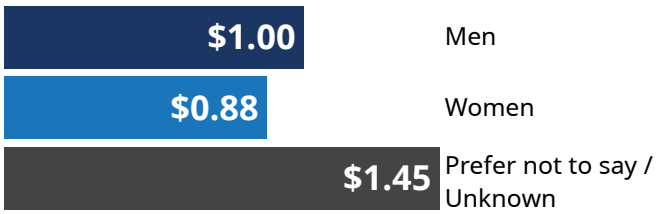
DOUGLAS LAKE EQUIPMENT LTD.
Pay transparency report

Employer details

Employer:	DOUGLAS LAKE EQUIPMENT LTD.
Address:	1200 Waterfront Centre 200 Burrard Street P.O. Box 48600, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	11 - Agriculture, forestry, fishing and hunting
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 14% more than men's. For every dollar men earn in median hourly wages, women earn $1.14 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]

$1.00	Men
$1.98	Prefer not to say / Unknown

In this organization prefer not to say / unknown's average overtime pay is 98% more than men's. For every dollar men earn in average overtime pay, prefer not to say / unknown earn $1.98 in average overtime pay. *

Median overtime pay [4]

$1.00	Men
$1.86	Prefer not to say / Unknown

In this organization prefer not to say / unknown's median overtime pay is 86% more than men's. For every dollar men earn in median overtime pay, prefer not to say / unknown earn $1.86 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	29

In this organization the average number of overtime hours worked by prefer not to say / unknown was 29 more than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	17

In this organization the median number of overtime hours worked by prefer not to say / unknown was 17 more than by men. *

Percentage of employees in each gender category receiving overtime pay

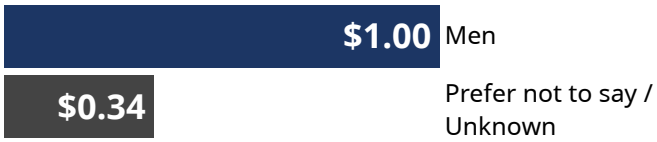
40%	Men
56%	Prefer not to say / Unknown

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.

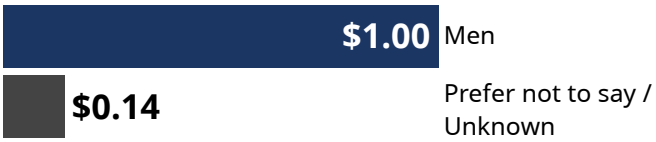
Bonus pay

Mean bonus pay [7]



In this organization prefer not to say / unknown's average bonus pay is 66% less than men's. For every dollar men earn in average bonus pay, prefer not to say / unknown earn 34 cents in average bonus pay. *

Median bonus pay [8]



In this organization prefer not to say / unknown's median bonus pay is 86% less than men's. For every dollar men earn in median bonus pay, prefer not to say / unknown earn 14 cents in median bonus pay. *

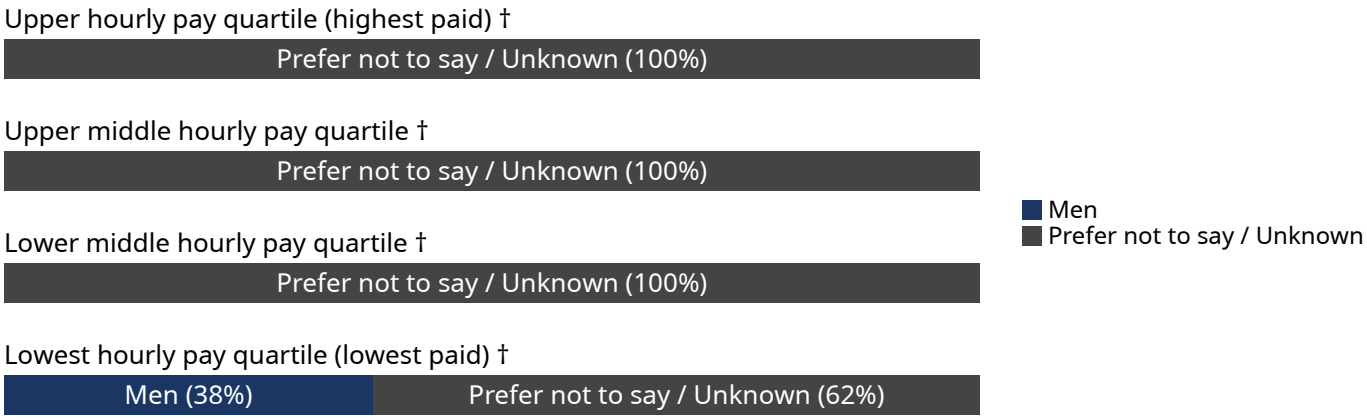
Percentage of employees in each gender category receiving bonus pay



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, Prefer not to say / Unknown occupy 100% of the highest paid jobs and 62% 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.

* 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.