MAKEWAY CHARITABLE SOCIETY
Pay transparency report

April 1, 2025 – March 31, 2026

At MakeWay, we believe that fair and transparent compensation practices are an important part of creating an equitable, inclusive and sustainable workplace and we recognize that achieving equitable compensation practices is ongoing work.

Understanding Our Pay Transparency Report

This report has been prepared in accordance with British Columbia's *Pay Transparency Act* and provides an overview of compensation differences across gender categories for employees of MakeWay Charitable Society located in British Columbia.

Recognizing Gender Diversity

At MakeWay, we recognize and respect the diversity of gender identities and experiences of our people and the communities we support.

MakeWay's understanding of gender diversity extends beyond the categories established by British Columbia's pay transparency reporting framework. As part of our process, we invited employees to self-identify using a broader range of gender identities than those reflected in the BC's *Pay Transparency Act*, including opportunities for gender-diverse employees to identify themselves. To protect employee privacy and confidentiality, gender categories with fewer than 10 employees have not been reported. As a result, some gender identities represented in our data are not visible in the published findings.

We recognize that meaningful pay equity requires an inclusive and intersectional approach that considers how different identities and experiences may influence opportunities and outcomes.

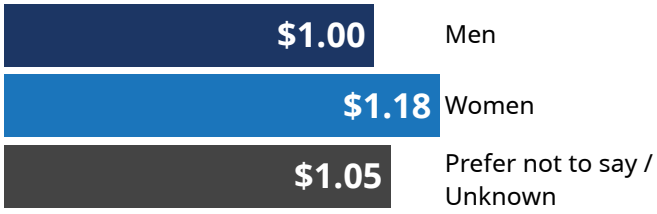
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Employer details

Employer:	MAKEWAY CHARITABLE SOCIETY
Address:	333 SEYMOUR STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	50-299

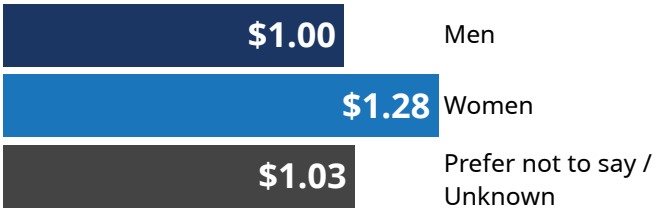
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 18% more than men's. For every dollar men earn in average hourly wages, women earn $1.18 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 28% more than men's. For every dollar men earn in median hourly wages, women earn $1.28 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]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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.
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.