PRODUCT CARE ASSOCIATION OF CANADA

BC PAY TRANSPARENCY REPORT – 2026

2026 reporting year | January 1 to December 31, 2025

UNDERSTANDING OUR PAY TRANSPARENCY INFORMATION

Product Care Association of Canada is a federally incorporated, industry-funded not-for-profit organization providing recycling solutions for post-consumer products across Canada. Our work is guided by responsible stewardship of the environment, our members and our employees.

This report presents the information prescribed under British Columbia's Pay Transparency Act and Regulation and applies to British Columbia employees only. Some figures are affected by mandatory privacy rules. We explain those rules alongside the results so the information can be interpreted accurately.

EMPLOYER INFORMATION

Detail	Information
Employer	Product Care Association of Canada
Mailing address	2238 Yukon Street, Unit 420, Vancouver, BC V5Y 3P2
Reporting year	2026
Reporting period	January 1, 2025 - December 31, 2025
NAICS sector	56 - Administrative and support, waste management and remediation services
Employee size range	50-299 employees

HOURLY PAY

Hourly pay is ordinary pay divided by paid ordinary hours; the measure excludes overtime and bonus pay. The mean is the average hourly rate and the median is the middle hourly rate.

Measure	Men	Women	Reported comparison
Mean hourly pay	$1.00	$0.89	Women's mean hourly pay is 11% lower than men's.
Median hourly pay	$1.00	$1.05	Women's median hourly pay is 5% higher than men's.

How to read the results

The amounts of $1.00, $0.89 and $1.05 are relative pay comparisons, not actual hourly wage rates. For every $1.00 in men's average hourly pay, women receive $0.89 on average. For every $1.00 in men's median hourly pay, women receive $1.05.

OVERTIME PAY

The government-generated report does not display the following measures because there is insufficient data to meet disclosure requirements:

Overtime measure	Reported result
Mean overtime pay	Not displayed - insufficient data for disclosure
Median overtime pay	Not displayed - insufficient data for disclosure
Mean overtime paid hours	Not displayed - insufficient data for disclosure
Median overtime paid hours	Not displayed - insufficient data for disclosure
Percentage of employees in each gender category receiving overtime pay	Not displayed - insufficient data for disclosure

The absence of a figure does not, by itself, mean that no overtime was paid. It means the measure cannot be disclosed under the applicable reporting rules. See the Methodology and privacy section below for more details.

BONUS PAY

Bonus pay information is also subject to disclosure limits. See the Methodology and Privacy section below for more details.

Bonus measure	Reported result
Mean bonus pay	Not displayed - insufficient data for disclosure
Median bonus pay	Not displayed - insufficient data for disclosure
Percentage of employees in each gender category receiving bonus pay	Not displayed - insufficient data for disclosure

DATA CONSTRAINTS

Bonus pay is only offered to warehouse employees for meeting production and safety numbers, and to executives (CEO, CFO/CIO and VP-Ops).

PAY QUARTILES

Employees are ranked by hourly pay and divided into four groups of approximately equal size, from the lowest to the highest paid. The table reproduces the reportable results from the original government-generated report, including privacy suppression.

Hourly pay quartile	Reportable result
Upper quartile (highest paid)	Men: 100%*
Upper-middle quartile	No gender percentage displayed*
Lower-middle quartile	Men: 100%*
Lowest quartile	Men: 100%*

Why does the report show 100% men?

Under section 13(4) of the BC Pay Transparency Regulation, a gender category with fewer than 10 employees in a particular quartile cannot have its percentage disclosed. Section 13(5) then requires those excluded employees to be removed from the denominator. A displayed 100% therefore means 100% of the employees remaining in the published calculation, not necessarily 100% of everyone in the quartile.

For illustration, if a pay quartile contains 19 employees and only one gender category meets the threshold of 10, that category can display as 100% after the smaller categories are excluded. This is a hypothetical example, not a disclosure of Product Care's suppressed employee counts.

* Privacy suppression applies to every quartile shown above. Categories below the disclosure threshold are not shown, and the denominator has been reduced where required. The absence of another gender category or percentage must not be interpreted as an absence of employees in that category. In the upper-middle quartile, no gender category has a publishable percentage.

METHODOLOGY AND PRIVACY

The report follows the British Columbia Pay Transparency Regulation, including sections 1, 3 and 13(5). Gender categories have been omitted from measures where there were insufficient employees to meet mandatory disclosure requirements.

DEFINITIONS AND EXPLANATORY NOTES

Measure	Definition
Mean hourly pay gap	Difference between gender groups calculated from average hourly pay; excludes bonuses and overtime.
Median hourly pay gap	Difference between gender groups calculated from median hourly pay; excludes bonuses and overtime.
Mean and median overtime pay	Average and midpoint of overtime pay, respectively.
Mean and median overtime paid hours	Average and midpoint of overtime hours, respectively.
Mean and median bonus pay	Average and midpoint of bonus pay, respectively.
Pay quartile	Percentage of each gender within four approximately equal-sized groups ranked by hourly pay.