



BC Pay Transparency Report



In 2023, British Columbia's Pay Transparency Act came into action, legislating all employers across the province to report on gender pay gaps. The reporting is intended to illustrate pay variances across genders in legislatively-mandated categories and cohorts. Per the Pay Transparency legislation, Hatch reports on the mean and median pay gaps in:

1. Hourly Pay
2. Overtime Pay
3. Bonus Pay (recognized as Additional Compensation at Hatch)

Within the legislation, there is no opportunity to report on pay for equal work; rather Hatch is obligated to report on the means and medians of the entire workforce across the province, not considering job or level of experience.

At Hatch, we are passionately committed to the pursuit of a better world through positive change a vision that extends throughout our workforce and is reflected in the diversity of our communities. Our compensation philosophy aligns with this passion and is committed to fair and equitable practices. In accordance with legislated pay transparency requirements, the expected salary ranges for positions posted across British Columbia are based on current market data and aligned with internal pay structures to ensure consistency and fairness. Annually, Hatch conducts a salary benchmarking exercise globally. In that review, salaries are reviewed against market data and internal peers with a critical focus on closing gender-biased gaps. Total remuneration depends on factors such as skills, experience, qualifications, and location. In addition to base pay, our total rewards package may include performance-based incentives, comprehensive benefits, and other programs.

As an engineering, project delivery, and professional services firm, we have a responsibility to innovate and create solutions to the tough challenges facing our world. Guided by our values, innovating all that we do and living our commitments with integrity, we believe that diversity of thought comes from an inclusive workplace and unlocks the complete potential of our teams, allowing us to generate creative ideas that contribute to society's advancement. We are dedicated to creating an inclusive environment at Hatch where everyone, irrespective of their background, ethnicity, gender, gender identity, sexual orientation, or any other personal characteristic, is embraced and empowered to thrive. We affirm that we pay people equitably without disparities in pay based on gender for equal or comparable work. We recognize we have a representation gap, that is, the underrepresentation of women in senior roles and the

overrepresentation of men in site-based positions, which typically attract additional pay. We are on a journey to bridge this gap and make our workplace truly inclusive. Our challenge remains in building a diverse workforce at all levels of our organization.

We have been working on closing the gap for some time and there has been progress—more women are joining us, and we are focused on the road ahead. Our industry faces a wider challenge, with women still making up just a fraction of the engineering workforce in Canada. We are proud that despite these challenges, we continue to increase representation of women at Hatch. But we are not resting. We see our role in inspiring change beyond our walls. We are committed to correcting our gender pay gap and we have a plan.

Our gender pay gap is the result of higher proportions of men in senior roles. It is also influenced by the disproportionate number of men in roles that include site-based incentives resulting in additional pay. We are working to improve the representation of women at all levels of our organization and we still have a way to go. We are attracting more women into graduate and early career roles but know that we have work to do in attracting and, more important, retaining women in senior roles. The industry has made great strides in attracting women into the profession and our industries, and we have a responsibility to help. We know we play an important role in working alongside academia and industry to fix the pipeline and encourage more women into STEM professions.

Closing the gender pay gap is engrained in our commitment to positive change. We meticulously assess our compensation model globally, ensuring that both base salary and additional compensation pay are distributed equitably based on performance.



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Percentage of each gender in each pay quartile⁹

Lowest hourly pay quartile (lowest paid) †



Lower middle hourly pay quartile †



Upper middle hourly pay quartile †



Upper hourly pay quartile (highest paid) †



Men Women

In this organization, women occupy 20% of the highest paid jobs and 47% of the lowest paid jobs.

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

Data constraints

Due to the nature of Hatch projects and subject matter expertise, Hatch's workforce is a combination of full-time salary, part-time salary and hourly employees, reflected in this report. Bonus payment eligibility hinges on tenure, and not all employees were eligible for bonus in this reporting period. Hours worked and paid are diligently maintained and compensated, therefore no Special Salary is considered or reported.

A limited number of employees identify as non-binary and undeclared, resulting in the exclusion of the X gender code.

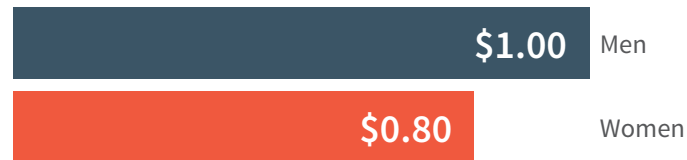
Explanatory notes

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.

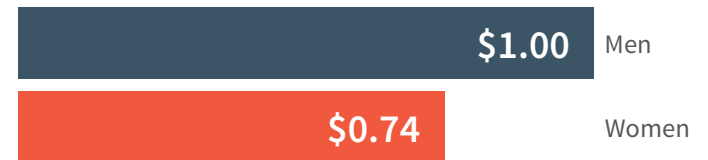
Hourly pay

Mean hourly pay gap¹



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

Median hourly pay gap²



In this organization women's median hourly wages are 26% less than men's. For every dollar men earn in median hourly wages, women earn 74 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 hourly pay gap³



In this organization women's average overtime pay is 71% less than men's. For every dollar men earn in average overtime pay, women earn 29 cents in average overtime pay. *

Median hourly pay gap⁴



In this organization women's median overtime pay is 50% less than men's. For every dollar men earn in median overtime pay, women earn 50 cents in median overtime pay. *

Mean hourly pay gap⁵

Difference as compared to reference group (Men)

Women	-89
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In this organization the average number of overtime hours worked by women was 89 less than by men. *

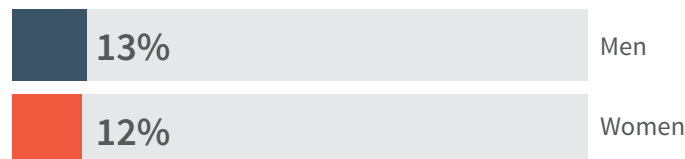
Median hourly pay gap⁶

Difference as compared to reference group (Men)

Women	-15
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In this organization the median number of overtime hours worked by women was 15 less than by men. *

Percentage of employees in each gender category receiving overtime pay

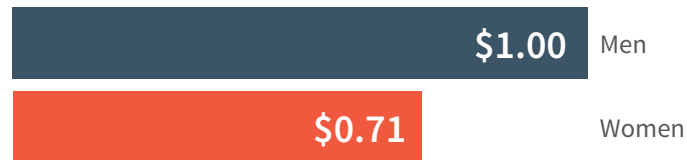


Explanatory notes

- 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.

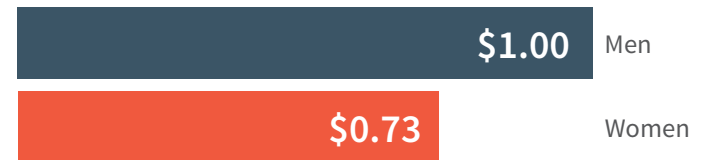
Bonus pay

Mean hourly pay gap⁷



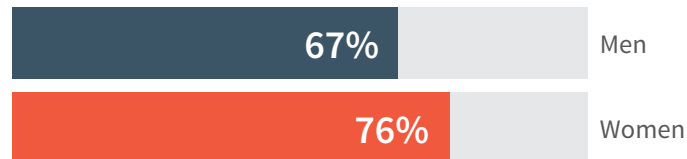
In this organization women's average bonus pay is 29% less than men's. For every dollar men earn in average bonus pay, women earn 71 cents in average bonus pay. *

Median hourly pay gap⁸



In this organization women's median bonus pay is 27% less than men's. For every dollar men earn in median bonus pay, women earn 73 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.