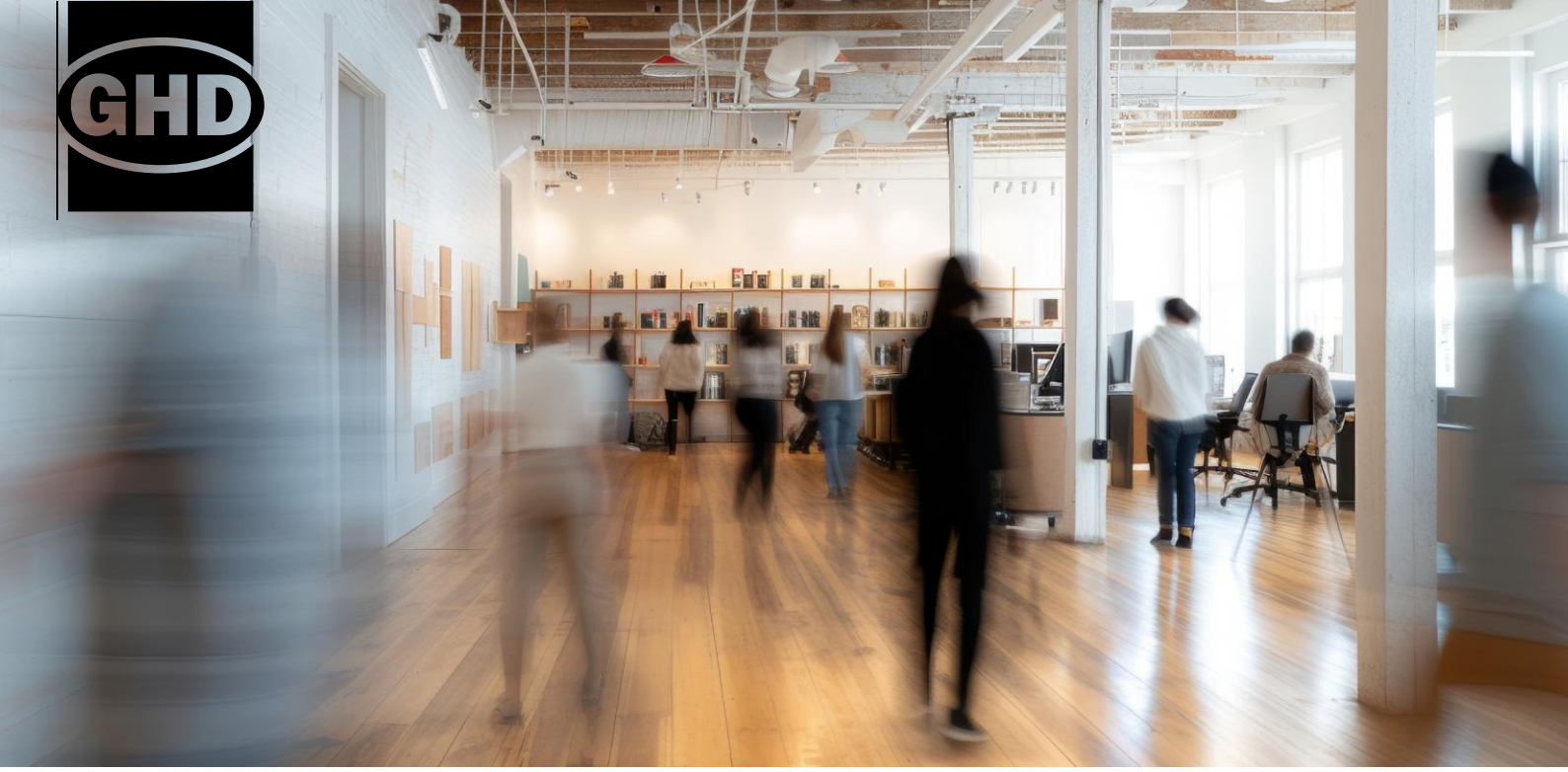


GHD British Columbia pay transparency report

Employer

GHD

Address

Vancouver, British Columbia, Canada

138 East 7th Avenue, Suite 100

V5T 1M6

Reporting year

2026

Time period

July 1, 2025 to June 30, 2026

NAICS Codes

518210, 541330

Number of employees

157

GHD is committed to pay fairness. This report presents the supplied aggregate pay data for the reporting period.

