

# Pay Transparency Report 2025

At Sunrise Farms Cloverdale (legal name: J&L Beef 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 Sunrise Cloverdale, **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 that earn higher rates of pay which causes a difference in the mean hourly pay. Looking at the median pay, women and men earn the same.

### Mean Hourly Pay Gap



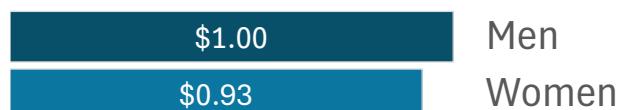
### Median Hourly Pay Gap



## Overtime Pay

Team members are paid overtime in accordance to the Collective Agreements and BC Employment standards and hours are offered based on seniority. Although women work more overtime hours than men, men earn more overtime dollars compared to women. This is a result of the higher payrate for men in technical or specialized roles as outlined above. Looking at the median pay, women earn more in overtime pay because of the extra hours they work.

### Mean Overtime Pay



### Median Overtime Pay



At Sunrise Farms Cloverdale, the average number of overtime hours worked by women was 7 more than men. The median number of overtime hours worked by women was 20 more than men. In addition, 86% of women received overtime pay, whereas 82% of men received overtime pay.

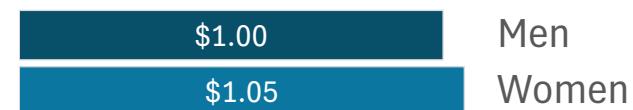
## Bonus Pay

Bonuses as defined at Sunrise typically refer to annual performance bonuses which are paid following the company fiscal year end. If just considering these performance bonuses, women, on average, earn a higher median bonus than men, and slightly lower mean bonus pay than men, as shown below.

### Mean Bonus Pay – Performance Bonuses

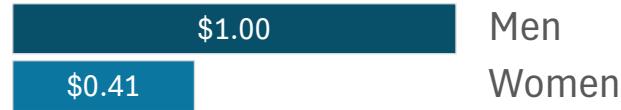


### Median Bonus Pay – Performance Bonuses

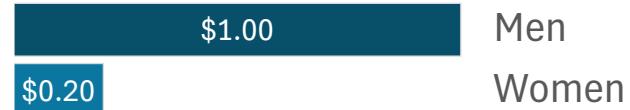


In accordance with the BC Pay Transparency Act, bonus pay should also be calculated to include referral bonuses. Because women make significantly more referrals than men, and because these referral bonuses are small relative to performance bonuses, the mean and median for women is skewed significantly lower compared to men, as shown below.

### Mean Bonus Pay



### Median Bonus Pay



At Sunrise Farms Cloverdale 10% of men receive a bonus, while 6% of women receive one. This is a result of men occupying a larger percentage of supervisory or managerial positions that earn an annual performance bonus, which is typical within the industry.

## Pay Quartiles by Gender

Although women occupy 75% of the lowest paid jobs, they also occupy 76% of the upper middle paid jobs as well as 43% of the highest paying jobs within Sunrise Cloverdale.

### Upper Pay Quartile



### Upper Middle Pay Quartile



### Lower Middle Pay Quartile



### Lowest 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 Sunrise Cloverdale, 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**.