

British Columbia Ferry Services Inc.

Pay Transparency Report

BC Ferries is one of the largest ferry operators in the world, moving more than 60,000 customers and 23,000 vehicles throughout coastal BC every day. For 60 years, BC Ferries have been dedicated to providing safe and efficient travel to our customers. Our role as a ferry transportation provider goes beyond getting passengers from A to B. With 25 routes throughout the west coast of BC, we serve as advocates for the coastal environment and communities where we operate. Operations began in 1960 with just two ferries providing service on a single route. Today we have 37 ferries moving more than 22 million passengers and 9 million vehicles every year.

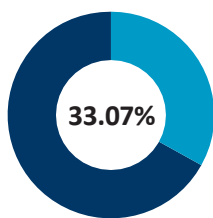
Employer details

Employer:	BRITISH COLUMBIA FERRY SERVICES INC.
Address:	SUITE 500 - 1321 BLANSHARD STREET, VICTORIA, BC
Reporting Year:	2024
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	48-49 - Transportation and warehousing
Number of Employees:	1000 or more

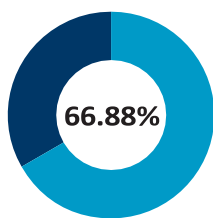
This is the first year that new legislation requires BC Ferries and most other public sector or major private companies to report publicly on how our pay breaks out by gender. The goal is to help better understand and – more importantly – close the gender pay gap. While men and women are paid the same at BC Ferries for doing the same jobs in accordance with their union collective agreement, a wage gap exists. The majority of the wage gap identified in this report largely reflects the current distribution of gender and in our higher-paying technical and trade positions, women have been historically underrepresented.

We recognize that the wage gap is an important indicator of structural inequities, and we are at the early stage of addressing it holistically. Insights from this pay transparency report will be a vital component of our current state assessment, learning and future planning. As we move forward, we will continue to examine these findings to inform a comprehensive strategy and action plan that supports equitable opportunities and outcomes for all employees across our organization.

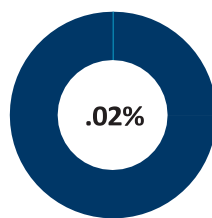
Percentage of Employees in Each Gender Category



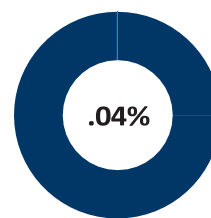
Men



Women



Non-binary



Prefer not to say/Unknown*

*Non-binary Prefer not to say/Unknown do not meet the data requirements therefore all information is suppressed.



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. *

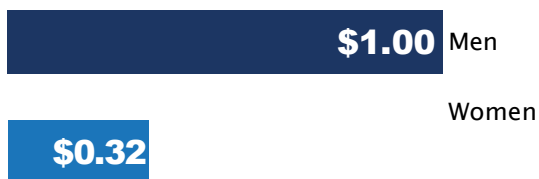
Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 68% less than men's. For every dollar men earn in average overtime pay, women earn 32 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 61% less than men's. For every dollar men earn in median overtime pay, women earn 39 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-69
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Median overtime paid hours⁶

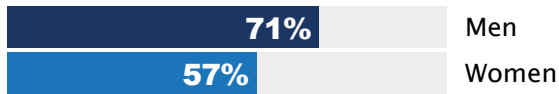
Difference as compared to reference group (Men)

Women	-33
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In this organization the average number of overtime hours worked by women was 69 less than by men. *

In this organization the median number of overtime hours worked by women was 33 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay ⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay ⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 16% of the highest paid jobs and 53% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.