British Columbia Ferry Services Inc.

Pay Transparency Report

BC Ferries is one of the largest and most complex ferry systems in the world, connecting people, goods, and communities along more than 1,600 kilometres of British Columbia's coastline. Since beginning operations in 1960 with two vessels serving a single route, BC Ferries has grown to operate 25 routes supported by 37 vessels and 47 terminals. As an essential public service, BC Ferries enables daily commutes, vital medical travel, tourism, and the movement of goods, transporting more than 23 million passengers and 10 million vehicles each year.

BC Ferries continues to focus on creating a safe, reliable, and affordable ferry service for this generation and next. Delivering this service depends on the expertise and dedication of more than 6,000 employees working across marine operations, engineering, skilled trades, customer service, administration, and professional functions. BC Ferries is committed to fostering an inclusive workplace where employees are treated fairly, compensated equitably, and provided with opportunities to develop and succeed.

Employer details

Employer:	BRITISH COLUMBIA FERRY SERVICES INC.
Address:	SUITE 500 - 1321 BLANSHARD STREET, VICTORIA, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	48-49 - Transportation and warehousing
Number of Employees:	1000 or more

The purpose of British Columbia's *Pay Transparency* Act is to help close the gender pay gap, address systemic discrimination, and empower employees and employers to understand their organizations' own pay gaps.

At BC Ferries, employees performing the same work are paid equally, regardless of gender, in accordance with collective agreements, salary administration practices and established compensation frameworks. The compensation differences reflected in this report are influenced primarily by workforce representation across occupational groups. BC Ferries continues to experience varying levels of gender representation across different areas of the business, particularly in higher-paying marine operations, technical and trades occupations where the representative workforce is disproportionately male. Further, overtime opportunities are more prevalent in these male-dominated areas of the organization.

Similar to last year, women make up approximately 34.7% of BC Ferries' workforce, compared with the total water transportation workforce national average of 24% (as per data from Transport Canada and

Imagine Marine). Representation at BC Ferries varies across occupational groups, with women comprising approximately 14.7% of Deck Officers (vs. 11% nationally) and 4.4% of Engineering Crew (vs. 4% nationally). At BC Ferries, women make up 3.4% of Trades employees (national marine trades data unavailable). This distribution aligns with Canadian industry trends and reflects the broader challenges experienced across the marine and technical sectors in attracting women to operational, engineering, and skilled trades occupations.

In late 2025, BC Ferries introduced job families and functions, allowing gender representation to be further delineated and reported more precisely across different types of work. This year's data reflects employees in the Engineering job function—those whose primary responsibility at BC Ferries is engineering. Last year's data covered a broader range of roles within the Engineering division, including some positions which may have been incorrectly counted as they are outside of the engineering profession (for example, Administrative Assistants supporting the Engineering division). This change in methodology creates the appearance that the representation of women engineers has decreased since last year when it has actually remained level year over year. In fact, the Engineering job function included one more female engineer in 2026 than in 2025 when utilizing consistent methodology.

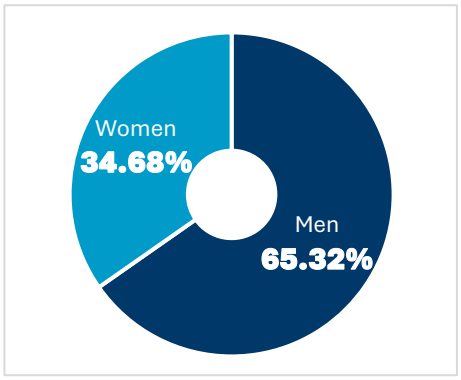
BC Ferries is committed to creating an environment where employees feel valued, respected and provided with equitable opportunities. The organization continues to progress on practices to better understand its current gender gaps while supporting initiatives that encourage greater workforce participation in underrepresented occupational groups, including marine operations, engineering and skilled trades. Pay transparency reporting remains an important tool for understanding workforce trends, monitoring progress and informing future actions that support equitable opportunities for all employees.

