

Binnie Pay Transparency Report

January 1 – December 31, 2024

Binnie Pay Transparency Report

Reporting Year: 2025

Organization Name: Binnie

Business Address: 300 – 4940 Canada Way, Burnaby, BC V5G 4K6

NAICS Code: 54 – Professional, scientific and technical services

Number of Employees in BC (as of Jan 1): 302

Reporting Period: January 1, 2024 – December 31, 2024

About Binnie

Binnie is a multi-disciplinary consulting corporation with over 360 professional and technical staff. Established in 1969 as a consulting civil engineering and surveying business, Binnie has grown to include project managers; civil, water resources, and transportation/traffic engineers; landscape architects and arborists; climate change and environmental specialists; construction supervisors; and surveyors who are backed by a strong team of designers, technologists, modellers, inspectors, and technical support staff. Since our inception, Binnie has established a record of providing quality, practical consulting services to both public and private sector clients. Our project base is diverse, ranging from small community park projects to complex, large-scale transportation, roadway, and infrastructure design; parks, greenways, sports, and recreation projects; community and institutional buildings; pump/lift station and related infrastructure; ports; and land development projects.

Binnie is dedicated to fostering a workplace that supports diversity, equity, and inclusion and recognizing the contributions of our employees. This report reflects our ongoing efforts to provide fair, merit-based pay and compensation to all employees and to identify and address potential pay disparities across our organization.

Pay Equity Within Industry

Based upon the BC Pay Transparency Annual Report June 2025 (BC Ministry of Finance), the median gender pay gap in BC for the *“Professional, Scientific and Technical Services industry reflects that women earn \$0.77 to every dollar a man earns in median hourly wages. In British Columbia as a whole, the overall gender pay gap reflects that women earn \$0.85 to every dollar a man earns in median hourly wages.”*

The full Binnie Pay Transparency report is noted in the next section.

R.F. BINNIE & ASSOCIATES LTD.

Pay transparency report

Employer details

Employer:	R.F. BINNIE & ASSOCIATES LTD.
Address:	#300 – 4940 Canada Way, Burnaby, BC V5G 4K6
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	300-999



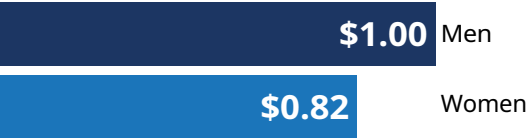
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 84 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 18% less than men's. For every dollar men earn in median hourly wages, women earn 82 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.



Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 31% less than men's. For every dollar men earn in average overtime pay, women earn 69 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 6% more than men's. For every dollar men earn in median overtime pay, women earn \$1.06 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-13
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In this organization the average number of overtime hours worked by women was 13 less than by men. *

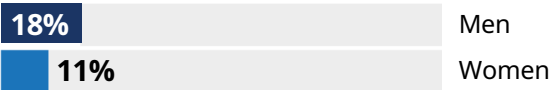
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-4
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In this organization the median number of overtime hours worked by women was 4 less than by men. *

Percentage of employees in each gender category receiving overtime pay



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



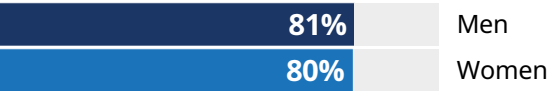
In this organization women's average bonus pay is 46% less than men's. For every dollar men earn in average bonus pay, women earn 54 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 47% less than men's. For every dollar men earn in median bonus pay, women earn 53 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay

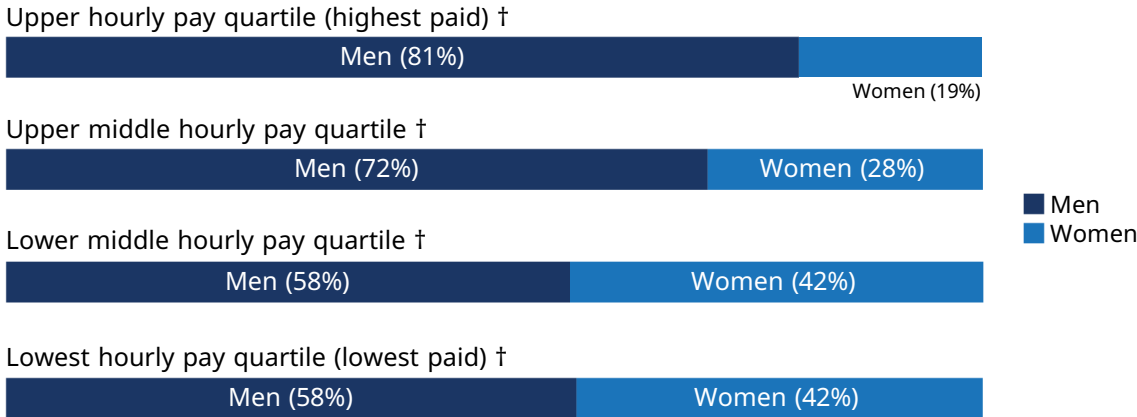


Explanatory notes

- 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, women occupy 19% of the highest paid jobs and 42% 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.

