

Pay Transparency Report

BC Ferries is one of the largest and most complex ferry systems in the world, connecting customers to communities along 1,600 km of BC coastline. From its early beginnings in 1960 with just two vessels operating on a single route, today BC Ferries supports 25 routes with 37 vessels and 47 terminals. As an essential public service, BC Ferries enables daily commutes, vital medical travel, tourism, and the movement of goods, transporting more than 22.7 million passengers and 9.7 million vehicles each year. Looking ahead, BC Ferries is focused on creating a safe, reliable and affordable ferry service for this generation and the next – and committed to creating and maintaining an equitable and inclusive workplace for the more than 6,000 employees who are responsible for keeping our customers moving every day.

Employer details

Employer:	BRITISH COLUMBIA FERRY SERVICES INC.
Address:	SUITE 500 - 1321 BLANSHARD STREET, VICTORIA, BC
Reporting Year:	2025
Time Period:	April 1, 2024 - March 31, 2025
NAICS Code:	48-49 - Transportation and warehousing
Number of Employees:	1000 or more

The goal of BC's *Pay Transparency Act* is to help close the gender pay gap, address systemic discrimination, and empower employees and employers to understand their organizations' own pay gaps. At BC Ferries, employees performing the same work are paid equally, regardless of gender, in accordance with their collective agreements and compensation frameworks.

However, a gender wage gap exists primarily due to higher-paying technical, trade, and marine operations roles, where overtime opportunities are greater, being predominantly – and historically – filled by men, while women are more highly represented in administrative and professional roles with fewer overtime hour needs. To illustrate, in engineering and marine operations, where overtime opportunities are greater and pay is higher, women represent 7.5% and 16% of the employees in those departments, respectively.

These trends reflect broader industry patterns and the availability of women, both in marine operations and trades roles, in the workforce. According to the Marine Careers Workforce Study (2021) women represent approximately 24% of Canada's total water transportation workforce, 11% of deck officers, 4% of deck/engine crew, and 11% of engineering officers. At BC Ferries, women currently make up about 35% of the overall workforce - notably higher than the national average of

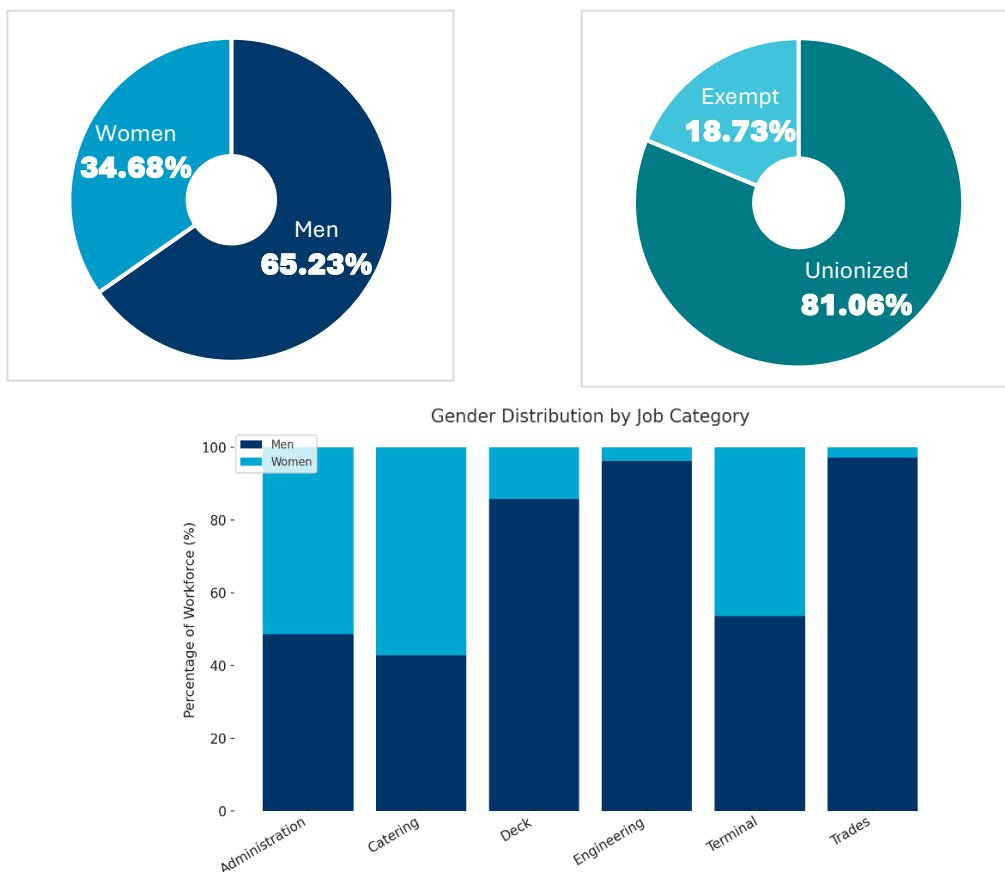
24%. Representation varies across occupational groups: women comprise 14% of deck officers and deck crew, 7.5% of engineering, and 3% of trades positions, which aligns with broader marine and technical industry trends. This distribution indicates that BC Ferries exceeds national benchmarks for overall and deck-related representation, while continuing to face the same systemic industry constraints on women's participation in marine engineering and trades roles.

