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Pay Transparency Report 2026

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 2026 Pay Transparency Report, prepared in accordance with the British Columbia Pay Transparency Act.

This report reflects our ongoing efforts to promote pay equity, identify and address compensation disparities, and ensure all employees are recognized and rewarded fairly for their contributions. The information presented is based on employee compensation data from January 1, 2025, to December 31, 2025. By reviewing and analyzing compensation data across genders, we continue to strengthen our equitable compensation practices and support a culture of continuous improvement.

We view pay transparency as more than a compliance requirement. It is an opportunity to build trust with our employees, strengthen our workplace culture, and reinforce our commitment to equity and inclusion. Our goal is to create an environment where everyone has access to fair compensation, equal opportunities for growth, and a strong sense of respect, belonging, and support.

Our team is made up of more than 400 employees from diverse backgrounds and across all levels of the organization, with women representing approximately 58% of our workforce. While we recognize and value the diversity of gender identities within our organization, this report presents data for women and men only, due to the low sample size available for other gender identities.

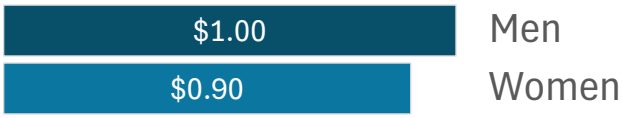
Hourly Pay

At Grand River Foods, **all production employees on the 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 average and median hourly pay.

Mean Hourly Pay Gap



Median Hourly Pay Gap



Overtime Pay

Team members are paid overtime in accordance with the applicable Collective Agreements and BC Employment Standards, with overtime opportunities offered based on seniority. At Grand River Foods, women worked an average of 9 fewer overtime hours than men; however, the median number of overtime hours worked by women was 19 hours higher than that of men. Because men are more likely to hold specialized or technical positions and worked higher average overtime hours overall, their average overtime pay was higher. Finally, a higher percentage of women receive overtime pay (81%) compared to men (80%).

Mean Overtime Pay



Median Overtime Pay



Bonus Pay

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

Pay Quartiles by Gender

Pay quartile refers to the percentage of each gender within four equal sized groups based on their hourly pay. Although women occupy a smaller percentage of the Upper Hourly Pay Quartile, they occupy the majority of the Upper Middle Hourly Pay Quartile.

Upper Hourly Pay Quartile (highest paid)



Upper Middle Hour Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile (lowest paid)



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. The insights from this report will help guide our recruitment, promotion, and compensation practices to **ensure 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.**