

Pay Transparency Report 2025

At Grand River Foods Ltd, we are committed to fostering a workplace that is fair, inclusive, and equitable for all employees. As part of our dedication to transparency and accountability, we are pleased to share our 2025 Pay Transparency Report, prepared in accordance with the British Columbia Pay Transparency Act.

This report reflects our ongoing efforts to identify and address pay disparities, promote gender equity, and ensure that every employee is valued and compensated fairly for their contributions. By analyzing compensation data across gender we aim to strengthen our commitment to equitable practices and continuous improvement.

We view pay transparency not only as a compliance requirement, but as an important opportunity to build trust with our team members, enhance workplace culture, and advance equity within our organization and industry. Our goal is to create an environment where everyone can thrive by being supported by fair pay, equal opportunity, and a shared sense of respect and belonging.

Our dedicated team consists of over 300 employees from varying backgrounds and at different levels of our organization with women representing almost 60% of the workforce. Although there may be multiple gender identities represented throughout our company, the following report only includes information for women and men, as a result of a low sample size for other gender identities.

Hourly Pay

At Grand River Foods, **all production employees who are on a wage grid receive equal pay for the same position regardless of gender**. However, we have a higher population of men that are in specialized or technical roles which causes a difference in the mean and median hourly pay.

Mean Hourly Pay Gap



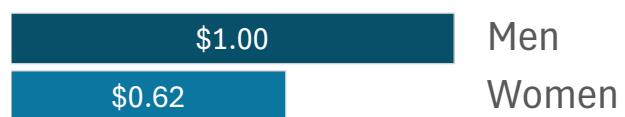
Median Hourly Pay Gap



Overtime Pay

Team members are paid overtime in accordance with the Collective Agreements and BC Employment standards and hours are offered based on seniority. At Grand River Foods, the average number of overtime hours worked by women was 34 less than men. The median number of overtime hours worked by women was 16 less than men. As men received higher overtime hours and are more likely to be in specialized or technical roles their mean and median overtime pay is higher. Finally, a higher percentage of women receive overtime pay (85%) compared to men (75%).

Mean Overtime Pay



Median Overtime Pay



Bonus Pay

At Grand River Foods Ltd, there is insufficient data to meet minimum disclosure requirements for mean and median bonus pay.

Pay Quartiles by Gender

Although women occupy only 37% of the highest paying jobs, they also occupy 71% of the upper middle paid jobs as well as within Grand River.

Upper Pay Quartile



Upper Middle Pay Quartile



Lower Middle Pay Quartile



Lower Pay Quartile



Conclusion

This Pay Transparency Report reflects our organization's **ongoing commitment to accountability in compensation practices**. Pay practices and equity remain a top priority at Grand River Foods Ltd., and all team members, regardless of gender, are paid equally while working in the same jobs.

We recognize that achieving true pay equity is an ongoing process that requires continuous monitoring, transparent communication, and intentional action. Moving forward, we will use the insights from this report to inform our recruitment, promotion, and compensation strategies, **ensuring that all employees are valued and rewarded fairly for their contributions**.

Our organization supports the objectives of the *Pay Transparency Act* and remains **dedicated to fostering a workplace culture that prioritizes fairness, respect, and opportunity for all**.