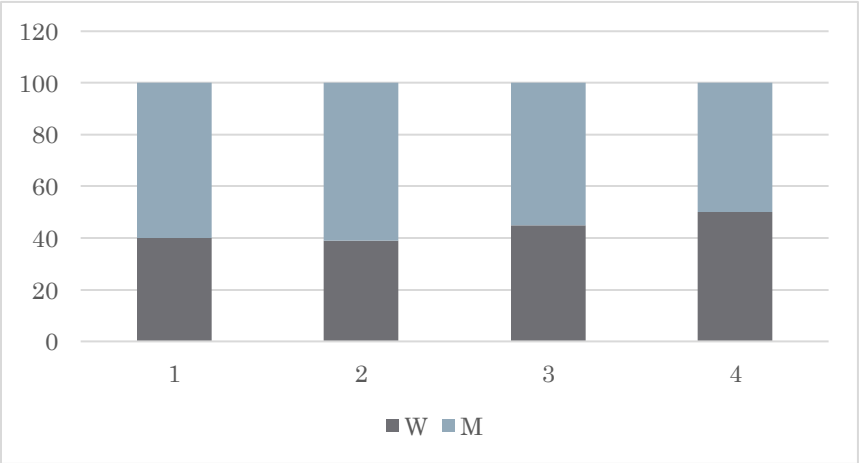
Women earn $1.11 for every $1.00 men earn.



Extra pay depends far more on when, where and what people work than on base rates. In resorts, a sizeable share of employees are casual/seasonal and cluster in peak periods (holidays, weekends, evenings) when volume spikes. Resulting in total special pay looking high despite lower annual regular hours. Conversely, women's larger presence in casual/part time service roles means more exposure to peak tip pools, which can lift some women's median total special pay outcomes relative to men. Add in season length (not everyone working the full year), tenure, overtime availability and raw totals will naturally diverge. This is why we show who received extra pay, average median among recipients and normalized metrics per hour. Taken together, these views indicate that overall parity is close, while differences mostly reflect role mix, seasonality and eligibility.

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 50% and men, 50% and in the lower pay quartile the bottom 25% earners, women represent 40% and men 60%.



Across BC's tourism workforce, 65% of jobs are full time and 35% part time. Women account for roughly 52% of the BC tourism workforce and

consistent with national labour market patterns[2][3] are more likely than men to be in part-time roles. These structural factors (seasonality, evening/weekend scheduling, and job mix) help explain the over represention of women in the lower pay quartile, even when the overall gender pay gap is relatively small.

COMMITMENT TO ENHANCE TRANSPARENCY AND ACCOUNTABILITY

Grouse has maintained near parity within comparable roles while making significant progress in women's representation in higher paid positions and historically male dominated snowmaking work.

Since reporting last year, our strongest improvement is the significant movement of women into the upper pay quartile (50% from 33%) and decrease of women's representation in the lowest quartile. More specifically, in like for like roles and our more populous positions, women earn $0.99 for every $1.00 earned by men. This provides confidence that our pay setting within common positions is reasonably consistent. Further, the proportion of male snowmakers declined from 100% to 82%. This is important because snowmaking is a significant source of OT and earnings opportunity. Increasing representation in these roles is, and continues to be, a focus for Grouse.

In resort and mountain operations, industry patterns matter: leadership and many OT-eligible trades and mountain operation roles have historically been male dominated and tenure based.

We are committed to continuing to advance gender pay equity and building a workplace where everyone can thrive. We will continue to focus on bonus plan equity, access to technical and OT producing roles, retention and advancement in the upper pay quartile and regular inquiry and correction of unexplained differences.

[2] https://www.canada.ca/en/employment-social-development/programs/training-agreements/workforce-summit/wf-discussion-paper.html
[3] https://lmic-cimt.ca/womens-economic-empowerment-and-the-canadian-labour-market