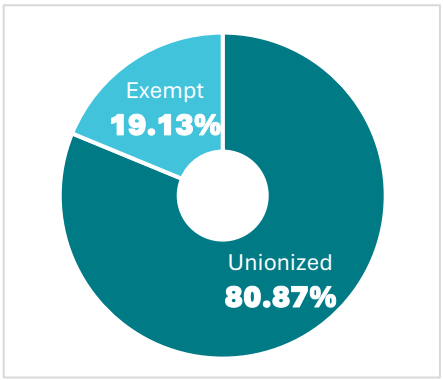
Specifically, work is currently in flight or planned for the upcoming year around the following initiatives:

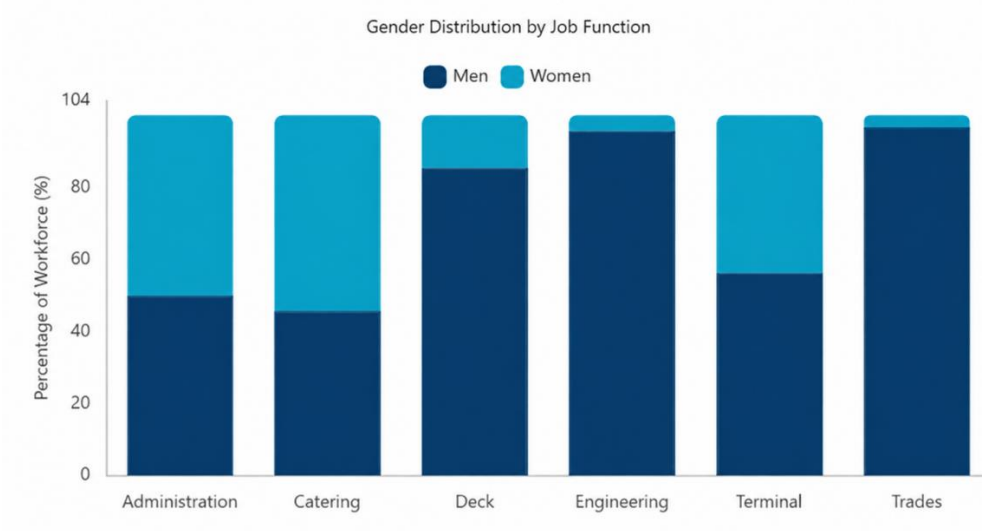
- BC Ferries and BCFMWU are collaborating in a joint DEI audit committee to inform and facilitate a DEI Audit to identify systemic barriers, uncover opportunities for improvement, and build a shared baseline of understanding from which meaningful, measurable, and sustained change can occur.
- BC Ferries is refreshing our Respectful Workplace Policy and training to support continued efforts to create safe and inclusive workplaces for all employees.
- The Women in Industry Employee Resource Group provides a forum for networking, mentorship, professional growth, and meaningful dialogue on the experiences of women in the workplace.
- Leadership and employee development to support career growth and development.
- Storytelling and showcasing women in marine operations, engineering and trades.
- Inclusive hiring, advancement and succession planning.

BC Ferries Workforce overview (as of March 31, 2026):

Total employees: **6267 (**Unionized: 5068 / Exempt: 1199)







Note: Non-binary/Prefer not to say/Unknown do not meet the data requirements therefore all data from these sources have been omitted.

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. This is an improvement over 2025, where women earned 82 cents in average hourly wages and over 2024, where women earned 81 cents in average hourly.

Median hourly pay gap[2]



In this organization, women's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 90 cents in median hourly wages. This is consistent with the previous year where women earned 90 cents in median hourly wages but higher than 2024 when women earned 86 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.

Note: In accordance with the hourly wage rates established under the collective agreement, employees performing the same job are paid the same hourly wage rate regardless of gender. However, women remain underrepresented in many highly skilled, higher-paying occupations. For example, within the Engineering job function, approximately 95.6% of employees reported are men and 4.4% are women. Within the Engineering job function, on average men worked approximately 259 overtime hours each and women worked 201 overtime hours each. The difference is influenced by both under-representation of women in the marine sector and women working fewer overtime hours.

Note: For non-unionized/exempt jobs, employees are paid based on standardized, set salary ranges. These are based on factors such as like-related experience and time in role.

Overtime pay

Mean overtime pay[3]



In this organization, women's average overtime pay is 72% less than men's. For every dollar men earn in average overtime pay, women earn 28 cents in average overtime pay. This is a slight decrease from 2025 when there was a 70% gap, with women earning 30 cents in average overtime pay (see notes).

