



# Pay Transparency Report 2025

At Sunrise Farms Surrey (legal name: Sunrise Poultry Processors 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.

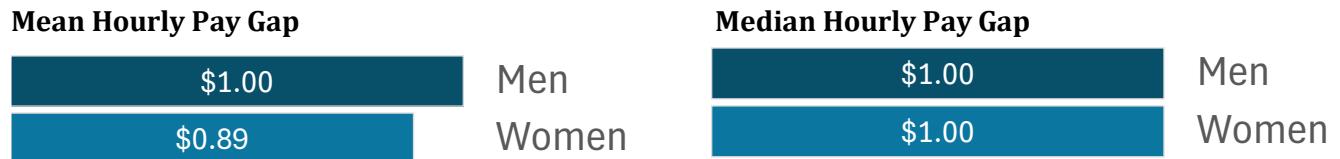
This report reflects our ongoing efforts to identify and address pay disparities, promote gender equity, and ensure that every employee is valued and compensated fairly for their contributions. By analyzing compensation data across gender we aim to strengthen our commitment to equitable practices and 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 700 employees from varying backgrounds and at different levels of our organization with women representing 45% 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

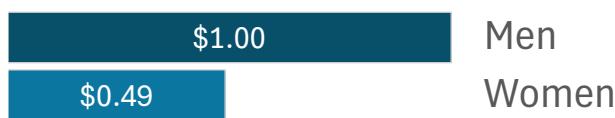
At Sunrise Farms Surrey, **all production employees who are on a wage grid receive equal pay for the same position regardless of gender**. However, we have a higher population of men that are in specialized or technical roles that earn higher rates of pay which causes a difference in the mean hourly pay. Looking at the median pay, women and men earn the same.



## 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 Sunrise Farms Surrey, the average number of overtime hours worked by women was 94 less than men. The median number of overtime hours worked by women was 53 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 (74%) compared to men (72%).

### Mean Overtime Pay



### Median Overtime Pay



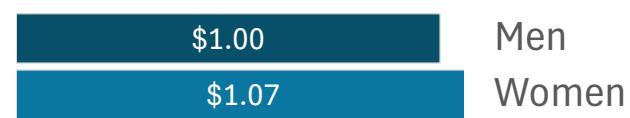
## Bonus Pay

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 a lower mean bonus pay than men, as shown below.

### Mean Bonus Pay – Performance Bonuses

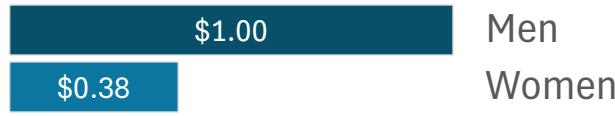


### Median Bonus Pay – Performance Bonuses



In accordance with the BC Pay Transparency Act, bonus pay should also be calculated to include referral bonuses. Because women make 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 14% of men receive a bonus, while 10% 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

Women occupy 50% of the lower, lower middle, and upper middle pay quartiles. Only when we look at the upper pay quartile do women occupy 32% of the jobs. This is a result of men occupying a larger percentage of supervisory or managerial positions.

### 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 Sunrise Farms Surrey, 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**.