

Pay Transparency Report

This report covers the British Columbia operations of Hussmann Canada Inc. (DBA Jones Food Store Equipment in British Columbia)

Hourly Wages:

Approximately 62% of employees in British Columbia are represented by the UA Local 516 HVAC/R union, and compensation for these employees, including wage rates and overtime, is governed by collective agreements based on job and trade qualifications. The refrigeration technician workforce is predominantly male, consistent with workforce demographics across the industry. As a result, all unionized employees included in this reporting period were male.

Overtime Pay:

The need for overtime is dictated by operational requirements and workforce availability, which vary across business units. Operational demands result in more overtime opportunities within our refrigeration technician group.

Gender Categories

For the 2025 reporting period, only the Man and Woman gender categories were represented in the employee data. The Non-binary and Unknown/Prefer not to say categories were not represented and are therefore not included in the calculations below.

Employer details

Employer	Hussmann Canada Inc, DBA Jones Food Store Equipment
Mailing address	2896 Norland Ave, Burnaby BC V5B 3A6
Reporting year	2026
Reporting period	January 1, 2025 - December 31, 2025
NAICS code	417990
Number of employees	50-299

Hourly pay

Mean hourly pay gap

\$1.00	\$0.57
Men	Women

Women's average hourly rate of pay is 43% less than men's. For every dollar men earn in average hourly pay, women earn approximately 57 cents.

Median hourly pay gap

\$1.00	\$0.44
Men	Women

Women's median hourly rate of pay is 56% less than men's. For every dollar men earn in median hourly pay, women earn approximately 44 cents.

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

Women: Not reported / suppressed. Only 1 woman in the supplied data received overtime pay and worked overtime hours during the reporting period. The required overtime comparison for women is therefore not disclosed because the applicable gender category contains fewer than 10 employees for this measure.

Median overtime pay

Women: Not reported / suppressed. Only 1 woman in the supplied data received overtime pay and worked overtime hours during the reporting period. The required overtime comparison for women is therefore not disclosed because the applicable gender category contains fewer than 10 employees for this measure.

Mean overtime paid hours

Women: Not reported / suppressed. Only 1 woman in the supplied data received overtime pay and worked overtime hours during the reporting period. The required overtime comparison for women is therefore not disclosed because the applicable gender category contains fewer than 10 employees for this measure.

Median overtime paid hours

Women: Not reported / suppressed. Only 1 woman in the supplied data received overtime pay and worked overtime hours during the reporting period. The required overtime comparison for women is therefore not disclosed because the applicable gender category contains fewer than 10 employees for this measure.

Percentage of employees in each gender category receiving overtime pay

81%	n/a
Men	Women

The women category is suppressed for this overtime measure because fewer than 10 women received overtime pay in the reporting period.

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

Not reported / suppressed for women. Only 1 woman in the supplied data received bonus pay during the reporting period. The required bonus comparison for women is therefore not disclosed because the applicable gender category contains fewer than 10 employees for this measure.

Median bonuses pay

Not reported / suppressed for women. Only 1 woman in the supplied data received bonus pay during the reporting period. The required bonus comparison for women is therefore not disclosed because the applicable gender category contains fewer than 10 employees for this measure.

Percentage of employees in each gender category receiving bonus pay

7%	n/a
Men	Women

The women category is suppressed for this bonus measure because fewer than 10 women received bonus pay in the reporting period.

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

Pay quartile	Men	Women
Lowest hourly pay quartile	61%	39%
Lower middle hourly pay quartile	70%	30%
Upper middle hourly pay quartile	100%	n/a
Upper hourly pay quartile (highest paid)	100%	n/a

In the lowest-paid quartile, women represent 39% and men 61%. In the lower-middle quartile, women represent 30% and men 70%.

In the upper-middle and highest-paid quartiles, the women category has fewer than 10 employees in each segment, so the women percentage is not disclosed, and the denominator is reduced as required. With the reduced denominator, men are 100% of the reportable population in each of those two quartiles.

Explanatory notes

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