ON SIDE RESTORATION SERVICES LTD. Pay transparency report

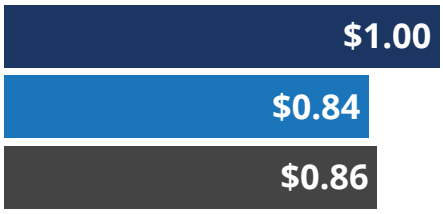
At On Side, we are committed to pay transparency and pay equity. We monitor pay equity by ensuring that average salary positioning across job levels is similar, indicating that compensation is determined impartially regardless of diversity attributes. This principle supports equal pay for equal roles. The B.C. Pay Transparency report methodology focuses solely on gender pay gap, which is primarily impacted by the distribution of women and men across different job levels and roles. For example, a larger portion of women in entry level roles contributes to their lower average hourly pay and bonus.

Employer details

Employer:	ON SIDE RESTORATION SERVICES LTD.
Address:	3157 Grandview Highway, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	23 - Construction
Number of Employees:	300-999

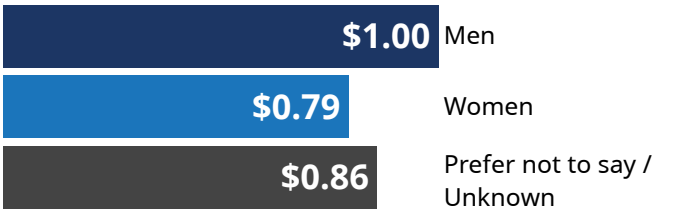
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 84 cents in average hourly wages. *

Median hourly pay gap[2]



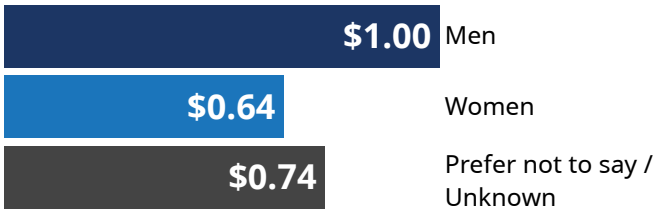
In this organization women's median hourly wages are 21% less than men's. For every dollar men earn in median hourly wages, women earn 79 cents in median hourly wages. *

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.

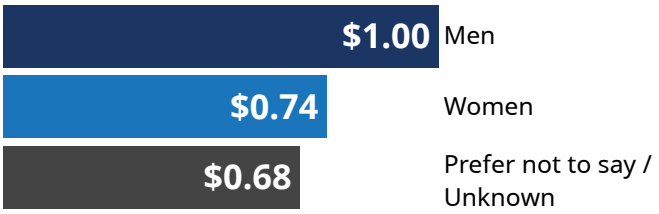
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 36% less than men's. For every dollar men earn in average overtime pay, women earn 64 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 26% less than men's. For every dollar men earn in median overtime pay, women earn 74 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-39
Prefer not to say / Unknown	-30

In this organization the average number of overtime hours worked by women was 39 less than by men. *

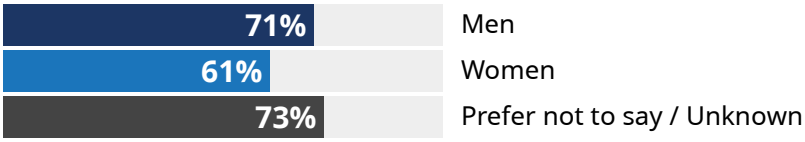
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-4
Prefer not to say / Unknown	-23

In this organization the median number of overtime hours worked by women was 4 less than by men. *

Percentage of employees in each gender category receiving overtime pay

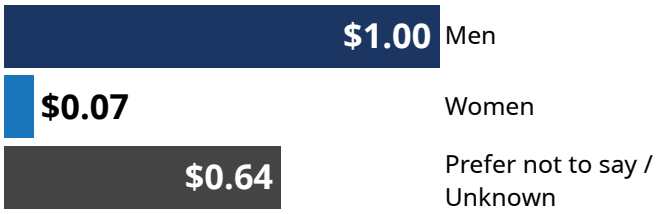


Explanatory notes

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.