Binnie's Compensation Philosophy and Pay Structure

Binnie has an established compensation philosophy and strategy that is published on the company's intranet site, which is reviewed with managers annually to guide informed and well-reasoned pay decisions.

Roles are grouped into job levels based upon similar levels of responsibility and accountability:

- **Responsibility and accountability** are assessed based on a combination of knowledge, skill, ability, experience, and judgment required to effectively perform in the role.
- **Salary ranges** are established for each specific role within the company. Salary ranges are based on market data and are reviewed at least annually to ensure our compensation program is fair and competitive with market.
- **Range placement** is determined by managers based on the employee's competence and performance in the role, as well as other factors including contribution, unique skills and ability, and performance.

Pay Equity at Binnie

Pay equity is about fairness. It ensures people doing work of equal value start from the same fair pay range, regardless of gender or other personal characteristics. Differentiated pay is determined within the salary range depending on individual performance, expertise, and skill.

Reasons for Pay Differences

Once a fair baseline is established, differences in pay *can* come from measurable, job-related factors such as performance, experience, or additional responsibilities. However, the key is that individual pay differences must be justified given specific consideration to the individual and to the tools and structures in place at Binnie.

Pay Equity Practices

Equitable pay shows up in day-to-day pay practices through how decisions are made and applied. Here are some ways in which we analyze and demonstrate pay equity effectiveness at Binnie:

- **Consistent Pay Ranges:** Roles are assigned to clear salary bands so that people doing similar work start from the same fair range.
- **Objective Criteria for Pay Decisions:** Raises, bonuses, and starting salaries are based on job-related factors (skills, experience, performance, responsibilities) rather than subjective bias.
- **Regular Pay Reviews:** Binnie checks for pay gaps by gender, ethnicity, and other factors and addresses them if they exist.
- **Transparent Processes:** We openly communicate what factors may influence pay decisions and how the compensation tools work.
- **Fair Application of Performance Rewards:** High performance is rewarded consistently across employees in similar roles, not unevenly.
- **Market Alignment:** Pay practices are regularly compared to industry benchmarks to stay competitive and fair.
- **Pay Equity Analysis:** At least annually, Binnie reviews compensation by gender/gender identity for specific roles in which there is a minimum threshold of two employees of different genders employed in the role.

Binnie’s BC Pay Transparency Report Gap Analysis

Per the *BC Pay Transparency Report – June 2025*, the legislation is intended to “*shine a light on key gaps and encourage employers to find out why those gaps exist*”. The gender pay gap refers to the difference in earnings between men, women, and non-binary people.

Of note, Binnie does not have enough data for non-binary employees to qualify for analysis through the government reporting tool.

Unlike our internal pay equity analysis, the analysis done for the purpose of the BC Pay Transparency reporting is done on an overall basis including the submission of specific information as prescribed by the government for the purposes of reporting.

BC employers are required to submit prescribed payroll information in order to generate our annual Pay Transparency Report. To create the report, the following information was uploaded to the government’s reporting tool by Binnie and analyzed by gender category: mean and median hourly rate of pay, overtime pay, number of overtime hours, and bonus pay. Pay gaps are calculated as percentage differences between the reference category (man) and other gender categories.

Key Factors Influencing our Pay Differences Relative to the BC Pay Transparency Report

Per Statistics Canada, in the Professional, Scientific and Technical industry, a woman currently earns \$0.77 for each dollar a man earns in median hourly wage.

