

2025 Pay Transparency Report

British Columbia, Canada

Agropur is committed to offering equal employment opportunities and providing fair compensation to all of our employees regardless of gender. Our formal position classification systems are designed to support pay equity and our salary progression guidelines are established with bias-free criteria.

Agropur continually examines compensation across positions to ensure fair pay and competitiveness within the market.

Our employee pay statistics in British Columbia are impacted by the small proportion of women within the overall employee population. Women make up 13% of Agropur's total employee population in British Columbia and 9% of employees in hourly roles. They are also influenced by several factors beyond gender including the employment status and the grade level of individual employees.

The reference category in this report is Men.

Employer details

Employer	Agropur Cooperative
Address	4600 Armand-Frappier St., Longueuil, Québec J3Z 1G5
Reporting year	2024
Time period	January 1, 2024 to December 31, 2024
NAICS code	311112 – Dairy Product (except Frozen)
Number of employees	300 to 999 employees

Data constraints

This data includes all employees who worked any paid hours in 2024. There was insufficient data available to provide the pay gap for non-binary and "prefer not to say/unknown" categories.



Hourly pay

Mean hourly pay gap¹



In 2024, the average hourly wage for women at Agropur in British Columbia was 8.7% lower than that of men. For every dollar men earned in average hourly wages, women earned 91 cents.

Median hourly pay gap²



In 2024, women's median hourly wages were 2.5% lower than men's. For every dollar men earned in median hourly wages, women earned 98 cents.

The differences observed in both mean and median hourly wages are influenced by several factors. One notable factor is grade level: during the reference period, 10% of women employed by Agropur in British Columbia held internship positions, compared to just 1% of men. This disparity contributed to the overall wage gap. Another key factor is employment status. When focusing solely on regular employees, the mean hourly wage for women was 4.4% lower than that of men, while the median hourly wage was only 0.8% lower. These findings suggest that both these factors play a significant role in shaping wage outcomes.

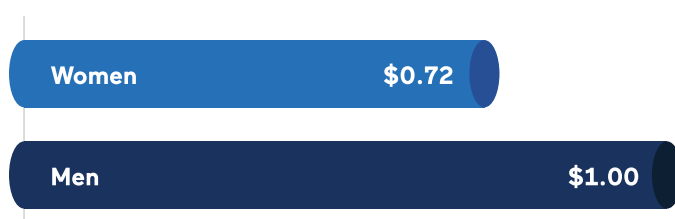
Explanatory notes

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.



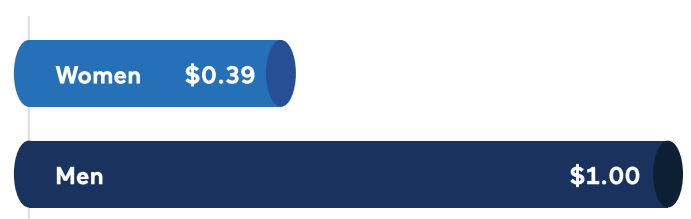
Overtime pay

Mean overtime pay¹



Among employees receiving overtime in 2024, the average overtime pay for women was 28.4% lower than for men. For every dollar men earned in average overtime pay, women earned 72 cents.

Median overtime pay²



Among employees receiving overtime in 2024, median overtime pay for women was 60.6% lower than for men. For every dollar men earned in median overtime pay, women earned 39 cents.

Mean overtime paid hours³

Difference as compared to reference group (Men)

Women	-29
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In 2024, the average number of overtime hours worked by women were 29 fewer than men.

Median overtime paid hours⁴

Difference as compared to reference group (Men)

Women	-48
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In 2024, the median number of overtime hours worked by women were 48 fewer than men.

Several factors outside of gender explain the gap in overtime between men and women. At Agropur, most overtime hours are assigned according to stipulations of the collective agreement. Shifts and overtime are assigned based on seniority, and overtime work is coveted by our employees in British Columbia. Among the small number of women in hourly roles, their average seniority is lower than men’s (6.7 years vs 12.2), offering them fewer opportunities for overtime work.

Also, women more frequently held hourly office and quality control positions which offered fewer opportunities for overtime.

Explanatory notes

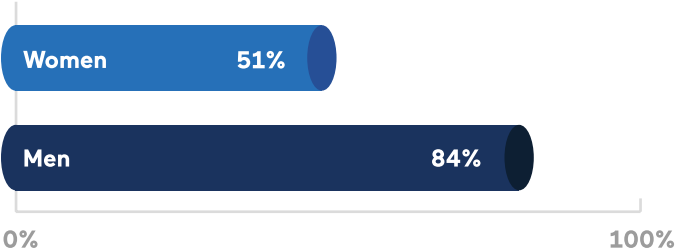
1. “Mean overtime pay” refers to overtime pay when averaged for each group.

2. “Median overtime pay” refers to the middle point of overtime pay for each group.

3. “Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.

4. “Median overtime paid hours” refers to the middle point of number of overtime hours worked for each group.

