A.B.C. RECYCLING LTD.
Pay transparency report

ABC Recycling is committed to fair compensation and equal opportunity. This report presents aggregate pay differences across gender categories within our B.C. workforce. It does not compare pay for employees performing the same or comparable work, or account for differences in role, seniority or responsibilities.

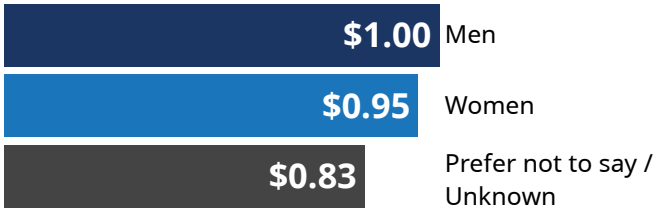
We will use these results to inform further review of compensation, access to overtime and advancement opportunities.

Employer details

Employer:	A.B.C. RECYCLING LTD.
Address:	1200-1705 West Georgia Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299

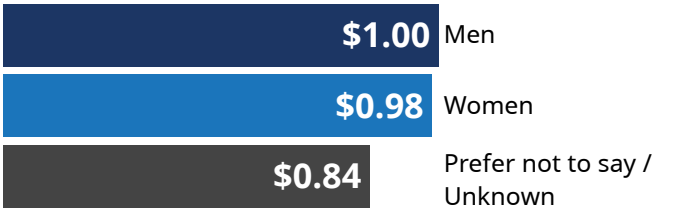
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 5% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents in average hourly wages. *

Median hourly pay gap[2]



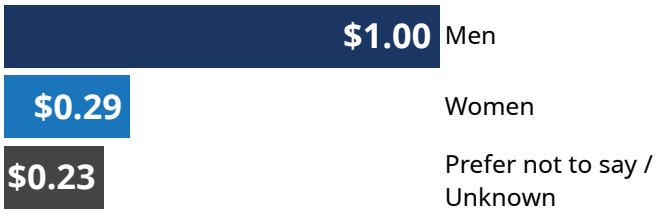
In this organization women's median hourly wages are 2% less than men's. For every dollar men earn in median hourly wages, women earn 98 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

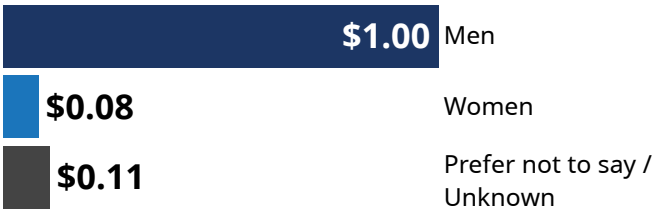
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 71% less than men's. For every dollar men earn in average overtime pay, women earn 29 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 92% less than men's. For every dollar men earn in median overtime pay, women earn 8 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-185
Prefer not to say / Unknown	-207

In this organization the average number of overtime hours worked by women was 185 less than by men. *

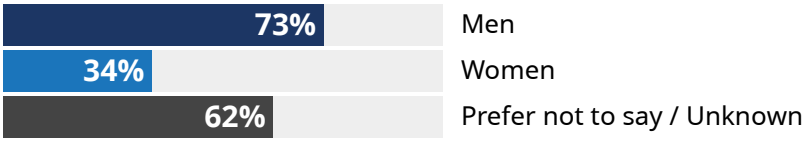
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-151
Prefer not to say / Unknown	-146

In this organization the median number of overtime hours worked by women was 151 less than by men. *

Percentage of employees in each gender category receiving overtime pay

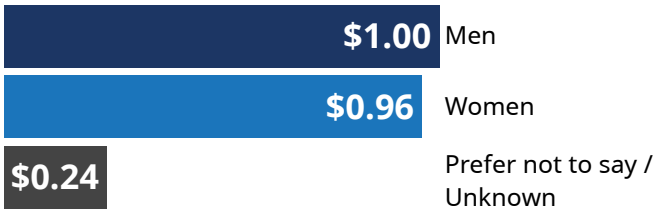


Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]



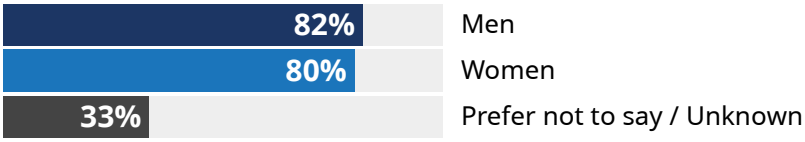
In this organization women's average bonus pay is 4% less than men's. For every dollar men earn in average bonus pay, women earn 96 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 50% more than men's. For every dollar men earn in median bonus pay, women earn $1.50 in median bonus pay. *

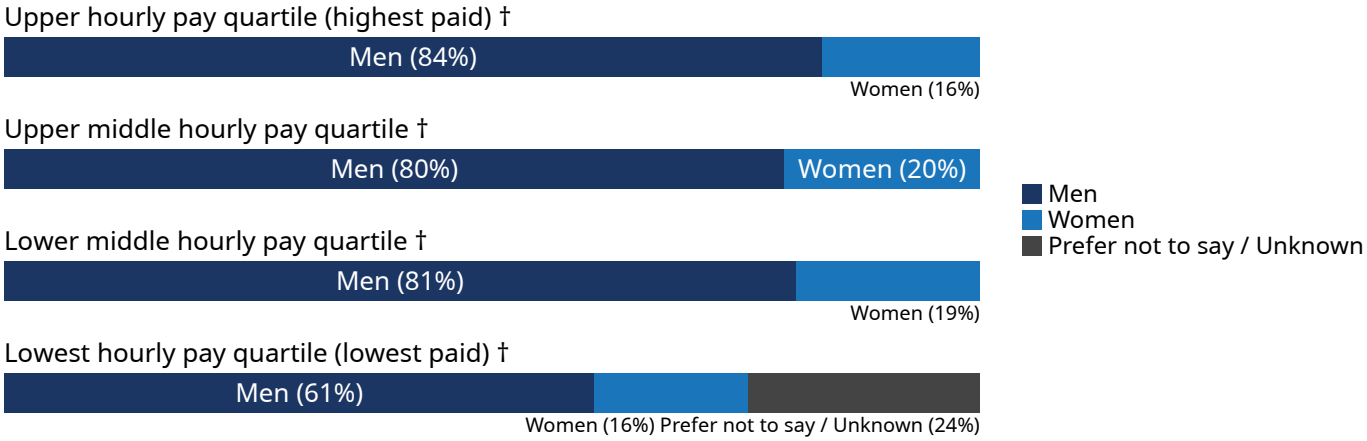
Percentage of employees in each gender category receiving bonus pay



Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 16% of the highest paid jobs and 16% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.