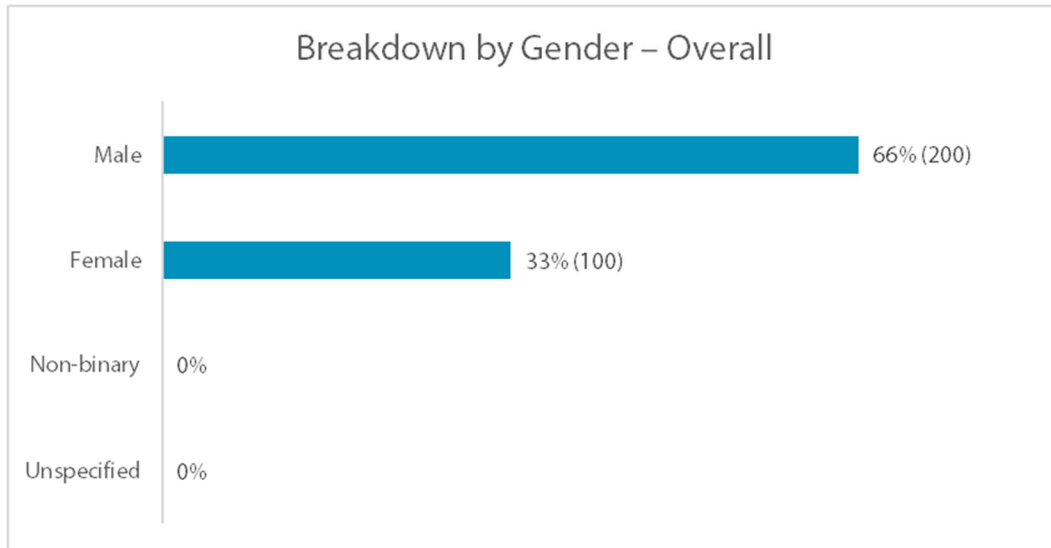
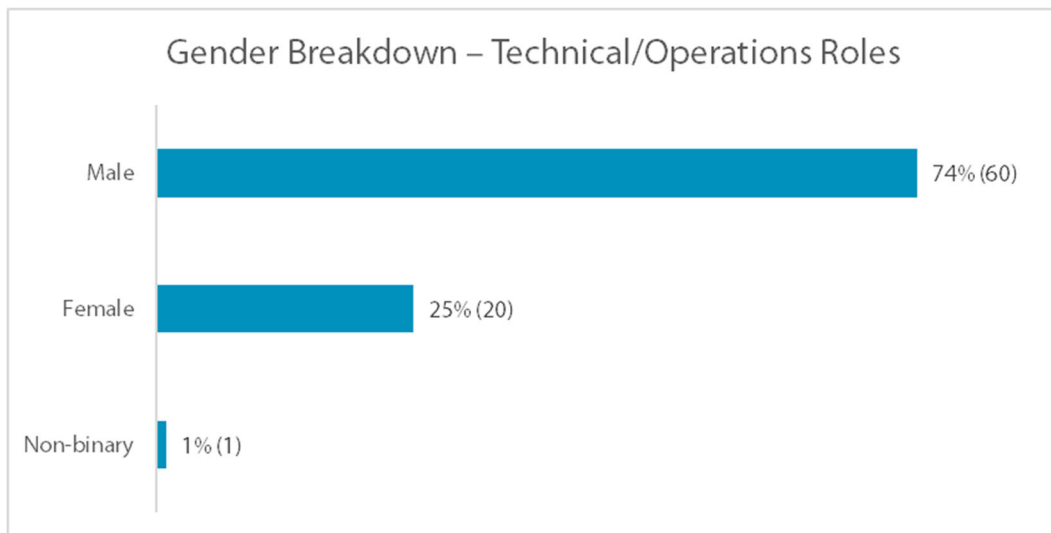
Binnie’s annual Pay Transparency Report indicates women earn \$0.82 for every dollar a man earns in median hourly wages. This gap is calculated based on all employees.

The structure and demographics of our company influence how the overall gender pay gap represented in Binnie’s Pay Transparency report. Binnie’s hourly median wage gap is influenced by factors including the number of males employed in senior level and/or management roles (high income roles), as well as by the gender demographics of our workforce.

Please note that our data does not include contractors.

Gender	Management / Senior Job Levels	Non-Management
Female	22.5%	33.3%
Male	77.5%	66.7%

At Binnie, more males are in senior/management level roles which contributes to the existing wage gap.

Gender Breakdown – Overall*Gender Breakdown in Technical/Operations Roles***Additional Factors Influencing the Pay Gap**

At Binnie, more men than women occupy the most senior and highest paid roles, which contributes to widening our pay differences across gender. However, Binnie's internal pay analysis demonstrates good pay equity, with the following pay gap by role, for roles in which we employ both females and males:

Roles	Binnie Wage Gap (M : F)
All Technical Roles – Professionals and Managers	\$1.00 : \$1.00
Technical Management	\$1.00 : \$1.02
Technical Professionals (e.g., engineers, technologists, project managers, etc.)	\$1.00 : \$1.00

