MOXIES

PAY TRANSPARENCY REPORT

Employer	Moxie's Restaurants, Limited Partnership
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.

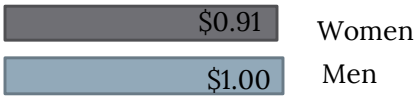
Average and medians are reported for hourly rates of pay, overtime pay, number of overtime hours and extra pay, comparing genders. These differences are important as few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these 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	907	
W	555	61%
M	343	38%

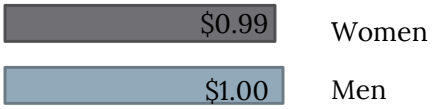
HOURLY PAY

AVERAGE



Women earn $0.91 for every dollar men earn in average hourly wages; a 10% difference.

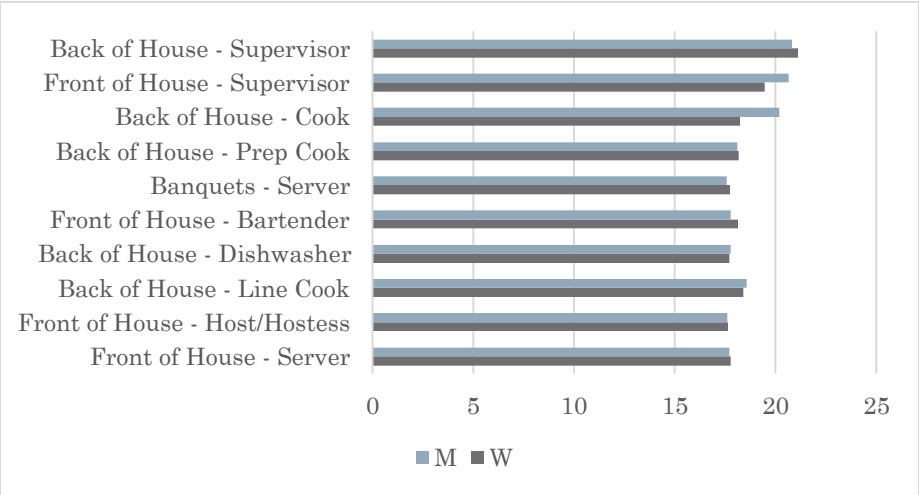
MEDIAN



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

While not required for reporting, it is important to note that when looking at our top 10 most populous roles the gap closes to $0.98.

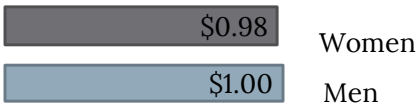
[1] https://www2.gov.bc.ca/gov/content/governments/about-the-bc-government/gender-equity/pay-transparency-in-bc



OVERTIME PAY

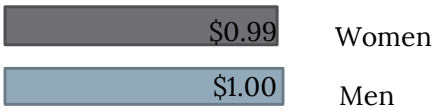
Overtime (OT) pay reflects pay received for hours worked beyond regular schedules. It excludes base hourly pay and extra pay. The below metrics for OT pay have only been reported on employees earning OT pay.

AVERAGE



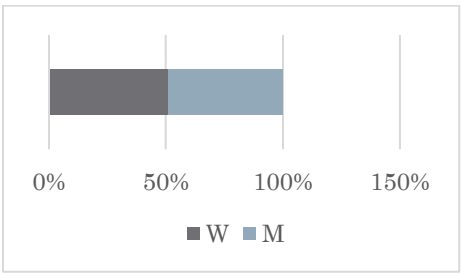
Women's average OT pay is $0.98 for every $1.00 earned by men. Average OT hours are 5.8 for women and 8.9 for men. Women work 3.1 fewer hours of OT on average.

MEDIAN



At the median, women earn $0.99 for every $1.00 men earn in OT pay. Median overtime paid hours are 3 for women, 6.6 for men. Women work 3.6 fewer hours of OT at the median.

PERCENTAGE OF GENDER RECEIVING OVERTIME PAY



51% of the population received some overtime, overtime hours represent only 1.1% of ordinary hours. This low overall level is consistent with the time and effort invested in effective scheduling. Our focus is to align

staffing with business demand while limiting unnecessary overtime and last-minute shift extensions. This supports employee's ability to recover between shifts and helps reduce avoidable fatigue and workload pressure. Research in full service restaurants has found that asking servers to stay beyond their scheduled shifts can affect service-related productivity[2], while broader food service research links predictable scheduling[3] with better reported wellbeing and sleep quality.

Of the 51% are women and 49% men; women receive 0.65 overtime hours to every 1 overtime hour men receive.

EXTRA PAY

Extra pay is not a significant metric of pay representing 7% of the population receiving special pay and 8% of payroll. Of those receiving extra pay 46% are women and 53% are men.

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 54% and men, 46% and in the lower pay quartile the bottom 25% earners, women represent 63% and men 37%.



In line with broader labour market patterns[4], women are more likely to hold part time roles. Combined with seasonality, evening and weekend scheduling and job mix, this helps explain the over representation of women 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 $0.91 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. OT pay is also at or near parity (women $0.98 average; $0.99 median), with women working more OT hours on average. Extra pay is a small cohort (7% employees; 8% payroll): averages show women receiving $0.80 in bonus to that of men, and $1.09 in special pay, so actions should focus on bonus plan calibration and equitable access to high yield shifts/roles. By quartile, women are 51% of the top pay quartile but 64% 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 while maintaining like-for like pay equity. Since this report last year, we have closed this gap by 8% due to our continued focus on representation.

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.

[2] https://pubsonline.informs.org/doi/10.1287/mnsc.2020.3877
[3] https://www.pnas.org/doi/full/10.1073/pnas.2107828118
[4] https://lmic-cimt.ca/womens-economic-empowerment-and-the-canadian-labour-market