



2023

Pay Transparency Report

Introduction

Western Forest Products “WFP” Context

WFP is committed to fostering an equitable workplace and providing transparent insights into our compensation practices. Our workforce includes a significant portion of unionized employees, whose pay structures are governed by collective agreements. For our non-unionized salaried employees, we maintain a formal compensation framework that is regularly evaluated to ensure alignment with both internal job value and external market standards. This approach promotes fair and competitive pay practices across all roles within our organization.

This report follows the BC government’s methodology, comparing the pay of all employees across various job levels and roles on a per dollar basis. In our internal evaluations, which assess compensation by job grade, these wage disparities are not observed. Our structured compensation framework is designed to support pay equity across roles with similar responsibilities and qualifications, providing a complementary perspective to the broader analysis in this report.

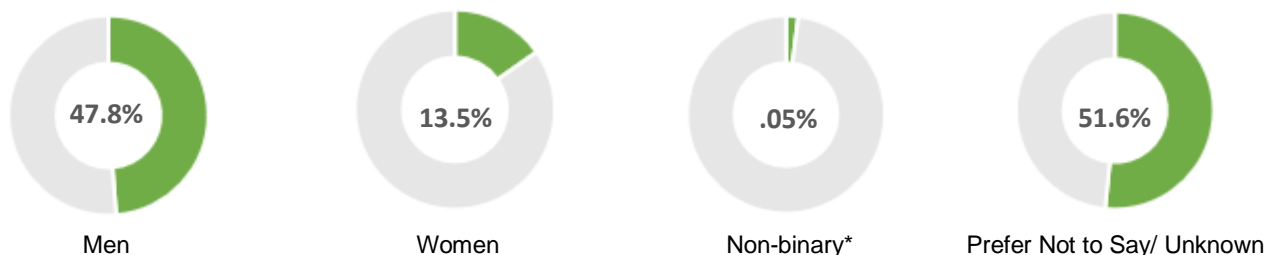
WFP is dedicated to advancing equitable and transparent compensation practices within an industry historically characterized by a predominantly male workforce. Comprehensive data on women’s representation in BC’s forestry sector indicates an industry average of 17%, whereas, based on self-reported data at WFP, women hold 25% of our senior leadership roles and 35% of our technical roles, highlighting our commitment to diversity, equity, and inclusion. As we continue to grow, we remain focused on aligning our practices with industry standards, promoting equity, and fostering a workplace that values and supports all employees.

Data Used in This Report

Western Forest Products utilized existing employee data to compile this pay transparency report, covering the period from January 1, 2023, to December 31, 2023. Gender identity information was collected on a voluntary basis, which has led to a portion of employee records where gender is unspecified. This group includes individuals who chose not to complete the demographic section of the survey or selected 'prefer not to say' as their response. Non-binary was suppressed in this report due to insufficient numbers to meet disclosure requirements.

Employer Details	
Employer:	Western Forest Products Inc.
Address:	800-1055 W Georgia Street Royal Centre Building, PO Box 11122, Vancouver, BC
Time Period:	Calendar: January 1, 2023 – December 31, 2023
NAICS Code	11 – Agriculture, forestry, fishing, and hunting
Number of Employees	1000+

Percentage of Employees in Each Gender Category

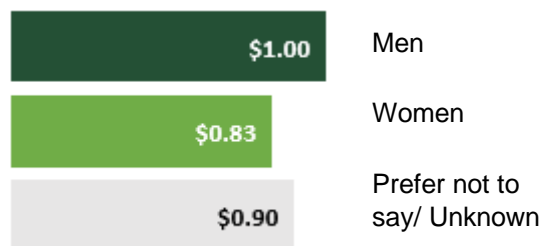


*Non-binary people do not meet the data requirements; therefore, all information is suppressed.

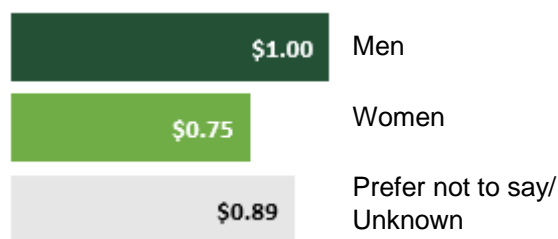


Hourly Pay

Mean Hourly Pay Gap¹



Median Hourly Pay Gap²



At WFP, women’s mean (average) hourly wages are 17% less than men. For every dollar a man earns on average, women earn 83 cents on average.

At WFP, women’s mean hourly wages are 25% less than men. For every dollar a man earns, women earn 25 cents in mean hourly pay.

