

Southern Railway of British Columbia Limited Pay Transparency Report

Southern Railway of British Columbia (SRY) is a major transporter of freight in British Columbia. Based in New Westminster, we provide businesses and customers located in the Lower Mainland and Fraser Valley with seamless rail connections to markets throughout North America. SRY operates over 125 miles of track and interchanges with four North American Class 1 railroads: CPKC, BNSF, CN, and UP. Southern Railway of Vancouver Island Limited, a related company, operates over 120 miles of track on Vancouver Island. Southern Railway of Vancouver Island offers freight service to points on Vancouver Island and is connected to the Lower Mainland by SRY's Annacis Rail Marine Terminal.

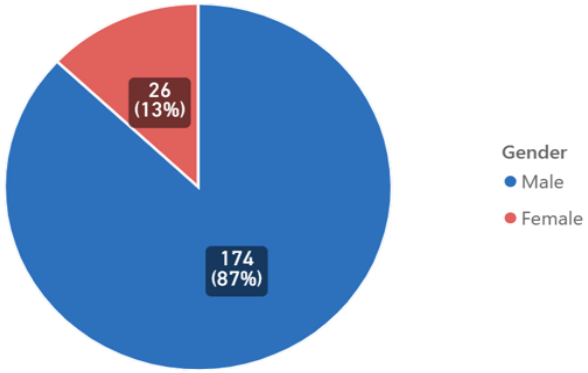
The dataset used for this report includes both unionized and non-unionized employees. Approximately 78% of the workforce is compensated in accordance with collective agreements, which govern wage structures and step progression for those roles.

Although men and women are paid equally at SRY for performing the same work, this report identifies a possible underrepresentation of women in certain roles across this organization.

Employer:	Southern Railway of British Columbia Limited
Address:	2102 River Drive, New Westminster, British Columbia, V3M 6S3
Time Period:	January 1, 2025 – December 31, 2025
Number of Employees:	200 employees
NAICS Code:	482112 – Short Line Rail Transportation



Total Gender Representation



Hourly Pay

Mean Hourly Pay Gap[1]



In this organization, women's average hourly wage is 1 percent less than men's. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages.

Median Hourly Pay Gap[2]



In this organization, women's median hourly wages are the same as men's. For every dollar men earn in median hourly wages, women earn the same amount.

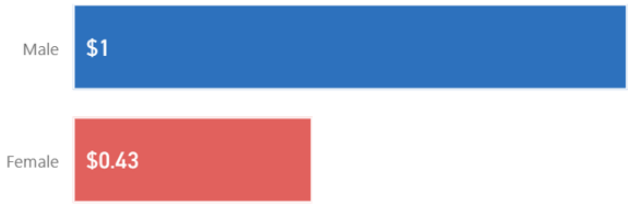
Overtime Pay

Mean overtime pay Gap[3]



In this organization, women's average overtime pay is 67% less than men's. For every dollar men earn in average overtime pay, women earn 33 cents in average overtime pay.

Median overtime pay gap[4]



In this organization, women's median overtime pay is 57% less than men's. For every dollar men earn in median overtime pay, women earn 43 cents in median overtime pay.

Mean Overtime Hours[5]

Difference as compared to reference group (men)



In this organization, the average number of overtime hours worked by women was 65.91 less than by men.

Median overtime Hours[6]

Difference as compared to reference group (men)



In this organization, the median number of overtime hours worked by women was 58.83 less than by men.

Percentage of employees in each gender category receiving overtime pay





Bonus Pay

Mean Bonus Pay[7]



In this organization, women's average bonus pay is 46% higher than men's. For every dollar men earn in average bonus pay, women earn an additional 46 cents in average bonus pay. Under the Act, bonus pay includes any additional payment outside of regular hours and overtime hours. Examples also include employee service awards/milestone achievements which skew the mean of this report.

Median Bonus Pay[8]



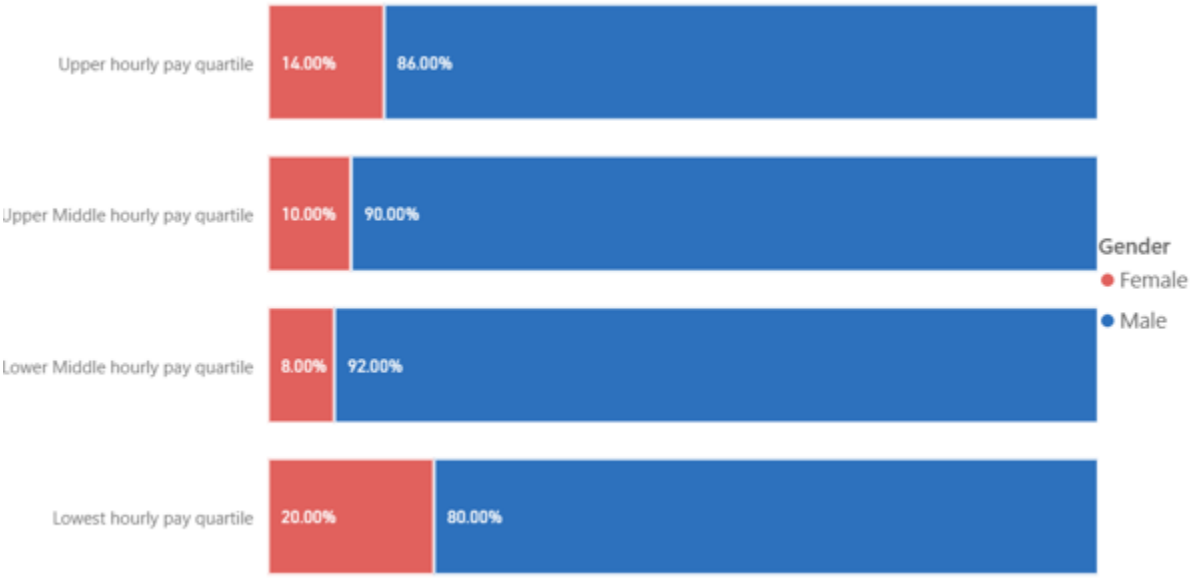
In this organization, women's median bonus pay is 105% more than men's. For every dollar men earn in median bonus pay, women earn an additional 5 cents. Under the Act, bonus pay includes any additional payment outside of regular hours and overtime hours. Examples also include employee service awards/milestone achievements which skew the median of this report.

Percentage of employees in each gender category receiving bonus pay





Percentage of each gender in each pay quartile[9]



In this organization, women occupy 14% of the highest paid jobs and 20% of the lowest paid jobs.

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.
3. “Mean overtime pay" refers to overtime pay when averaged for each group. Overtime is distributed on a seniority basis.
4. "Median overtime pay" refers to the middle point of overtime pay for each group. Overtime is distributed on a seniority basis.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group. Overtime is distributed on a seniority basis.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group. Overtime is distributed on a seniority basis.
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.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.