

# TOLKO INDUSTRIES LTD.

## Pay transparency report

Tolko is a world-class, value-added forest products manufacturer headquartered in Western Canada, offering a wide and growing range of forest products to customers around the world. For nearly 70 years, Tolko has remained a private, family-owned, and values-driven workplace dedicated to the people, products and communities where it operates. Tolko provides over 6,000 jobs in BC, Alberta and Saskatchewan, along with joint venture partnerships in the Southern U.S. This report highlights employee data from January 1, 2023, to December 31, 2023. We believe in pay equity – men and women are paid equally for the same jobs. Our BC employee population consists of approximately 15% women and 85% men. Women are currently underrepresented in higher-paying leadership, technical and skilled trades jobs, resulting in an overall average hourly pay difference. In British Columbia, 1.5% of skilled trades employees and 21% of leadership employees are women. Actions are being taken to increase the number of women in skilled trades and leadership roles. These actions include: • Active promotion of a women's mentorship program; • Promoting Tolko at trade schools with Women in Trades programs; • Hosting events that encourage women to consider operational and leadership roles; • Inclusive leadership training; • Leadership impact training for women; • Maternity leave top-up for non-union employees; and, • Promotion of the Maturm Maternity Leave program. While men and women are paid the same premium rates for overtime; overtime, is primarily worked by hourly trades and production employees, with 92% of those employees being men.

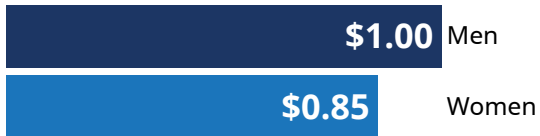
### Employer details

<b>Employer:</b>	TOLKO INDUSTRIES LTD.
<b>Address:</b>	1200 WATERFRONT CENTRE - 200 BARRARD STREET PO BOX 48600, VANCOUVER, BC
<b>Reporting Year:</b>	2024
<b>Time Period:</b>	January 1, 2023 - December 31, 2023
<b>NAICS Code:</b>	11 - Agriculture, forestry, fishing and hunting
<b>Number of Employees:</b>	1000 or more



## Hourly pay

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



In this organization women's average hourly wages are 15% less than men's. For every dollar men earn in average hourly wages, women earn 85 cents in average hourly wages. \*

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



In this organization women's median hourly wages are 8% less than men's. For every dollar men earn in median hourly wages, women earn 92 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<sup>3</sup>



In this organization women's average overtime pay is 55% less than men's. For every dollar men earn in average overtime pay, women earn 45 cents in average overtime pay. \*

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



In this organization women's median overtime pay is 69% less than men's. For every dollar men earn in median overtime pay, women earn 31 cents in median overtime pay. \*

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

Difference as compared to reference group (Men)

Women	-76
-------	-----

In this organization the average number of overtime hours worked by women was 76 less than by men. \*

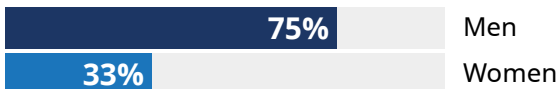
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	-42
-------	-----

In this organization the median number of overtime hours worked by women was 42 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 <sup>7</sup>



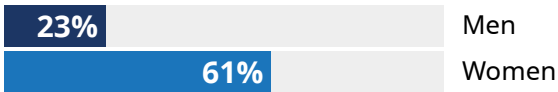
In this organization women's average bonus pay is 65% less than men's. For every dollar men earn in average bonus pay, women earn 35 cents in average bonus pay. \*

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



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

In this organization, women occupy 10% of the highest paid jobs and 29% of the lowest paid jobs.

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

### Data constraints

While Tolko ensures that men and women are paid the same hourly rates, the higher average hourly pay is influenced by the overrepresentation of men in higher-paying leadership, technical and skilled trades jobs.

#### 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.