

2025
Pay Transparency Report

WESTERN
Forest Products

Introduction

Western Forest Products (“Western”) – Company Context

Western Forest Products (“Western”) is committed to fostering an equitable, inclusive, and transparent workplace. We strive to ensure that our compensation practices are fair, competitive, and aligned with both internal job value and external market benchmarks.

Our workforce includes a significant proportion of unionized employees whose pay structures are governed by collective agreements. These agreements establish clearly defined rates of pay, progression steps, and classifications, ensuring transparent and equitable compensation practices for a large portion of our workforce.

This report follows the BC government’s pay transparency methodology, comparing the pay of all employees across various job levels and functions on a per-dollar basis. Internally, non-unionized compensation is evaluated by job grade, and these analyses do not reveal systemic wage disparities within comparable roles. Our compensation framework is intentionally designed to support pay equity across positions requiring similar skills, responsibilities, and experience, providing important context to the aggregate analysis in this report.

Western continues to advance equitable and transparent pay practices in an industry that has historically been male-dominated. While women represent approximately 17% of the forestry sector workforce in BC, self-reported data at Western indicates that women hold 14% of senior leadership roles and 24% of technical positions, reflecting our continued focus on diversity, equity, and inclusion.

As we look ahead, Western remains committed to evolving our people practices, aligning with industry best practices, and fostering a workplace that values, supports, and rewards all employees equitably.

Data Used in This Report

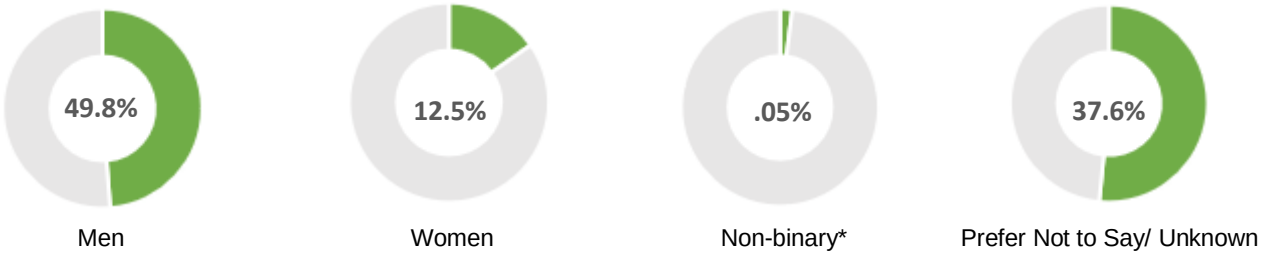
Western Forest Products utilized existing employee data to compile this pay transparency report, covering the period from January 1, 2025, to December 31, 2025. Gender identity information was collected on a voluntary basis, which has led to a significant portion of employee records where gender is unspecified. This group includes individuals who chose not to complete the demographic section of the survey, or selected 'prefer not to say' as their response. Non-binary was suppressed in this report due to insufficient numbers to meet disclosure requirements.

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Employer Details

Employer:	Western Forest Products Inc.
Address:	800-1055 W Georgia Street Royal Centre Building, PO Box 11122, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	11 - Agriculture, forestry, fishing and hunting
Number of Employees:	1000 or more

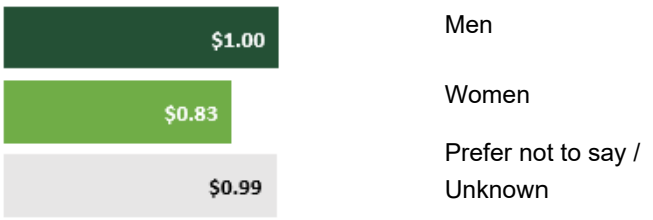
Percentage of Employees in Each Gender Category



*Non-binary people do not meet the data requirements; therefore, all information is suppressed.

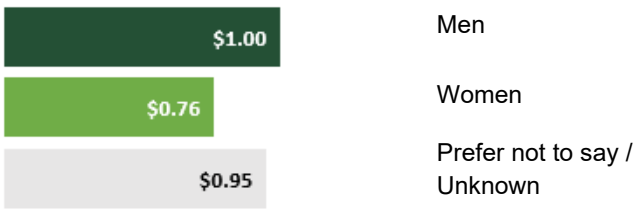
Hourly Pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 17% less than men's. For every dollar men earn in average hourly wages, women earn 83 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 24% less than men's. For every dollar men earn in median hourly wages, women earn 76 cents in median hourly wages. *

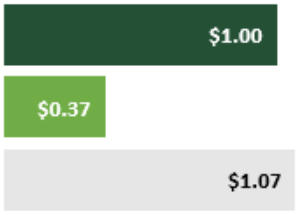
Explanatory notes

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.

