

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 proportion 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:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	23 - Construction
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.86	Women
\$0.86	Prefer not to say / Unknown

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

Median hourly pay gap²

\$1.00	Men
\$0.80	Women
\$0.85	Prefer not to say / Unknown

In this organization women's median hourly wages are 20% less than men's. For every dollar men earn in median hourly wages, women earn 80 cents in median hourly wages. *

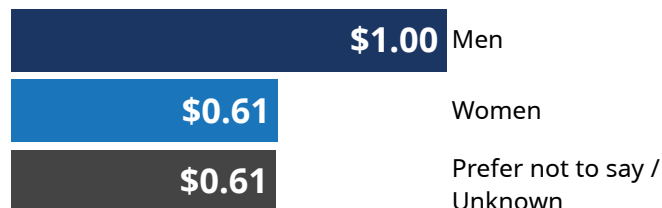
Explanatory notes

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.



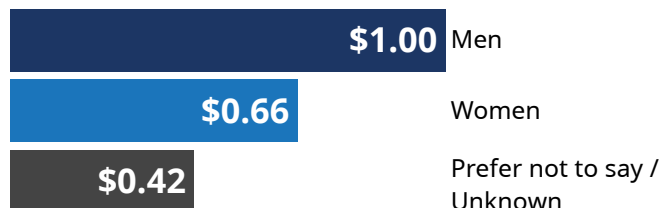
Overtime pay

Mean overtime pay³



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

Median overtime pay⁴



In this organization women's median overtime pay is 34% less than men's. For every dollar men earn in median overtime pay, women earn 66 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-65
Prefer not to say / Unknown	-84

In this organization the average number of overtime hours worked by women was 65 less than by men. *

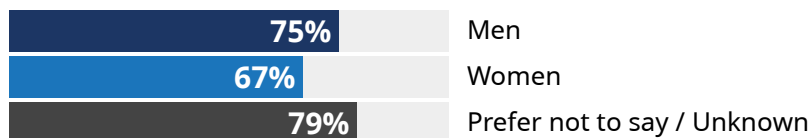
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-35
Prefer not to say / Unknown	-76

In this organization the median number of overtime hours worked by women was 35 less than by men. *

Percentage of employees in each gender category receiving overtime pay



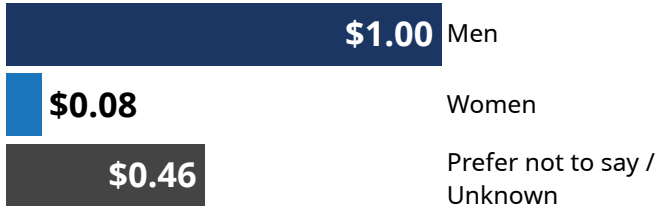
Explanatory notes

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



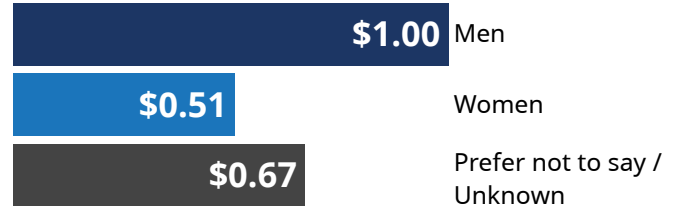
Bonus pay

Mean bonus pay ⁷



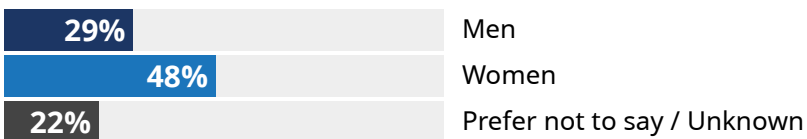
In this organization women's average bonus pay is 92% less than men's. For every dollar men earn in average bonus pay, women earn 8 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 49% less than men's. For every dollar men earn in median bonus pay, women earn 51 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

Upper hourly pay quartile (highest paid) †



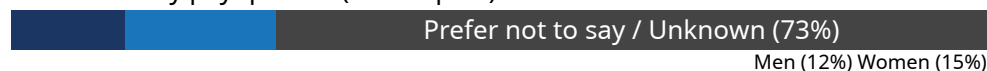
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 14% of the highest paid jobs and 15% 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 personal 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.