NORTHLAND PROPERTIES

PAY TRANSPARENCY REPORT

Employer	Northland Properties Corporation
Address	310-1755 Broadway W Vancouver BC V6J 4S5
Report Issued	2025
Reporting Dates	January 1, 2025 - December 31, 2025
NAICS Code	72
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 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, 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.

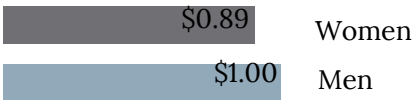
WORKFORCE COUNTS

NPC is comprised of numerous different business units spanning restaurants, hotels and corporate support services.

NPC TOTAL	3439	
W	1982	58%
M	1428	42%

HOURLY PAY

AVERAGE

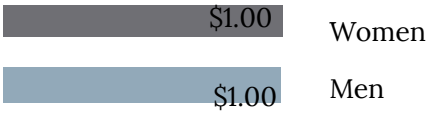


Mean hourly pay gap refers to the difference in pay between gender groups, calculated by average pay.

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

Women earn $0.89 for every dollar men earn in average hourly wages; a 12% difference.

MEDIAN



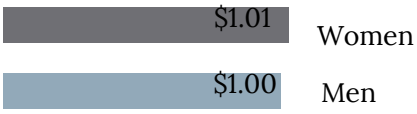
Median hourly pay gap refers to the differences in pay between gender groups calculated by the mid-range of pay for each group.

At the median, women earn $1.00 for every dollar men earn.

OVERTIME PAY

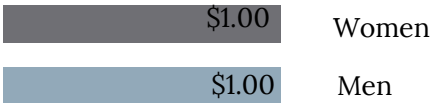
Overtime (OT) pay reflects pay received for hours worked beyond regular schedule.

AVERAGE



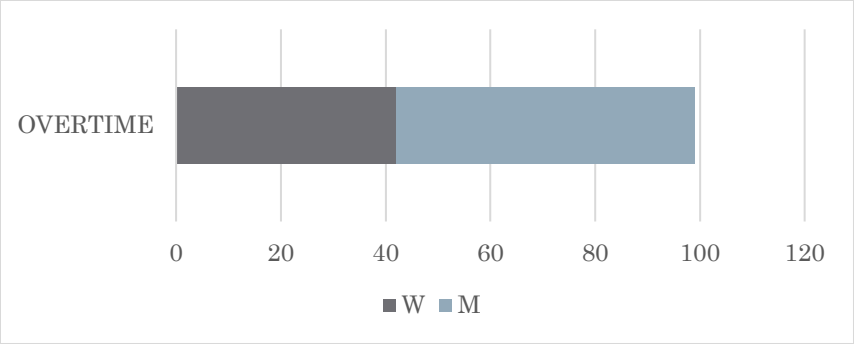
Women's average OT pay is $1.01 for every $1.00 earned by men. Average overtime hours are 7.7 for women and 14.3 for men. Women work 6.6 fewer hours of OT on average.

MEDIAN



At the median, women earn $1.00 for every $1.00 men earn in OT pay. Median overtime paid hours are 5 for women, 2 for men. Women work 3 additional hours of OT than men at the median.

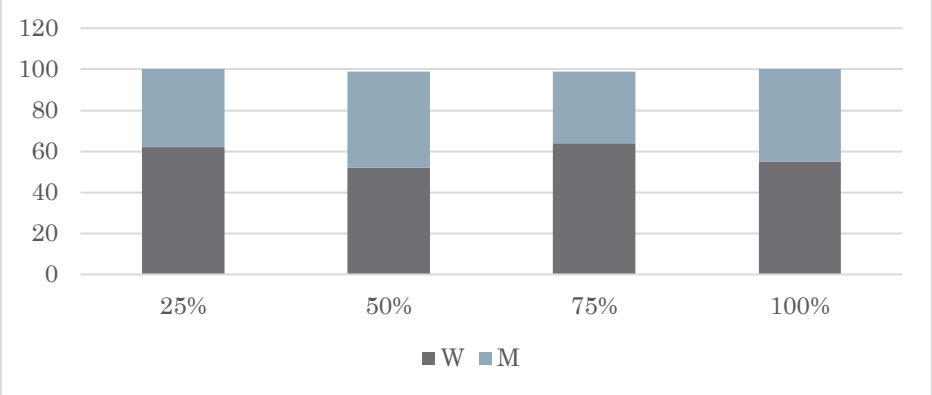
PERCENTAGE OF GENDER RECEIVING OVERTIME



46% of the population work overtime, 42% are women and 57% men; women receive .7 overtime hours to every 1 overtime hour a man receives.

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 55% and men, 45% and in the lower pay quartile the bottom 25% earners, women represent 62% and men 38%.



COMMITMENT TO ENHANCE TRANSPARENCY AND ACCOUNTABILITY

We're proud that our pay gap remains above provincial trends and that women earn dollar for dollar at the median. These are signs that equal pay for equal work is largely being achieved. By quartile, women are 62%, up from 53% in 2024 of the top quartile.

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.