JOHNSTON PACKERS (1995) LTD. Pay transparency report

Employer details

Employer:	JOHNSTON PACKERS (1995) LTD.
Address:	9259 MAIN STREET, CHILLIWACK, 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 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 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 65% less than men's. For every dollar men earn in average overtime pay, women earn 35 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 44% less than men's. For every dollar men earn in median overtime pay, women earn 56 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-36

In this organization the average number of overtime hours worked by women was 36 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-19

In this organization the median number of overtime hours worked by women was 19 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]

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

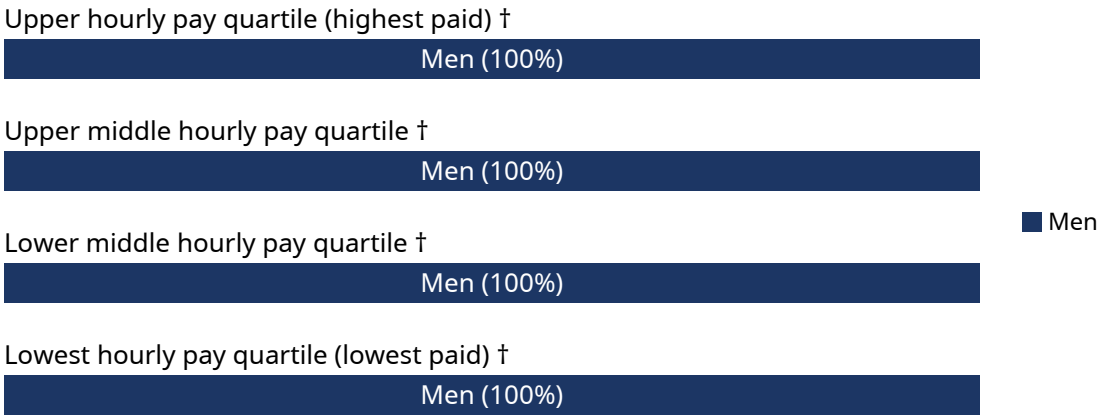
Median bonus pay [8]

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.

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.

Data constraints

The reported pay differences are primarily reflective of the distribution of employees across job classifications within the organization and are not based on gender. At Johnston Packers (1995) Ltd., wage rates are established according to the duties, responsibilities, skill requirements, qualifications, and experience associated with each position. Employees performing the same job classification are paid according to the applicable wage scale for that position.

As a meat processing operation, the Company employs a variety of positions ranging from general labour roles to skilled meat cutter and butchers to drivers. These roles carry different levels of responsibility, skill, training, and physical demands, which are reflected in their wage rates. Variations in pay outcomes may also be influenced by factors such as certifications, overtime worked, and the mix of employees occupying higher-paid skilled positions during the reporting period.

The Company remains committed to fair and equitable compensation practices and ensures that compensation decisions are based on legitimate business factors related to the work performed, rather than gender.

* 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.