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Pay Transparency Report 2026

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 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 600 employees from diverse backgrounds and across all levels of the organization, with women representing approximately 45% 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.

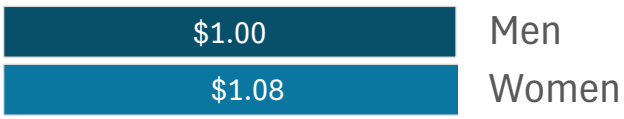
Hourly Pay

At Sunrise Farms Surrey, **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 hourly pay. Looking at the median pay, women earned more than men.

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 Sunrise Farms Surrey, women worked an average of 68 fewer overtime hours than men and the median number of overtime hours worked by women was 50 hours fewer than men. Because men are more likely to hold specialized or technical positions and worked higher average overtime hours overall, their average and median overtime pay was higher. Finally, a higher percentage of men receive overtime pay (77%) compared to women (72%).

Mean Overtime Pay



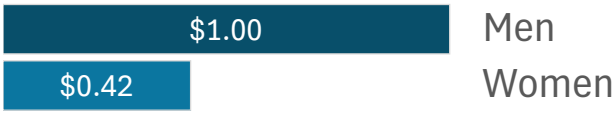
Median Overtime Pay



Bonus Pay

Bonuses at Sunrise Farms Surrey primarily consist of annual performance bonuses that are paid following the end of the company's fiscal year. On average, women receive 58% less bonus pay than men, while the median bonus pay for women is 4% lower than that of men. This indicates a larger gap at the average level than at the median, suggesting that bonus amounts may vary among a smaller number of higher bonus recipients.

Mean Bonus Pay



Median Bonus Pay



At Sunrise Farms Surrey 13% of men receive a bonus, while 8% 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

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 also occupy the majority of the Upper Middle Pay Quartile.

Upper Hourly Pay Quartile (highest paid)



Upper Middle 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 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. 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.**