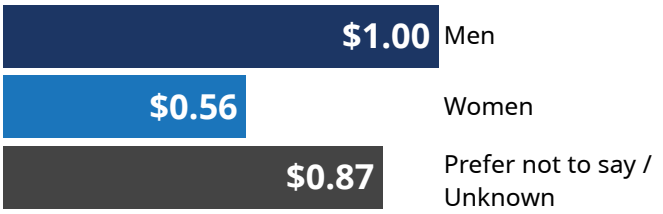
Bonus pay

Mean bonus pay [7]



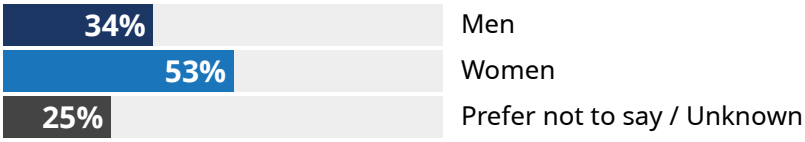
In this organization women's average bonus pay is 93% less than men's. For every dollar men earn in average bonus pay, women earn 7 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 44% less than men's. For every dollar men earn in median bonus pay, women earn 56 cents in median bonus pay. *

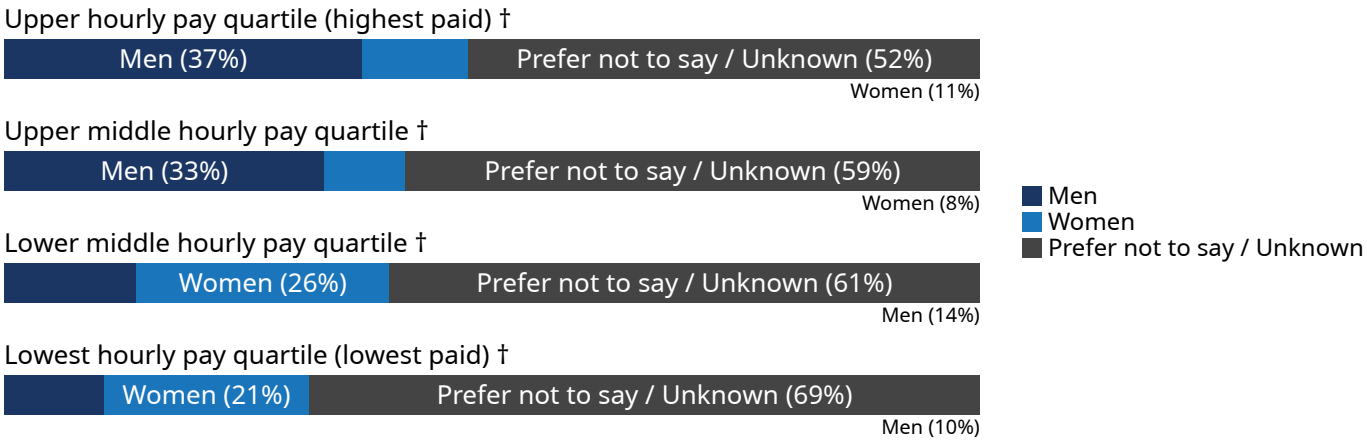
Percentage of employees in each gender category receiving bonus pay



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 [9]



In this organization, women occupy 11% of the highest paid jobs and 21% of the lowest paid jobs.

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

Data constraints

The data used in this report has been provided voluntarily by employees using the classifications female, male, non-binary, or unknown/prefer not to say. The unknown/prefer not to say category is reflective of those who have either selected this category or have not consented for their gender data to be used. The non-binary category does not appear in this report because minimum reporting thresholds (to ensure anonymity) have not been met. The limited population of employees who have consented to the use of their gender information restricts our ability to offer a holistic and accurate view of our employee population.

Explanatory notes

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.