Median overtime pay[4]



In this organization, women's median overtime pay is 70% less than men's. For every dollar men earn in median overtime pay, women earn 30 cents in median overtime pay. This is consistent with the previous year.

Mean overtime paid hours[5]

Difference as compared to reference group (Men)

Women -117

In this organization the average number of overtime hours worked by women was 117 hours less than by men. This is consistent with the previous year.

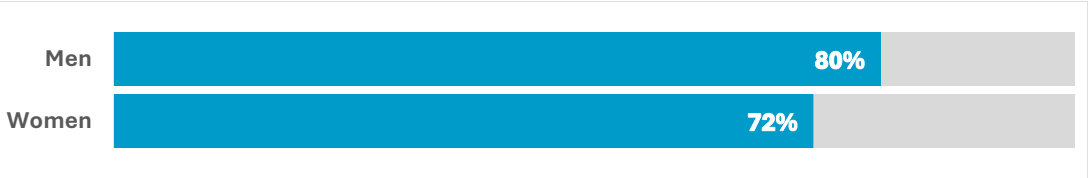
Median overtime paid hours[6]

Difference as compared to reference group (Men)

Women -57

In this organization the median number of overtime hours worked by women was 57 hours less than by men. In 2025, the median number of overtime hours worked by women was 66 hours 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.

Note: While men and women receive the same overtime premium rates in accordance with their collective agreement, differences in overtime pay continue to be driven primarily by workforce representation and the distribution of overtime opportunities across occupational groups. In 2026 there was a slight decrease in the number of women eligible for overtime pay (72% of women were eligible in 2026 vs. 73% of women eligible the previous year). This year-over-year change, while modest, may have also contributed to the mean and median overtime hours and pay. Overtime requirements are generally highest in marine operations, engineering, and skilled trades functions, where men continue to represent the majority of employees. As a result, men account for a larger share of total overtime hours worked and overtime earnings.

Note: The gap in overtime pay reflects differences in both workforce representation and overtime hours worked. Women worked, on average, 117 fewer overtime hours than men during the reporting period and a median of 57 fewer overtime hours. Consistent with prior years, this contributes to lower average and median overtime pay outcomes for women despite identical overtime premium rates for employees performing the same work.

Note: In occupational groups with a more balanced gender distribution, overtime outcomes are generally more comparable. For example, within Catering, women represent approximately 54% of employees and men approximately 45%, and overtime hours are distributed more evenly than in highly male-dominated functions such as Engineering and Trades. This demonstrates the relationship between workforce representation and overtime pay outcomes.

Note: BC Ferries continues to support initiatives that encourage greater participation in underrepresented occupational groups, including marine operations, engineering, and skilled trades. As representation evolves over time, overtime pay outcomes are also expected to become more balanced.

Bonus pay

Percentage of employees in each gender category receiving bonus pay

In this organization, 0.13% of the total employees received a form of bonus pay during the reporting period. All employees who received bonus pay were men.

Bonus pay captures a “referral bonus” that employees are eligible for if they refer a successful candidate into specific marine operations jobs. The distribution of bonus pay reflects existing employees in receipt of a referral payment. In 2025/2026, those in receipt of the bonus were all in male-dominated marine operations jobs. While the referral bonus program is equally open to all employees, both men and women, the marine operations roles are dominated by men. As a result, this year, those that referred and subsequently received a bonus were all men.

Percentage of each gender in each pay quartile[9]

Upper hourly pay quartile (highest paid) †[10]



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 17% of the highest paid jobs and 53% of the lowest paid jobs. This is consistent with results from the previous year.

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

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group. Bonus pay captures a “referral bonus” that employees are eligible for if they refer a successful candidate into specific, marine operations jobs.
8. "Median bonus pay" refers to the middle point of bonus pay for each group. Bonus pay captures a “referral bonus” that employees are eligible for if they refer a successful candidate into specific, marine operations jobs.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Note: While data collected for the purposes of Pay Transparency Report identifies gaps in pay based on hourly, overtime, bonus, and distribution of pay overall, the report does not provide insight into equitable access to developmental assignments, acting opportunities, promotions, and other career-enhancing experiences. In response, BC Ferries and the BC Ferry & Marine Workers’ Union will work towards conducting a joint equity audit in 2027 to identify systemic barriers, uncover opportunities for improvement, and build a shared baseline of understanding from which meaningful, measurable, and sustained change can occur.

* 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.