'Overall' represents the reported measure calculated across all employees in scope, regardless of gender.

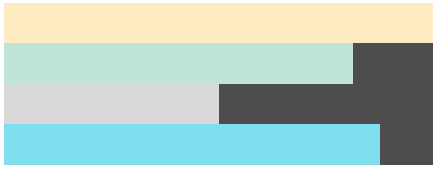
→ The Power of Commitment

Hourly pay 01

Hourly pay

Mean hourly rate[1]

Male	$62.45
Female	$52.47
Unknown	$35.55
Overall	$58.08



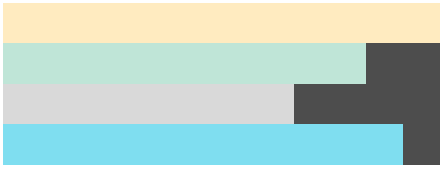
Female mean hourly pay was 15.97% below male mean hourly pay. For every $1.00 of male mean hourly pay, female mean hourly pay was $0.84.

Gender	Headcount	Mean hourly rate	Difference to male
Male	90	$62.45	—
Female	66	$52.47	$9.98
Unknown	1	$35.55	—
Overall	157	$58.08	—

Mean hourly pay gap: 15.97%
Reported gap: 16.00%

Median hourly rate[2]

Male	$52.52
Female	$44.16
Unknown	$35.55
Overall	$49.31



Female median hourly pay was 15.94% below male median hourly pay. For every $1.00 of male median hourly pay, female median hourly pay was $0.84.

Gender	Headcount	Median hourly rate	Difference to male
Male	90	$52.53	—
Female	66	$44.16	$8.37
Unknown	1	$35.55	—
Overall	157	$49.31	—

Median hourly pay gap: 15.94%
Reported gap: 16.00%

Overtime pay and hours 02

Overtime pay

Mean overtime pay

Male	$8,717.73
Female	$5,504.39
Overall	$7,211.48



Female mean overtime pay was 36.86% below male mean overtime pay. For every $1.00 of male mean overtime pay, female mean overtime pay was $0.63.

Gender	Overtime headcount	Mean overtime pay	Difference to male
Male	34	$8,717.73	—
Female	30	$5,504.39	$3,213.34
Unknown	0	—	—
Overall	64	$7,211.48	—

Mean overtime pay gap: 36.86%
Reported gap: 37.00%

Median overtime pay

Male	$5,453.07
Female	$2,299.62
Overall	$3,572.66



Female median overtime pay was 57.83% below male median overtime pay. For every $1.00 of male median overtime pay, female median overtime pay was $0.42.

Gender	Overtime headcount	Median hourly rate	Difference to male
Male	34	$5,453.06	—
Female	30	$2,299.62	$3,153.45
Unknown	0	—	—
Overall	64	$3,572.66	—

Median overtime pay gap: 57.83%
Reported gap: 58.00%

Explanatory notes

Mean vs. median: Mean is the calculated average of all values in each group, while median is the middle value when all values are ordered from lowest to highest.

1. Mean hourly pay gap compares average hourly pay. Hourly pay excludes bonus and overtime.
2. Median hourly pay gap compares the middle hourly pay value for each group. Hourly pay excludes bonus and overtime.

Overtime paid hours

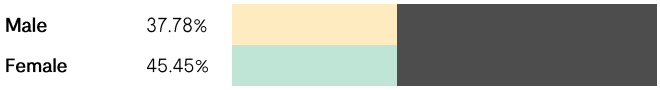
Measure	Male	Female	Unknown	Overall	Difference to male	Gap	BC rounded gap
Mean hours	144.82	87.85	0.00	118.12	56.97	39.34%	39.00%
Median hours	82.25	41.25	0.00	57.63	41.00	49.85%	50.00%

Headcount for both overtime-hours measures: Female 30; Male 34; Unknown 0; Total 64. The female mean was 56.97 fewer hours than the male mean. The female median was 41 fewer hours than the male median.

