PROGRESSIVE PLANET PRODUCTS INC. Pay transparency report

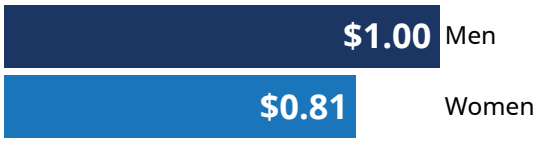
Progressive Planet is committed to fair and equitable pay. Compensation is set through salary bands / market-based ranges, based on the role, experience, and performance, and is not based on gender. This report shows unadjusted pay gaps across our whole BC workforce. It compares average and median pay across all roles, so it does not compare pay for people doing the same or similar work. This is our first year reporting, and we will use these results to review pay practices / support recruitment and advancement / improve data collection.

Employer details

Employer:	PROGRESSIVE PLANET PRODUCTS INC.
Address:	700 - 401 WEST GEORGIA STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 87 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 pay [3]



In this organization women's average overtime pay is 52% less than men's. For every dollar men earn in average overtime pay, women earn 48 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 77% less than men's. For every dollar men earn in median overtime pay, women earn 23 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-20

In this organization the average number of overtime hours worked by women was 20 less than by men. *

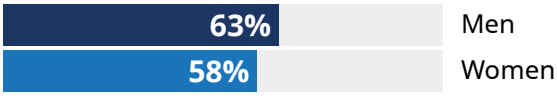
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-24

In this organization the median number of overtime hours worked by women was 24 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]

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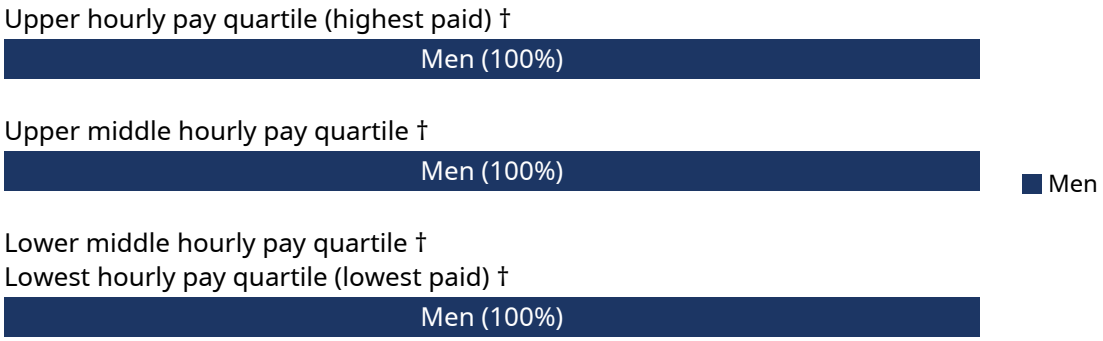
Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]



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

Data constraints

Gender information was collected through payroll records. Any employees that identify as a different gender from their birth assignment were recorded the way that they currently identify. Overtime is only paid in hourly paid roles. Bonuses are not part of our pay structure, but they do exist in some capacity generally tied to a tangible performance incentive. Commission-based roles are included in regular salary. Because of our size, a small number of employees can significantly affect averages.

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.
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.