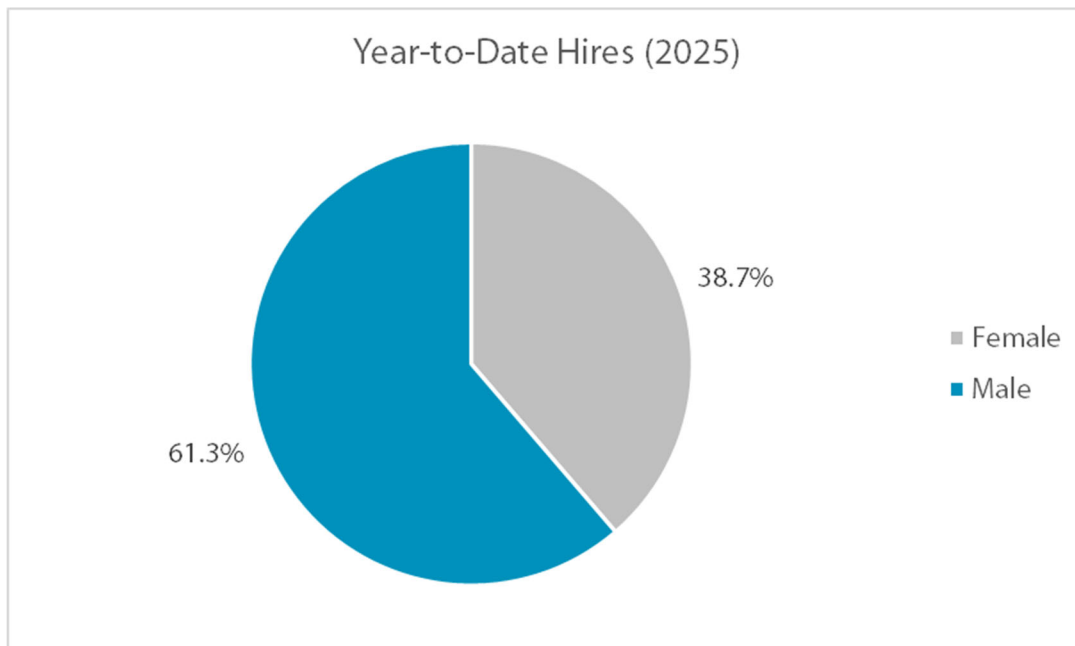
There are currently eighteen (18) specific roles at Binnie for which we have data on the gender pay difference by role.

Binnie's Efforts to Ensure Employment Equity

The representation of male employees in our workforce reflects the historical ratio of males:females in industry. The [2024 National Membership Information Report](#) for Engineers Canada identifies that in British Columbia, 15.8% of members identify as female.

However, our goal is to improve gender equity in our business. It is also our goal to meet or exceed 30% female representation in engineering roles by 2030, which we hope to achieve through our commitment to hiring and providing fair employment opportunities to improve overall gender representation at Binnie, as well as our ongoing efforts to encourage more female participation in STEM, such as through RISE events detailed below, to improve overall gender representation in the industry.

Binnie's intent is always to provide employment opportunities to all qualified persons. Thus far in 2025, our hiring practices have continued to support our goal of a more balanced workforce.



Our continued efforts to improve gender equity include supporting Employee Resource Groups such as RISE, our grass-roots staff-led initiative supporting staff at Binnie who identify with the female-lived experience in the engineering workplace. RISE raises awareness of gender issues, including facilitating company-wide, continual learning about biases and barriers.

Binnie sponsors and supports attendance at local events to promote female engagement in the STEM field. We facilitate *Introduce a Girl to Engineering Day* annually to connect with girls at local schools to inspire and encourage their interest in STEM. This event involves Binnie female engineers sharing stories, conducting site visits, and providing guidance about what our industry entails and connects students with female mentors in industry. Binnie also sponsors and engages in various female mentorship and leadership programs externally, such as Women in Consulting Engineering Mentorship Mixers, sponsoring attendance at the Art of Leadership for Women, and our own internal mentorship program, to build our reputation as an employer of choice for females in our field.

Binnie's Ongoing Commitment to Pay Equity

As a BC employer, the largest influence we can have on pay equity will be achieved through equitable employment. To this end, we continue our commitment to fair recruitment and equitable employment practices for all.

All Binnie managers undergo regular training on management and leadership practices, including review and discussion of compensation principles, bias awareness/prevention, fair recruitment practices, and effective performance evaluation.

About the Report

Interpretation of Results

Binnie recognizes that pay gaps may exist due to historical and systemic factors. We are committed to continuous improvement through ongoing pay analysis, management training, and equitable hiring and employment practices. This report serves as a benchmark for future progress.

Data Constraints

While every effort has been made to ensure the accuracy of this report, certain limitations exist. Data suppression has been applied where fewer than two individuals exist in a gender category to protect privacy. Additionally, data is dependent upon that which is voluntarily provided by Binnie employees.

Gender Information Collection

Gender data was collected through voluntary self-identification via our HR Information System. Employees were informed of the purpose and use of this data in accordance with the *Freedom of Information and Protection of Privacy Act*. Gender categories include: male, female, and non-binary.

Accessibility and Posting

This report is publicly accessible on Binnie's website and is also available upon request. It will remain posted until the next annual report is published.

Declaration

We confirm that the information provided in this report is accurate to the best of our knowledge and complies with the requirements of the *BC Pay Transparency Act*.

Authorized Signatory

Name: Stacey Kons

Title: Vice President, People

Date: November 3, 2025