

# Kruger Kamloops Pulp L.P.

## Pay transparency Report

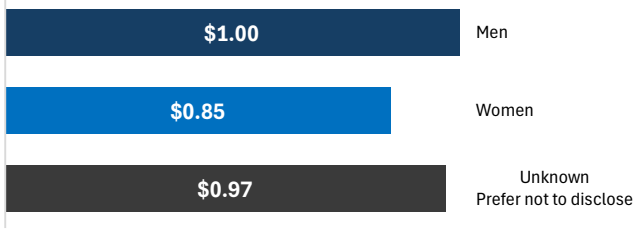
At Kruger, we are committed to fostering a workplace culture rooted in fairness, equity, and transparency. In alignment with British Columbia’s Pay Transparency Act, this report reflects our ongoing efforts to promote pay equity and ensure that all employees are treated with respect and dignity, regardless of gender identity.

### Employer details

Employer:	Kruger Kamloops Pulp L.P.
Address:	2500 Mission Flats Rd, Kamloops, BC, V2C 1A9
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	31-33 : Manufacturing
Number of Employees:	300 - 999 employees

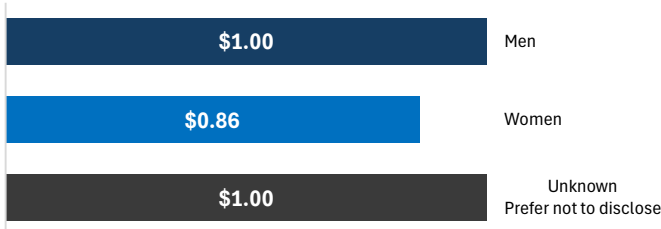
### Hourly Pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 15% less than men's. For every dollar men earn in average hourly wages, women earn \$0.85 in average hourly wages.\*

#### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn \$0.86 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 gap does not include bonuses and overtime.

Overtime pay

Mean overtime pay<sup>3</sup>



In this organization women's average overtime pay is 50% less than men's. For every dollar men earn in average overtime pay, women earn \$0.50 in average overtime pay.\*

Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 67% less than men's. For every dollar men earn in median overtime pay, women earn \$0.33 in median overtime pay.\*

Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (men)

Women	-106
Unknown / Prefer not to disclose	-27

In this organization the average number of overtime worked by women was 50 less than by men.\*

Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (men)

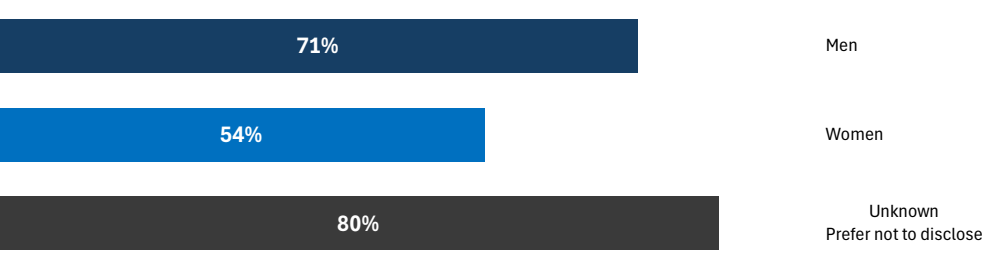
Women	-148
Unknown / Prefer not to disclose	-56

In this organization the average number of overtime worked by women was 50 less than by men.\*

Explanatory notes

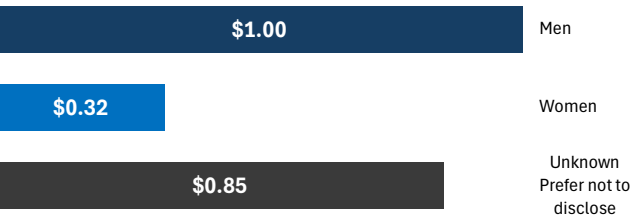
- 3. "Mean overtime pay " refers to overtime pay when averaged for each group.
- 4. "Median overtime pay" refers to the middle point of overtime pay for each group.
- 5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- 6. " Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Percentage of employees in each gender category receiving overtime pay



