ENCORP PACIFIC (CANADA)

Pay Transparency Report

Encorp Pacific (Canada), better known as Return-It, is an industry owned, not-for-profit, product stewardship agency with beverage container management as its core business. Its mandate is to develop, manage and improve systems for the responsible collection and recycling of beverage containers across British Columbia. The 2025 gender profile data includes 85 employees, and includes 46 women and 39 men self-identified in the reportable gender groups.

Encorp's workforce includes finance and administration, marketing and communications, human resources, and operations (transportation and logistics, IT, QA, Return-It Express, corporate depots, compaction). Encorp also completes administrative work on behalf of MARR and EPRA (not-for-profit product stewardship corporations). These roles have different market rates, pay structures, hours of work and incentive opportunities.

Employer Details

Employer:	ENCORP PACIFIC (CANADA)
Address:	4259 Canada Way #100, Burnaby BC, V5G 4Y2
Reporting Year:	2026
Time Period	January 1, 2025 – December 31, 2025
NAICS Code	56 - Administrative and support, waste management and remediation services
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



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[2]



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. *

Why is there a pay difference?

Encorp applies the same established pay ranges to employees in the same roles, regardless of gender. In other words, the set rate, rate range, or salary range applies to all employees with the same title. The

overall difference in pay above is primarily related to workforce composition. Women represented 54% of employees with 2025 earnings, but 33% of the upper hourly pay quartile. Men represented 67% of the upper hourly pay quartile and were more concentrated in senior, technical, operational, and leadership roles.

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 141% more than men's. For every dollar men earn in average overtime pay, women earn $2.41 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 164% more than men's. For every dollar men earn in median overtime pay, women earn $2.64 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	37

In this organization the average number of overtime hours worked by women was 37 more than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	15

In this organization the median number of overtime hours worked by women was 15 more 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.

Who works overtime?

Among employees who received overtime pay, women earned $2.41 in average overtime pay and $2.64 in median overtime pay for every dollar earned by men. Women also worked an average of 37 more overtime hours and a median of 15 more overtime hours than men.

This overtime result is different from the hourly wage result because overtime calculations only include employees who received overtime pay. A smaller group of employees working more overtime hours can significantly affect average and median overtime outcomes.

Bonus pay

Mean bonus pay [7]



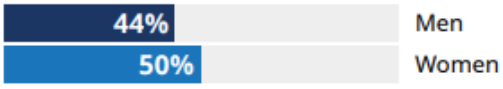
In this organization women's average bonus pay is 41% less than men's. For every dollar men earn in average bonus pay, women earn 59 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 74% less than men's. For every dollar men earn in median bonus pay, women earn 26 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.

Who receives bonus pay?

Women were slightly more likely to receive bonus pay, but bonus amounts were generally higher among men who received bonus pay. This is consistent with bonus values being linked to role level, salary, incentive eligibility, and leadership responsibilities.

The results are also affected by employee start dates and the timing of bonus payments. A number of employees, particularly women in the upper and upper middle hourly pay quartiles, joined the organization during 2025. Some employees of both genders were not yet eligible for a 2025 bonus based on their hire date, while bonuses earned for 2025 by other employees were paid in 2026 and are therefore not reflected in the 2025 figures.

These factors, together with differences in tenure, role level, and bonus eligibility, provide important context when interpreting the 2025 bonus pay gap.

Percentage of each gender in each pay quartile [9]

Quartile	Women	Men
Upper hourly pay quartile	Women (33%)	Men (67%)
Upper middle hourly pay quartile	Women (76%)	Men (24%)
Lower middle hourly pay quartile	Women (67%)	Men (33%)
Lowest hourly pay quartile	Women (41%)	Men (59%)

Explanatory notes
9. "Pay quartile" refers to the percentage of each gender within four equal-sized groups based on hourly pay.
10. Quartile percentages are based on the gender profile hourly pay calculation.

Are men and women paid equally for comparable work?

Encorp sets pay based on role, scope, market rate, experience, performance, tenure, internal equity, and business needs.

The largest driver visible in the data is representation by role and level. Women are well represented overall and across several professional and leadership roles, but men are more represented in the upper hourly pay quartile and in several senior operational, IT, logistics, and finance leadership roles. Although men make up a larger percentage of the upper hourly pay quartile at 67%, they also make up a larger percentage of the lowest hourly pay quartile at 59%.

What is Encorp doing to reduce the pay difference?

- Continue to review compensation by role, level, and department to identify and address unexplained differences within comparable work.
- Use structured salary ranges, consistent hiring practices, and documented compensation decisions to support equitable pay outcomes.
- Continue supporting development, succession planning, and internal mobility so employees have clear pathways into higher-paid specialist, supervisory, and leadership roles.
- Encorp provides tuition assistance up to an annual maximum for all permanent full-time employees for eligible courses through the Professional Development and Continuing Education Benefit.
- Monitor representation in senior, technical, operational, and any other critical roles as the organization grows its depot and Express network.

* 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.