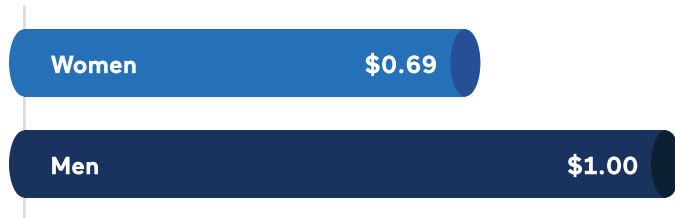
Percentage of employees in each gender category receiving overtime pay





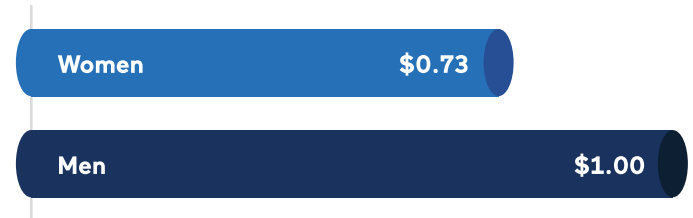
Bonus pay

Mean bonus pay¹



Among employees receiving bonus pay in 2024, women's average bonus pay was 31.2% less than for men. For every dollar men earned in average bonus pay, women earned 69 cents.

Median bonus pay²



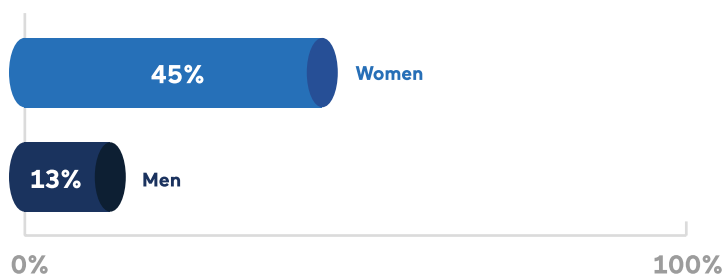
Among employees receiving bonus pay in 2024, women's median bonus pay was 27.1% less than for men. For every dollar men earned in median bonus pay, women earned 73 cents.

Several factors outside of gender explain the gap in bonus pay between men and women. Bonus pay is typically offered to regular salaried employees with targets established by grade level. Payments are based on salary, target and eligibility during the payment year.

In 2024, 30% of women received a partial payment due to their eligibility period vs 17% of men. There was a higher concentration of men in higher grade levels, which led to higher targets and payments for men.

Bonus pay also includes referral bonuses. Among the population that received a referral bonus, 87% were men.

Percentage of employees in each gender category receiving bonus pay

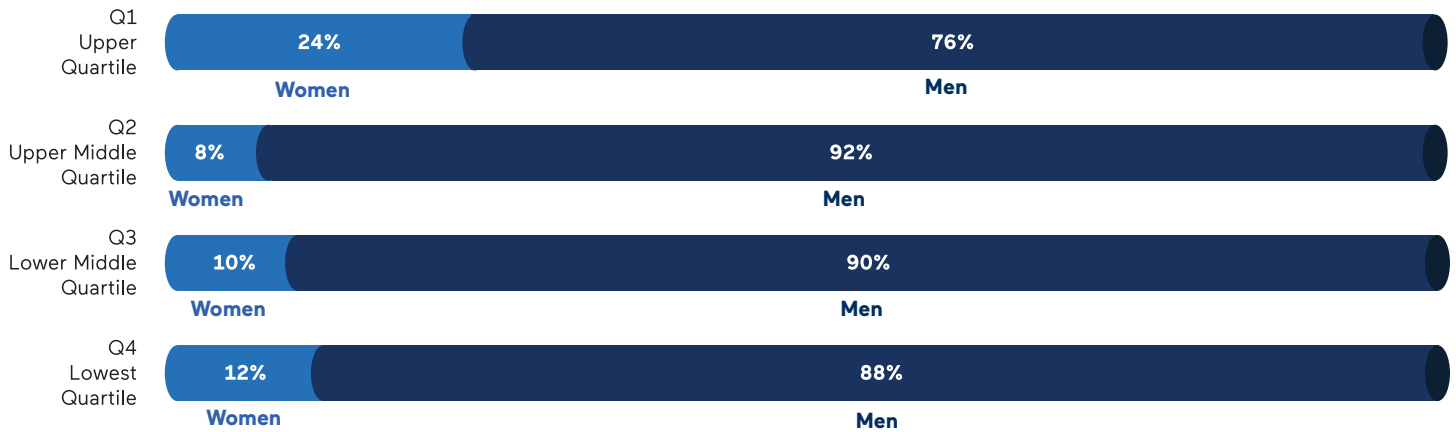


Explanatory notes

1. "Mean bonus pay" refers to bonus pay when averaged for each group.
2. "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile¹



In 2024, women represented 13% of the total population of Agropur employees in British Columbia and held 24% of the highest paid jobs.

Explanatory notes

1. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.