Overtime participation and bonus pay 03

Employees receiving overtime pay

Percentage receiving overtime pay

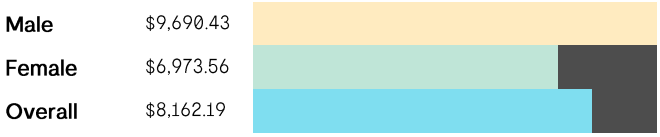


45.45% of female employees and 37.78% of male employees received overtime pay.

Gender	Headcount	Received overtime count	Received overtime
Male	90	34	37.78%
Female	66	30	45.45%
Unknown	1	—	—
Overall	157	—	—

Bonus pay

Mean bonus pay



Female mean bonus pay was 28.04% below male mean bonus pay. For every $1.00 of male mean bonus pay, female mean bonus pay was $0.72.

Median bonus pay



Female median bonus pay was 23.22% below male median bonus pay. For every $1.00 of male median bonus pay, female median bonus pay was $0.77.

Gender	Headcount	Mean bonus	Difference to male
Male	14	$9,690.43	—
Female	18	$6,973.56	$2,716.87
Unknown	0	—	—
Overall	32	$8,162.19	—

Mean bonus gap: 28.04%
Reported gap: 28.00%

Gender	Headcount	Median bonus	Difference to male
Male	14	$6,928.00	—
Female	18	$5,319.54	$1,608.46
Unknown	0	—	—
Overall	32	$6,176.00	—

Median bonus gap: 23.22%
Reported gap: 23.00%

Employees receiving overtime pay

Gender	Headcount	Headcount – Received bonus	Received bonus
Male	90	14.00	15.56%
Female	66	18.00	27.27%
Unknown	1	—	—
Overall	157	—	—

27.27% of female employees and 15.56% of male employees received bonus pay.

Pay quartiles and gender representation 04

Percentage of each gender in each pay quartile[4]

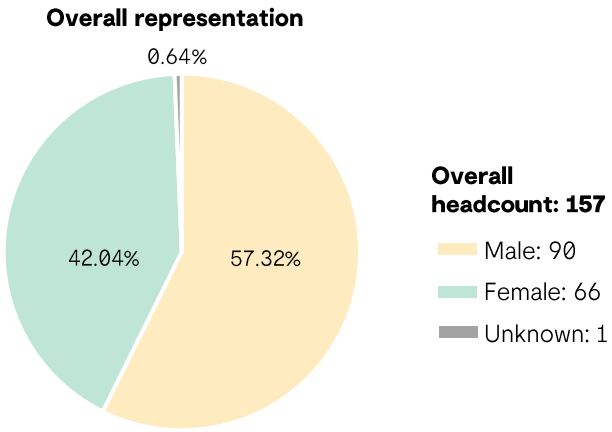
Pay quartile	Male count	Female count	Total	Male	Female
Lower (lowest 25%)	16.00	23.00	39.00	41.03%	58.97%
Lower middle (25% to <50%)	21.00	18.00	39.00	53.85%	46.15%
Upper middle (50% to <75%)	26.00	13.00	39.00	66.67%	33.33%
Upper (highest 25%)	27.00	12.00	39.00	69.23%	30.77%

Each quartile contains 39.00 employees. Women represented 58.97% of the lowest quartile and 30.77% of the highest quartile. Men represented 41.03% of the lowest quartile and 69.23% of the highest quartile.

Quartile composition



Overall gender representation



Data notes

All displayed $ figures are rounded to two decimal places. Pay-gap fields and BC reporting rounded-gap fields are shown separately. A dash indicates that the source spreadsheet did not provide a value for that field. Zero headcounts are shown as 0.

Explanatory notes

3. A pay quartile is one of four equal-sized employee groups ordered by hourly pay, from the lowest-paid 25% to the highest-paid 25%.