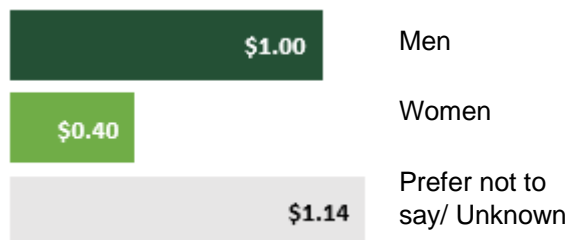
Explanatory Notes

1. “Mean hourly pay gap” refers to the difference 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 Overtime³



At WFP, women’s overtime pay is 60% less than men’s. For every dollar men earn in overtime pay, women earn 40 cents in average overtime pay. *

Median Overtime Pay⁴



At WFP, women’s median overtime pay is 73% less than men’s. For every dollar men earn in median overtime pay, women earn 27 cents in median overtime pay. *

Mean Overtime Paid Hours⁵

Difference as compared to reference group (Men)

Women	-77
Prefer Not To Say /Unknown	21

At WFP, the average number of overtime hours worked by women was 77 less than by men. *

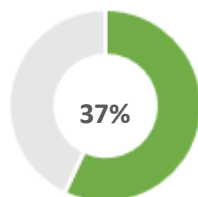
Median Overtime Paid Hours⁶

Difference as compared to reference group (men)

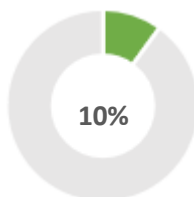
Women	-62
Prefer Not To Say/ Unknown	7

At WFP, the median number of overtime hours worked by women was 62 less than by men. *

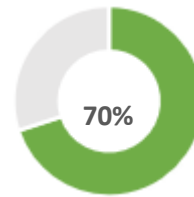
Percentage of Employees in each Gender Category Receiving Overtime Pay



Men



Women



Prefer Not to Say/ Unknown

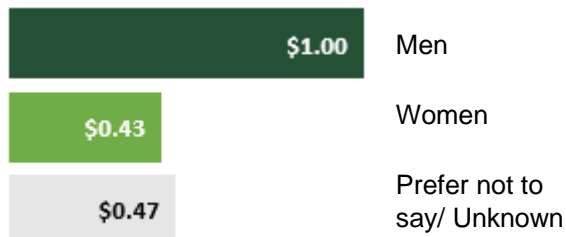
Explanatory Notes

3. “Mean Overtime Pay” refers to overtime pay when average 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.
6. “Median Overtime Paid Hours” refers to the middle point of number of overtime hours worked for each group.



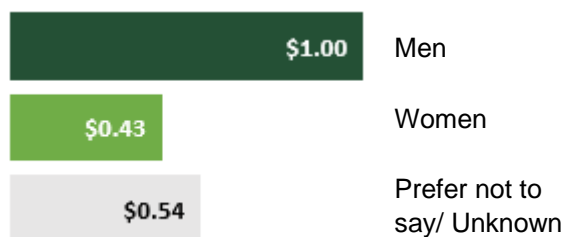
Bonus Pay

Mean Bonus Pay⁷



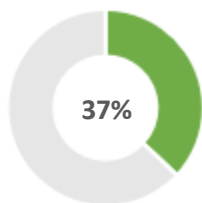
At WFP, women’s average bonus pay is 57% less than men’s. For every dollar men earn in average bonus pay, women earn 43 cents in average bonus pay. *

Median Bonus Pay⁸

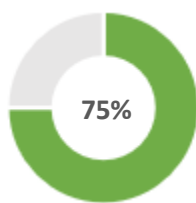


At WFP, women’s median bonus pay is 57% less than men’s. For every dollar men earn in median bonus pay, women earn 43 cents in median bonus pay. *

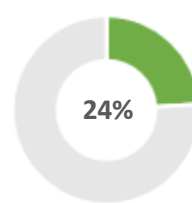
Percentage of Employees in each Gender Category Receiving Bonus Pay



Men



Women



Prefer Not to Say/ Unknown

Explanatory Notes

7. “Mean Bonus Pay” refers to bonus pay when average 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 Quartile⁹

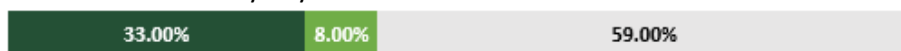
Upper Hourly Pay Quartile (Highest Paid)



Upper Middle Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile (Lowest Paid)



■ Men
 ■ Women
 ■ Prefer Not to Say/Unknown

At WFP, women occupy 8% of the highest paid jobs and 26% of the lowest paid jobs.

Explanatory Notes

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

Data Constraints

Overtime Pay: Overtime in WFP is only applicable to hourly employees (except few salaried employees). The money is based on a rate of pay that is at least 1.5 times the usual rate of pay. A higher percentage of men receive overtime pay and often accumulate more total overtime than women, as men typically work more overtime hours. There is a greater representation of men in roles eligible for overtime pay.

Bonus Pay: Bonus pay outs are an additional remuneration paid to the eligible salaried employees and sign on bonuses are paid to attract talent in trades positions. The bonus payments are made annually based on the employee and company performance during the previous year.

Summary

WFP remains focused to building on its ongoing success in developing and advancing women within the workforce, particularly in management and senior roles. As we continue to grow, we are committed to upholding industry standards, promoting equity, and fostering a supportive environment that values every employee, all as part of our broader dedication to reconciliation, fairness, diversity, and inclusion.

* 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.