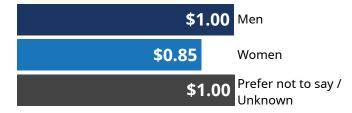
# BW GOLD LTD. Pay transparency report

# **Employer details**

Employer:	BW GOLD LTD.
Address:	Suite 2600, Three Bentall Centre 595 Burrard Street, P.O. Box 49314, Vancouver, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	21 - Mining, quarrying, and oil and gas extraction
Number of Employees:	300-999



# Mean hourly pay gap<sup>1</sup>



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<sup>2</sup>



In this organization women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 cents in median hourly wages. \*

- 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.



## Mean overtime pay <sup>3</sup>



In this organization women's average overtime pay is 6% less than men's. For every dollar men earn in average overtime pay, women earn 94 cents in average overtime pay. \*

### Median overtime pay 4



In this organization women's median overtime pay is 1% less than men's. For every dollar men earn in median overtime pay, women earn 99 cents in median overtime pay. \*

# Mean overtime paid hours <sup>5</sup>

Difference as compared to reference group (Men)

Women	6
Prefer not to say / Unknown	-8

In this organization the average number of overtime hours worked by women was 6 more than by men. \*

# Median overtime paid hours <sup>6</sup>

Difference as compared to reference group (Men)

Women	0
Prefer not to say / Unknown	-26

In this organization the median number of overtime hours worked by women was 0 less than by men. \*

#### Percentage of employees in each gender category receiving overtime pay

66%	Men
79%	Women
74%	Prefer not to say / Unknown

- 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.



# Mean bonus pay <sup>7</sup>



In this organization women's average bonus pay is 19% less than men's. For every dollar men earn in average bonus pay, women earn 81 cents in average bonus pay. \*

# Median bonus pay <sup>8</sup>



In this organization women's median bonus pay is 92% more than men's. For every dollar men earn in median bonus pay, women earn \$1.92 in median bonus pay. \*

#### Percentage of employees in each gender category receiving bonus pay

58%	Men
79%	Women
58%	Prefer not to say / Unknown

- 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 <sup>9</sup>

Upper hourly pay quartile (highest paid) †

Men (15%)

Prefer not to say / Unknown (85%)

Upper middle hourly pay quartile †

Prefer not to say / Unknown (90%)

Men

Women

■ Prefer not to say / Unknown

Men (10%)

Lower middle hourly pay quartile †

Men (17%)

Prefer not to say / Unknown (83%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (80%)

Men (12%) Women (9%)

In this organization, women occupy 9% of the lowest paid jobs.

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

#### **Data constraints**

The category "Undefined/Prefer not to declare" has the largest representation, as the majority of employees chose not to disclose their gender.

- 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.