

BC pay transparency report.

Wood Canada Limited / Wood Canada Limitee
Reporting year: 2025

wood.



Wood is a global leader in consulting, engineering and operations for the energy and materials sectors. With 33,000 people in around 50 countries, Wood supports clients across the full asset lifecycle, delivering safe, predictable outcomes while enabling resilient operations and a lower-carbon future.

Wood is a people business, and our people will always be our differentiator. We are committed to providing transparent, internally fair and externally competitive reward for our people in return for the work they do, whilst ensuring that we are responsible with our spend on reward. Our priority is to ensure our people feel valued, are rewarded competitively and are treated fairly and inclusively.

We are passionate about building an inspired and inclusive culture. Our focus on diversity and inclusion aims to make Wood a great place to work, where all our remarkable people feel respected and empowered to succeed.

We continue to work towards providing equal growth and development opportunities for all of our employees and putting measures in place to monitor key demographic data, that allows us to set targets to improve representation in key areas.

The markets in which Wood operates attract a significantly higher percentage of males due to the predominantly technical focus of the roles in office, site and offshore locations. We continue to remain focused on developing an inclusive and diverse workforce, through our goal of improving gender balance in our senior leadership roles.

Our commitment is to increase the number of female leaders in senior leadership and technical positions at Wood through continuing to work towards a gender balance of 40% female representation in leadership by 2030. We aim to do this by expanding our employee networks, empowering our leadership teams to have action plans to drive sustainable, inclusive change to reflect the communities we operate in, continuing our focus on balanced intake at the early career stage and tracking diversity statistics on an ongoing basis across our business. We believe these actions, whilst maintaining our focus of fair pay for those carrying out the same job, in the same location, with the same skills and experience, regardless of gender, will have a long term impact in addressing the gender pay gap.

Employer details

Employer:	WOOD CANADA LIMITED / WOOD CANADA LIMITEE
Address:	Suite 420, 2535 3rd Avenue SE, Calgary, AB T2A 7W5
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	300-999

Percentage of each gender in each pay quartile¹

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 13% of the highest paid jobs and 48% of the lowest paid jobs.

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

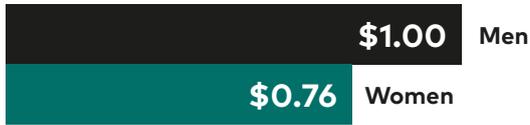
Explanatory notes

1. "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.

Hourly pay

Mean hourly pay gap²



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

Median hourly pay gap³



In this organization women's median hourly wages are 27% less than men's. For every dollar men earn in median hourly wages, women earn 73 cents in median hourly wages.*

Explanatory notes

- "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.
- "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 pay⁴



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

Median overtime pay⁵



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

Mean overtime paid hours⁶

Difference as compared to reference group (Men). In this organization the average number of overtime hours worked by women was 75 less than by men.*

Women -75

Median overtime paid hours⁷

Difference as compared to reference group (Men). In this organization the median number of overtime hours worked by women was 24 less than by men.*

Women -24

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.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay⁸



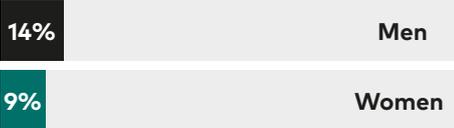
In this organization women's average bonus pay is 66% more than men's. For every dollar men earn in average bonus pay, women earn \$1.66 in average bonus pay.*

Median bonus pay⁹



In this organization women's median bonus pay is 219% more than men's. For every dollar men earn in median bonus pay, women earn \$3.19 in median bonus pay.*

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

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

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