

# Kruger Products Inc.

## Pay transparency Report

At Kruger Products, we are committed to fostering a workplace culture rooted in fairness, respect, and equity. As part of our compliance with the British Columbia Pay Transparency Act, we are pleased to present our annual Pay Transparency Report. This report reflects our ongoing efforts to ensure that all employees—regardless of gender identity, union affiliation, or employment status—are treated equitably in terms of compensation and opportunity. Our compensation policies are designed to be inclusive and unbiased. We apply the same principles of fairness across all roles, whether unionized or non-unionized, and we continuously review our practices to identify and address any disparities.

### Employer details

Employer:	Kruger Products Inc.
Address:	1625 5th Ave, New Westminster, BC, V3M 2C9
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	31-33 : Manufacturing
Number of Employees:	300 - 999 employees

### Hourly Pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 1% more than men's. For every dollar men earn in average hourly wages, women earn \$1.01 in average hourly wages.

#### Median hourly pay gap<sup>2</sup>



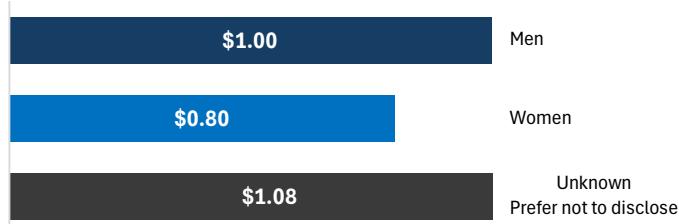
In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn \$1.01 in average hourly wages.

### 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 gap does not include bonuses and overtime.

## Overtime pay

### Mean overtime pay<sup>3</sup>



In this organization women's average overtime pay is 20% less than men's. For every dollar men earn in average overtime pay, women earn \$0.80 in average overtime pay.

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 14% less than men's. For every dollar men earn in median overtime pay, women earn \$0.86 in average overtime pay.

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (men)

Women	-23
Unknown / Prefer not to disclose	26

In this organization the average number of overtime worked by women was 23 less than by men.

### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (men)

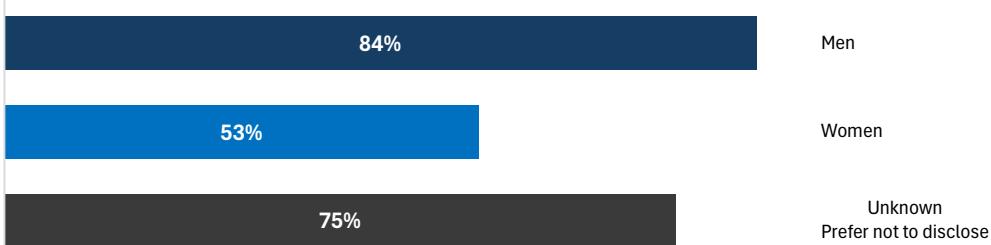
Women	-31
Unknown / Prefer not to disclose	-6

In this organization the median number of overtime worked by women was 31 less than by men.

### Explanatory notes

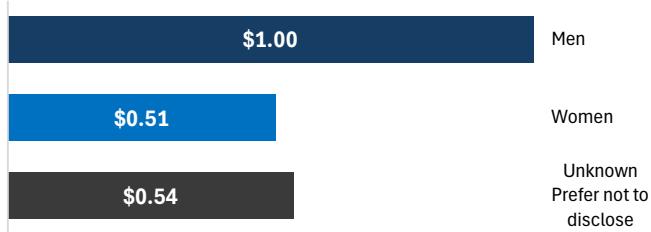
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers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