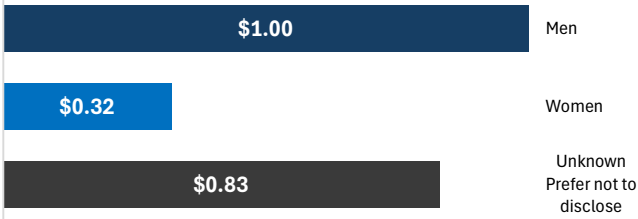
Bonus pay

Mean bonus pay gap<sup>7</sup>



In this organization women's average bonus pay is 68% less than men's. For every dollar men earn in average bonus pay, women earn \$0.32 in average bonus pay.\*

Median bonus pay gap<sup>8</sup>



In this organization women's median bonus pay is 68% less than men's. For every dollar men earn in median bonus pay, women earn \$0.32 in average bonus pay.\*

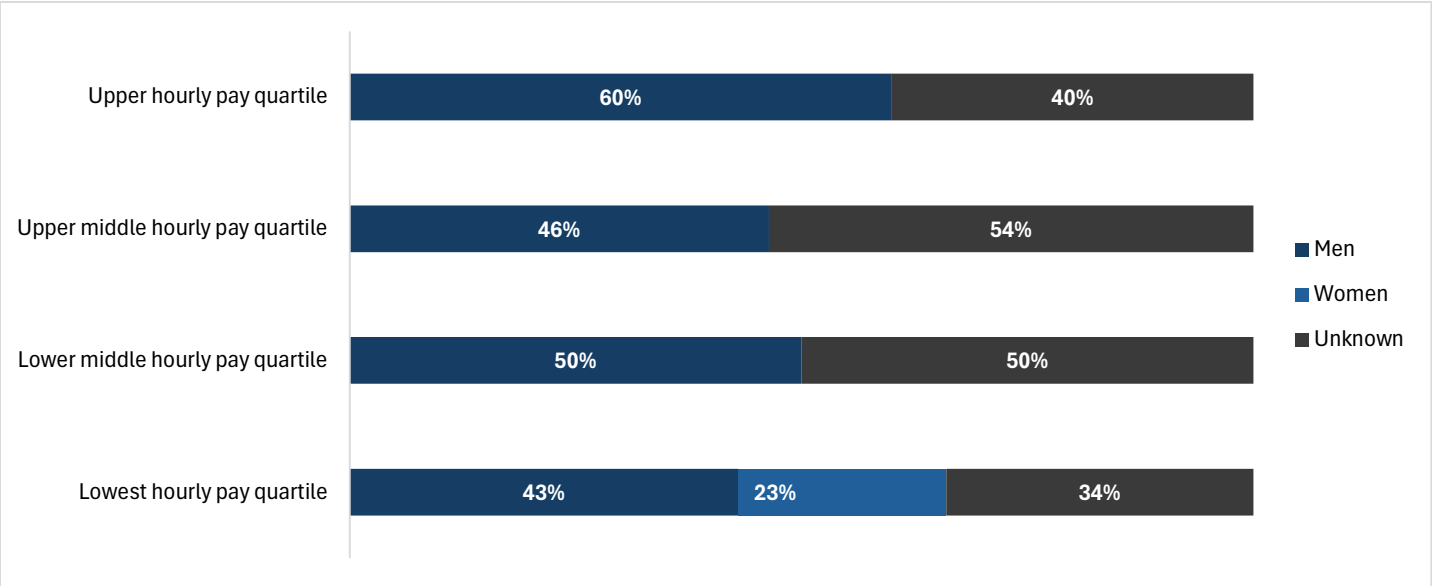
Percentage of employees in each gender category receiving bonus pay



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<sup>9, 10</sup>



In this organization, women occupy 23% of the lowest pay jobs.

**Explanatory notes**

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

10. Upper, Upper middle and Lower middle pay quartile were reduced to suppress gender categories consisting of less than 10 employees

*\* 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.*