

# COMPASS GROUP CANADA LTD. GROUPE COMPASS CANADA LTEE

## Pay transparency report

### Employer details

<b>Employer:</b>	COMPASS GROUP CANADA LTD. GROUPE COMPASS CANADA LTEE
<b>Address:</b>	400 - 1 PROLOGIS BOULEVARD, MISSISSAUGA, ON
<b>Reporting Year:</b>	2024
<b>Time Period:</b>	October 1, 2023 - September 30, 2024
<b>NAICS Code:</b>	72 - Accommodation and food services
<b>Number of Employees:</b>	1000 or more

### About Compass Group Canada's Workforce

We are Canada's leading foodservice and support services provider with over 20,000 associates working in more than 2,200 locations throughout the country. Our teams specialize in providing food and support services, including facilities management and vending services. We work across core sectors including leading sports and leisure venues, executive dining rooms and cafes, schools, universities, seniors' residences, and hospitals as well as remote camps and offshore oil rigs.

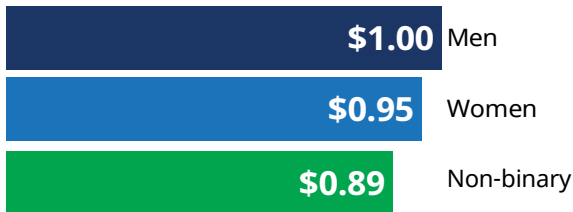
### About This report

Pay transparency reports are a crucial step in identifying potential gender pay gaps. Compass Group Canada is dedicated to conducting further analysis to gain deeper insights into the results and pinpoint areas that need attention.



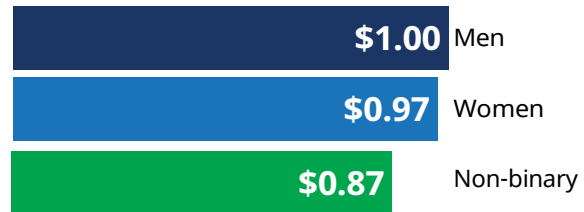
## Hourly pay

### Mean hourly pay gap<sup>1</sup>



At Compass Group Canada, women's mean (average) hourly wages are 5% lower than men's and non-binary people's mean (average) hourly wages are 11% lower than men's. For every dollar a man earns on average (mean), women earn 95 cents and non-binary people earn 89 cents.

### Median hourly pay gap<sup>2</sup>



At Compass Group Canada, women's median hourly wages are 3% lower than men's and non-binary people's median hourly wages are 13% lower than men's. For every dollar a man earns in median hourly wages, women earn 97 cents and non-binary people earn 87 cents.

At Compass Group Canada men and women within the same job grade receive the same pay. Factors related to socio-economic conditions are not entirely within the employer's control, such as career paths chosen by designated groups. This may include the underrepresentation of women in higher-paying operational roles, which contributes to an overall average hourly pay difference.

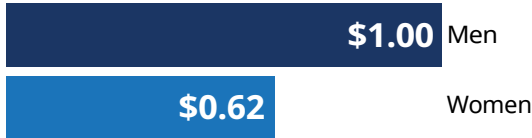
#### Explanatory notes

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.



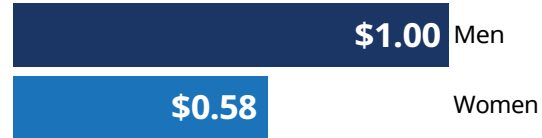
## Overtime pay

### Mean overtime pay<sup>3</sup>



At Compass Group Canada, women's average overtime pay is 38% lower than men's. For every dollar men earn in average overtime pay, women earn 62 cents in average overtime pay.

### Median overtime pay<sup>4</sup>



At Compass Group Canada, women's median overtime pay is 42% lower than men's. For every dollar men earn in median overtime pay, women earn 58 cents in median overtime pay.

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-24
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At Compass Group Canada the average number of overtime hours worked by women was 24 hours less than by men.

### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	-3
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At Compass Group Canada the median number of overtime hours worked by women was 3 hours less than by men.

### Percentage of employees in each gender category receiving overtime pay



At Compass Group Canada, overtime eligible positions include jobs where overtime hours are more typically worked including segments of the workforce that tend to have higher representation from men than women such as Technicians, Cooks and Maintenance workers. As a result, a higher percentage of men work more total overtime hours than women and earn more 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 <sup>7</sup>



At Compass Group Canada, women's average bonus pay is 57% lower than men's. For every dollar men earn in average bonus pay, women earn 43 cents in average bonus pay.

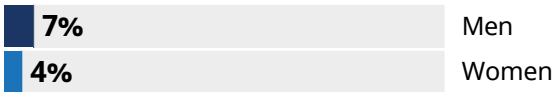
### Median bonus pay <sup>8</sup>



At Compass Group Canada, women's median bonus pay is 51% lower than men's. For every dollar men earn in median bonus pay, women earn 49 cents in median bonus pay.

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### Percentage of employees in each gender category receiving bonus pay



At Compass Group Canada, 9% of employees in British Columbia are eligible for bonus pay. Men have a higher representation in bonus eligible positions such as Leadership roles. As a result, a higher percentage of men are eligible for higher bonus amounts.

#### 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 <sup>9</sup>

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men  
■ Women

At Compass Group Canada, women occupy 50% of the highest paid jobs and 66% of the lowest paid jobs.

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

### 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 may have been excluded due to insufficient numbers to meet disclosure requirements.