### Percentage of employees in each gender category receiving overtime pay



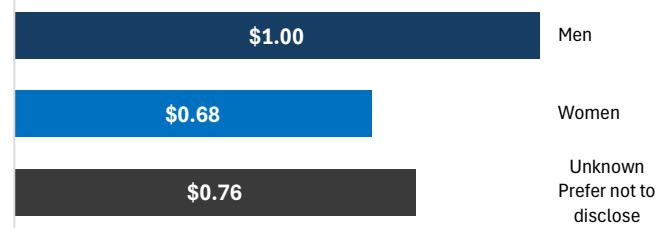
## Bonus pay

### Mean bonus pay gap<sup>7</sup>



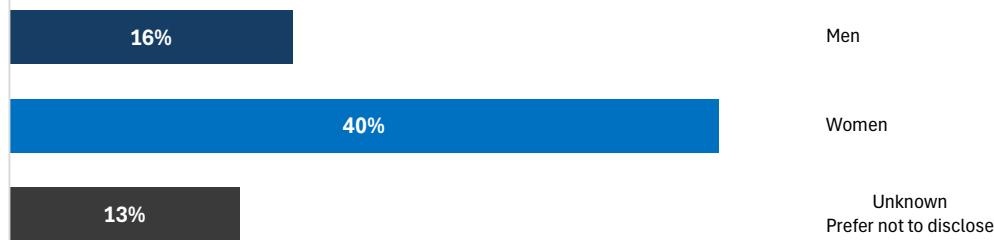
In this organization women's average bonus pay is 49% less than men's. For every dollar men earn in average bonus pay, women earn \$0.51\$ in average bonus pay.

### Median bonus pay gap<sup>8</sup>



In this organization women's median bonus pay is 32% less than men's. For every dollar men earn in median bonus pay, women earn \$0.68 in average bonus pay.

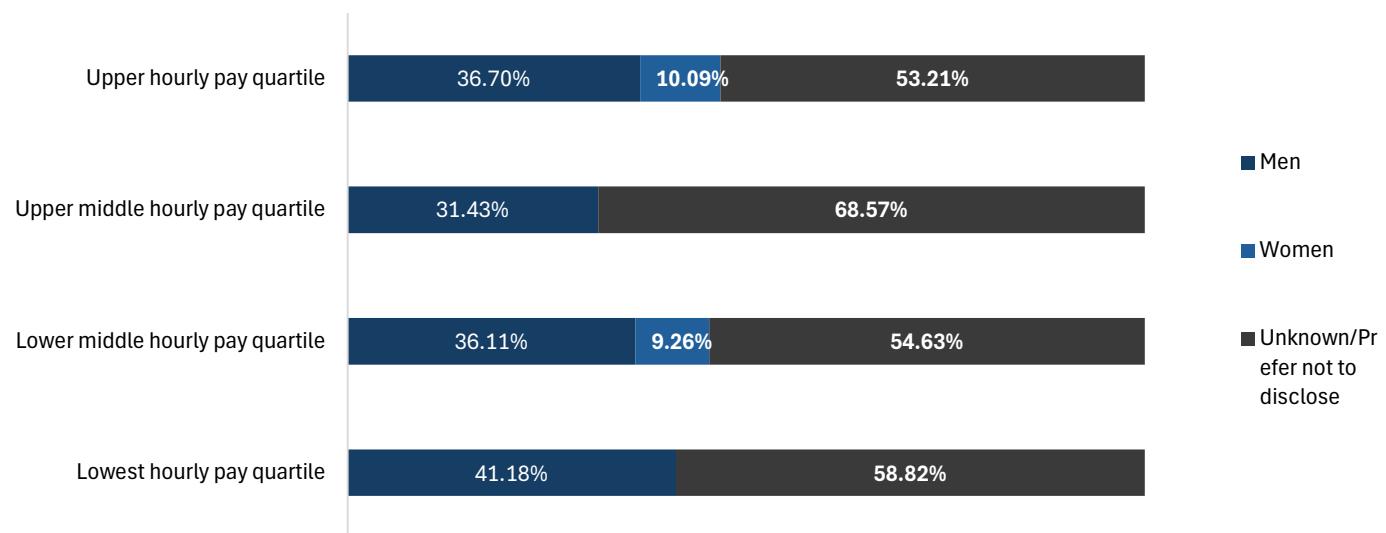
### Percentage of employees in each gender category receiving bonus pay



### 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.

## Percentage of each gender in each pay quartile<sup>9, 10</sup>



In this organization, women occupy 10.09% of the highest paid jobs.

### Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

10. Upper middle and Lowest pay quartile were reduced to suppress gender categories consisting of less than 10 employees