

COMPASS GROUP CANADA LTD. GROUPE COMPASS CANADA LTEE

Pay transparency report

Employer details

Employer:	COMPASS GROUP CANADA LTD. GROUPE COMPASS CANADA LTEE
Address:	400 - 1 PROLOGIS BOULEVARD, MISSISSAUGA, ON
Reporting Year:	2025
Time Period:	October 1, 2024 - September 30, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	1000 or more

About Compass Group Canada's Workforce

We are Canada's leading foodservice and support services provider with over 20,000 associates working in more than 2,200 locations throughout the country. Our teams specialize in providing food and support services, including facilities management and vending services. We work across core sectors including leading sports and leisure venues, executive dining rooms and cafes, schools, universities, seniors' residences, and hospitals as well as remote camps and offshore oil rigs.

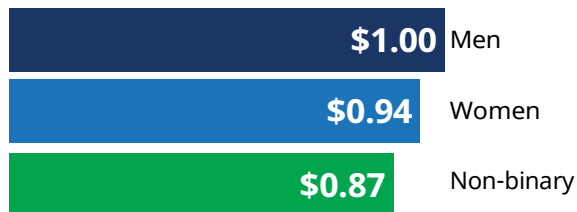
About This report

Pay transparency reports are an important tool for identifying potential gender pay gaps. Compass Group Canada is committed to conducting further analysis to gain deeper insights into the findings and to identify specific areas that may require attention or action.



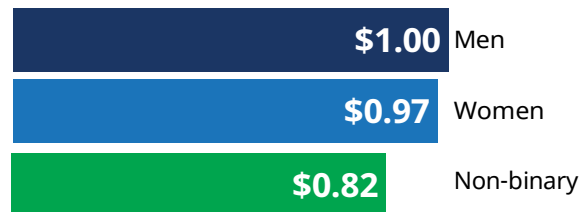
Hourly pay

Mean hourly pay gap¹



At Compass Group Canada, women's mean (average) hourly wages are 6% lower than men's and non-binary people's mean (average) hourly wages are 13% lower than men's. For every dollar a man earns on average (mean), women earn 94 cents and non-binary people earn 87 cents.

Median hourly pay gap²



At Compass Group Canada, women's median hourly wages are 3% lower than men's and non-binary people's median hourly wages are 18% lower than men's. For every dollar a man earns in median hourly wages, women earn 97 cents and non-binary people earn 82 cents.

Compass Group Canada has a defined salary structure that ensures men and women at the same job level are paid within the same salary range. However, overall pay gaps may still exist due to factors beyond the company's control, such as the career paths chosen by designated groups despite equal opportunities being available. This may include the underrepresentation of women in higher-paying operational roles, which contributes to an overall average hourly pay difference.

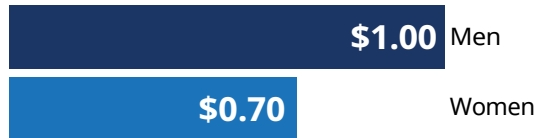
Explanatory notes

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



At Compass Group Canada, women's average overtime pay is 30% lower than men's. For every dollar men earn in average overtime pay, women earn 70 cents in average overtime pay.

Median overtime pay⁴



At Compass Group Canada, women's median overtime pay is 34% lower than men's. For every dollar men earn in median overtime pay, women earn 66 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-25
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At Compass Group Canada the average number of overtime hours worked by women was 25 hours less than by men.

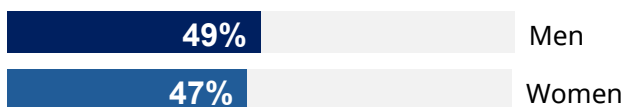
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-3
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At Compass Group Canada the median number of overtime hours worked by women was 3 hours less than by men.

Percentage of employees in each gender category receiving overtime pay



At Compass Group Canada, positions such as Technicians, Cooks, and Maintenance Workers typically involve more overtime work and are predominantly held by men. As a result, men, on average, work more overtime hours than women and receive a larger share of total 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



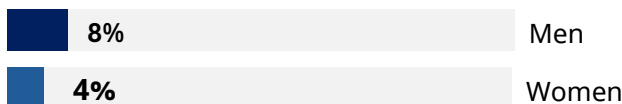
At Compass Group Canada, women's average bonus pay is 17% lower than men's. For every dollar men earn in average bonus pay, women earn 83 cents in average bonus pay.

Median bonus pay ⁸



At Compass Group Canada, women's median bonus pay is 228% higher than men's. For every dollar men earn in median bonus pay, women earn 3.38 cents in median bonus pay.

Percentage of employees in each gender receiving bonus pay



At Compass Group Canada, 5% of employees in British Columbia receive performance-based bonuses tied to designated salaried positions. In addition to these performance incentives, all employees are eligible for other forms of recognition such as referral bonuses ensuring broader access to incentive programs across all roles, regardless of demographic group. Encouragingly, this year's data shows meaningful progress in closing gender gaps, with more women stepping into key leadership and specialized positions.

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

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile

Men (40%)

Women (60%)

Lowest hourly pay quartile (lowest paid)

Men (35%)

Women (65%)

At Compass Group Canada, women occupy 50% of the highest paid jobs and 65% 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 may have been excluded due to insufficient numbers to meet disclosure requirements.