SNOW CAP ENTERPRISES LTD.
Pay transparency report

Snow Cap Enterprises Ltd. is a British Columbia-based supplier and distributor of baking ingredients and food products. Our workforce includes employees across transportation, warehousing, production, sales, administration, technical services, and management.

Snow Cap is committed to maintaining a fair, respectful, and inclusive workplace where compensation reflects the responsibilities, qualifications, experience, and requirements of each position.

During the reporting period, women represented approximately 20% of our workforce, while men represented approximately 80%. This distribution reflects the occupational composition of our organization, including substantial operational and transportation functions where women are currently underrepresented.

We recognize that pay transparency is an important part of promoting fairness and accountability. We support the objectives of British Columbia's Pay Transparency Act and remain committed to reviewing our compensation practices, supporting equitable employment opportunities, and ensuring compensation decisions are based on objective, job-related considerations, regardless of gender.

We view this reporting process as an opportunity to better understand our workforce and identify opportunities to strengthen fairness, consistency, and transparency throughout the organization.

Employer details

Employer:	SNOW CAP ENTERPRISES LTD.
Address:	220 - 7565 - 132ND STREET, SURREY, BC
Reporting Year:	2026
Time Period:	June 1, 2025 - May 31, 2026
NAICS Code:	41 - Wholesale trade
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 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 78% less than men's. For every dollar men earn in average overtime pay, women earn 22 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 80% less than men's. For every dollar men earn in median overtime pay, women earn 20 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-80

In this organization the average number of overtime hours worked by women was 80 less than by men. *

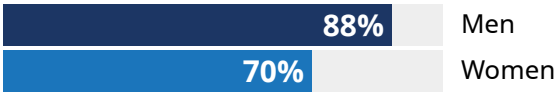
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-32

In this organization the median number of overtime hours worked by women was 32 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.

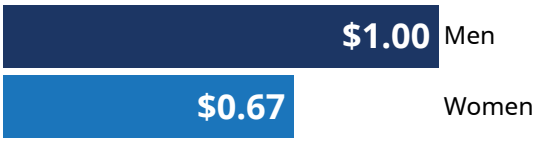
Bonus pay

Mean bonus pay [7]



In this organization women's average bonus pay is 10% less than men's. For every dollar men earn in average bonus pay, women earn 90 cents in average bonus pay. *

Median bonus pay [8]



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

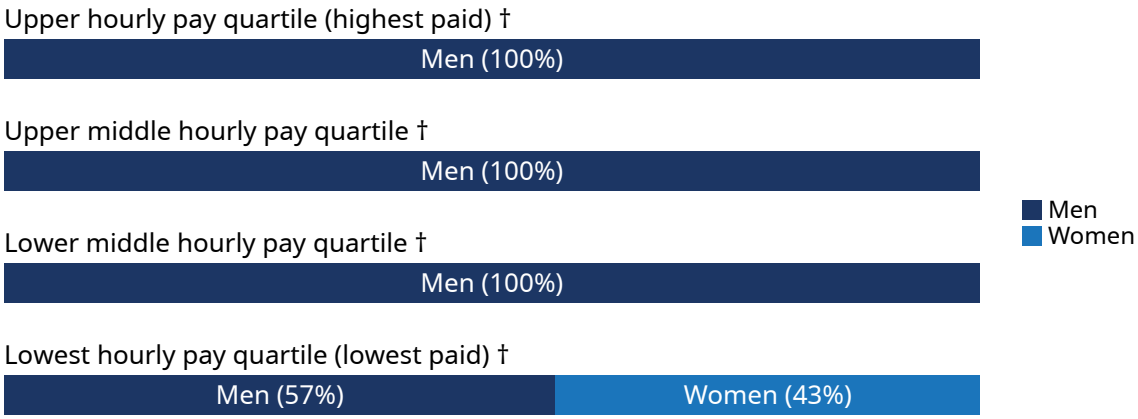
Percentage of employees in each gender category receiving bonus pay



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 43% 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.

Data constraints

The information presented in this report reflects aggregate compensation data for the reporting period of June 1, 2025, to May 31, 2026. Several factors should be considered when interpreting the results, particularly the composition of Snow Cap's workforce and the distribution of employees across occupational groups.

Women represent approximately 20% of Snow Cap's workforce, compared with approximately 80% men. This uneven representation, combined with differences in the types of positions held, influences the organization-wide compensation statistics and should be considered when interpreting the reported pay gaps.

Importantly, the report compares compensation across the organization as a whole and does not distinguish between individual positions, departments, job classifications, or levels of responsibility. As a result, the reported differences do not necessarily reflect compensation differences between employees performing the same or comparable work.

Snow Cap employs individuals across a diverse range of positions with varying compensation structures, qualifications, schedules, and operational responsibilities. For example, women hold the highest-paid positions in three of our departments, a distinction that is not reflected in the organization-wide comparisons.

Additionally, Transportation is one of Snow Cap's largest departments and consists entirely of male employees during the reporting period. These positions require specialized commercial driver's licences and involve compensation structures and overtime opportunities that differ from those in other departments. The size and gender composition of this department contribute to the overall workforce distribution and may influence the reported compensation differences.

Overtime compensation is influenced by operational requirements, employee scheduling, hours worked, and the availability of overtime within specific positions. Similarly, bonus payments vary based on eligibility, job responsibilities, and applicable compensation arrangements.

The report does not adjust for differences in job classification, seniority, experience, hours worked, or other factors that may influence compensation. Additionally, certain gender categories and pay quartile results have been suppressed in accordance with provincial reporting requirements intended to protect employee privacy.

While the report provides valuable insight into overall compensation patterns, these limitations should be considered when drawing conclusions about pay equity within individual positions or departments.

Snow Cap remains committed to reviewing its compensation practices and supporting fairness, consistency, and equitable employment opportunities for all employees.

* 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.