BC Ferries continues to focus on improving gender representation in technical and operational roles through initiatives such as the BCIT's Nautical Sciences and Marine Engineering programs to help build pathways for women into technical, trade, and marine operations roles.

BC Ferries is in the discovery phase of developing a comprehensive strategy and action plan to further support equitable opportunities and outcomes for all employees across our organization. As part of this broader work, findings and insights from pay transparency reporting will provide a current state assessment and help inform future planning.

BC Ferries Workforce overview (as of March 31, 2025):

Total employees: **6241** (Unionized: 5059 / Exempt: 1169)



Note: Non-binary/Prefer not to say/Unknown do not meet the data requirements therefore all data from these sources have been omitted.



Hourly pay

Mean hourly pay gap¹



In this organization, women's average hourly wages are 18% less than men's. For every dollar men earn in average hourly wages, women earn 82 cents in average hourly wages. This is an improvement over 2024, when there was a 19% gap, with women earning 81 cents in average hourly wages.

Median hourly pay gap²



In this organization, women's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 90 cents in median hourly wages. This is an improvement over 2024, when there was a 14% gap with women earning 86 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.

Note: In accordance with the collective agreement's hourly wage rates for each job, men and women are paid the same hourly wage rate at BC Ferries for doing the same jobs. However, women are underrepresented in many highly skilled, higher paying jobs. For example, in Fleet Engineering, 97% of employees are men and 3% are women. On average, men worked 247 hours each and women 217 each – a small gap per capita but a much larger total gap due to representation. The difference is largely a symptom of the under-representation of women in the marine sector.

Note: For non-unionized/exempt jobs, employees are paid based on standardized, set salary ranges, based on such factors as like related experience and time in role.



Overtime pay

Mean overtime pay³



In this organization, women's average overtime pay is 70% less than men's. For every dollar men earn in average overtime pay, women earn 30 cents in average overtime pay. In 2024, there was a 68% gap, with women earning 32 cents in average overtime pay (see notes).

Median overtime pay⁴



In this organization women's median overtime pay is 70% less than men's. For every dollar men earn in median overtime pay, women earn 30 cents in median overtime pay. In 2024, there was a 61% gap, with women earning 39 cents in median overtime pay (see notes).

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women **-117.43**

In this organization the average number of overtime hours worked by women was 117.43 hours less than by men. In 2024, the average number of overtime hours worked by women was 69 less than by men (see notes).

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women **-66.14**

In this organization the median number of overtime hours worked by women was 66.14 less than by men. In 2024, the median number of overtime hours worked by women was 33 less than by men (see notes).

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "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.

Note: While men and women receive the same overtime premium rates in accordance with their collective agreements, the gender gap in overtime pay widened slightly this year. This change primarily reflects a shift on *where* overtime work occurred rather than a change in pay practices. In 2025, overtime demand increased in several operational areas with high male representation, such as Fleet Engineering, Fleet Operations, and Terminal Maintenance, while overtime remained stable or slightly lower in more gender-balanced areas like Catering and Terminal Operations. As a result, women's overall share of overtime hours declined.

Looking ahead, a year-over-year analysis by department will help confirm whether this reflects structural role distribution or short-term operational demand.

Note: Across departments where overtime is most prevalent and necessary to maintain vessel reliability and service continuity, men account for approximately 93.5% of total overtime hours worked, compared to 6.5% for women. In departments where significant overtime is worked, there is a higher ratio of men to work more overtime hours per capita, driving the difference shown above.

Note: Conversely, in departments where there are similar numbers of men and women, their amount of overtime hours is comparable as well as their levels of pay. For example, within our Catering department, men (320 employees) and women (395 employees) record a similar number of overtime hours - approximately 27,200 and 28,600 respectively - and their ordinary pay is proportionate. This demonstrates that when gender representation is balanced within a function, overtime pay outcomes are also more equitable.

Note: As representation in technical and marine operations roles continues to evolve, the overall overtime pay distribution is expected to gradually balance over time.



Bonus pay

Percentage of employees in each gender category receiving bonus pay

In this organization, 1.16% of the total employees received a form of bonus pay during the reporting period. All employees who received bonus pay were men.

Bonus pay captures a "referral bonus" that employees are eligible for if they refer a successful candidate into specific, marine operations jobs. The distribution of bonus pay reflects existing employees in receipt of a referral payment. In 2025, those in receipt of the bonus were all in male dominated marine operations jobs. While the referral bonus program is equally open to all employees, both men and women, the marine operations roles are dominated by men and therefore those that referred and subsequently received a bonus were all men.



Percentage of each gender in each pay quartile[†]

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 17% of the highest paid jobs and 53% of the lowest paid jobs. **In 2025, we saw progress over the previous year, as the representation of women increased across all upper and middle pay quartiles since the previous year.** The lowest quartile remains unchanged.

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

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group. Bonus pay captures a "referral bonus" that employees are eligible for if they refer a successful candidate into specific, marine operations jobs
8. "Median bonus pay" refers to the middle point of bonus pay for each group. Bonus pay captures a "referral bonus" that employees are eligible for if they refer a successful candidate into specific, marine operations jobs
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.