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Overtime Pay

Mean overtime pay [3]



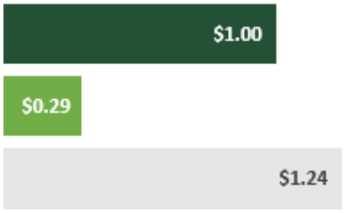
Men

Women

Prefer not to say / Unknown

In this organization women's average overtime pay is 63% less than men's. For every dollar men earn in average overtime pay, women earn 37 cents in average overtime pay. *

Median overtime pay [4]



Men

Women

Prefer not to say / Unknown

In this organization women's median overtime pay is 71% less than men's. For every dollar men earn in median overtime pay, women earn 29 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-76
Prefer not to say / Unknown	7

In this organization the average number of overtime hours worked by women was 76 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

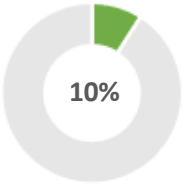
Women	-50
Prefer not to say / Unknown	13

In this organization the median number of overtime hours worked by women was 50 less than by men. *

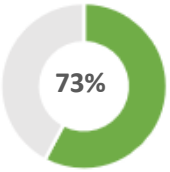
Percentage of employees in each gender category receiving overtime pay



Men



Women



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.

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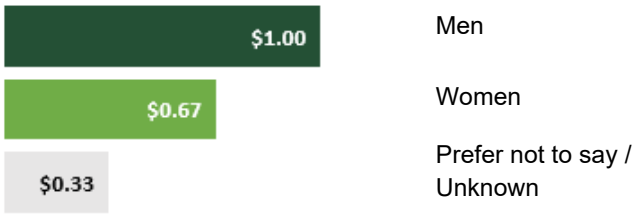
Bonus Pay

Mean bonus pay [7]



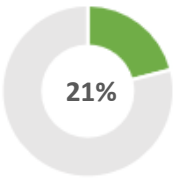
In this organization women's average bonus pay is 46% more than men's. For every dollar men earn in average bonus pay, women earn $1.46 in average bonus pay. *

Median bonus pay [8]

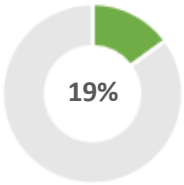


In this organization women's median bonus pay is 33% less than men's. For every dollar men earn in median bonus pay, women earn 67 cents in median bonus pay. *

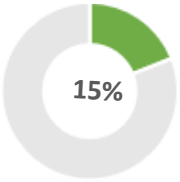
Percentage of employees in each gender category receiving bonus pay



Men



Women



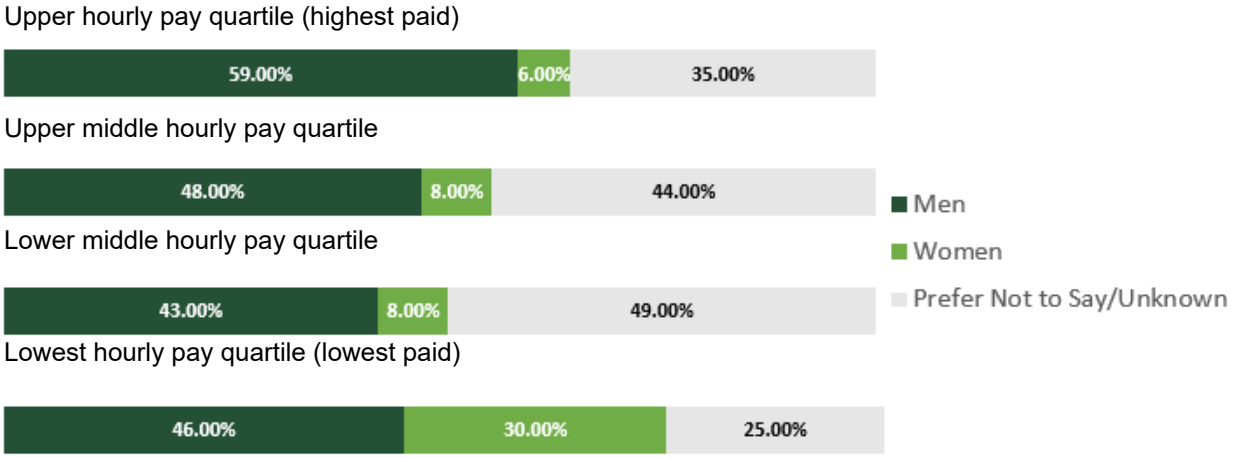
Prefer Not to Say/ Unknown

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.

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Percentage of Each Gender in Each Pay Quartile[9]



At Western, women occupy 6% of the highest paid jobs and 30% 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.

Data Considerations

Overtime Pay:

At Western, overtime pay applies primarily to hourly employees, with limited exceptions among salaried roles. Overtime is paid at a rate of at least 1.5 times the regular hourly rate. A higher proportion of men receive overtime pay and typically accumulate more total overtime hours than women, reflecting the greater representation of men in operational and field-based roles where overtime eligibility is common.

Bonus Pay:

Bonus payments are an additional form of remuneration for eligible salaried employees and may also include sign-on incentives used to attract skilled trades talent. Annual bonuses are awarded based on both individual and company performance from the preceding year.

Summary

Western remains committed to building on its progress in developing and advancing women across all areas of the business, particularly within management and senior leadership roles. As we continue to grow, we are focused on maintaining equitable pay practices, supporting diversity and inclusion, and advancing reconciliation in the communities where we operate. Our efforts extend beyond compliance they reflect our ongoing commitment to creating a workplace where all employees are valued, supported, and able to thrive.

* 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.