DR. PETER AIDS FOUNDATION
Pay transparency report

At the Dr. Peter Centre, we are committed to fostering an equitable, inclusive, and transparent workplace. Fair compensation practices support our purpose, values, and commitment to treating all employees with dignity and respect.

Compensation decisions are guided by objective factors such as job responsibilities, qualifications, experience, and applicable community wage schedules. We regularly review our compensation and people practices to support pay equity and identify opportunities for continuous improvement.

As a proud Living Wage Employer, we recognize fair compensation as an important part of our commitment to the humanity at the core of our work.

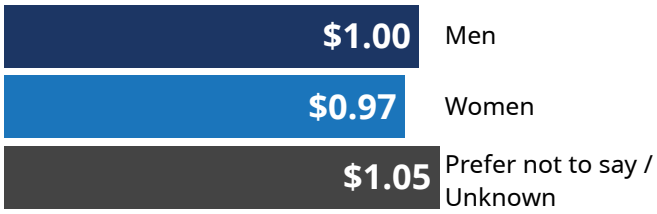
This Pay Transparency Report reflects our commitment to accountability and supports our ongoing efforts to create a workplace where all employees have equitable opportunities to succeed and thrive.

Employer details

Employer:	DR. PETER AIDS FOUNDATION
Address:	1110 COMOX STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	50-299

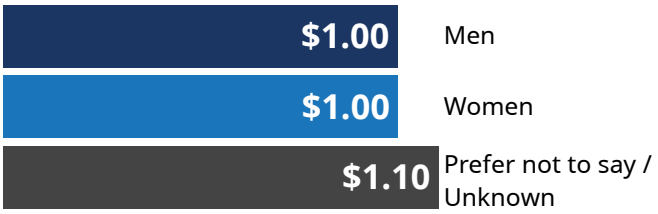
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 0% more than men's. For every dollar men earn in median hourly wages, women earn $1.00 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.

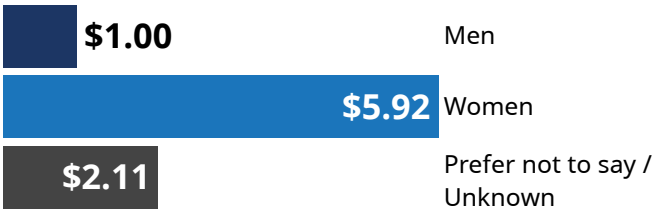
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 38% more than men's. For every dollar men earn in average overtime pay, women earn $1.38 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 492% more than men's. For every dollar men earn in median overtime pay, women earn $5.92 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	17
Prefer not to say / Unknown	-11

In this organization the average number of overtime hours worked by women was 17 more than by men. *

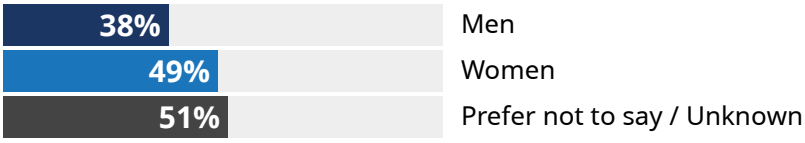
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	20
Prefer not to say / Unknown	5

In this organization the median number of overtime hours worked by women was 20 more 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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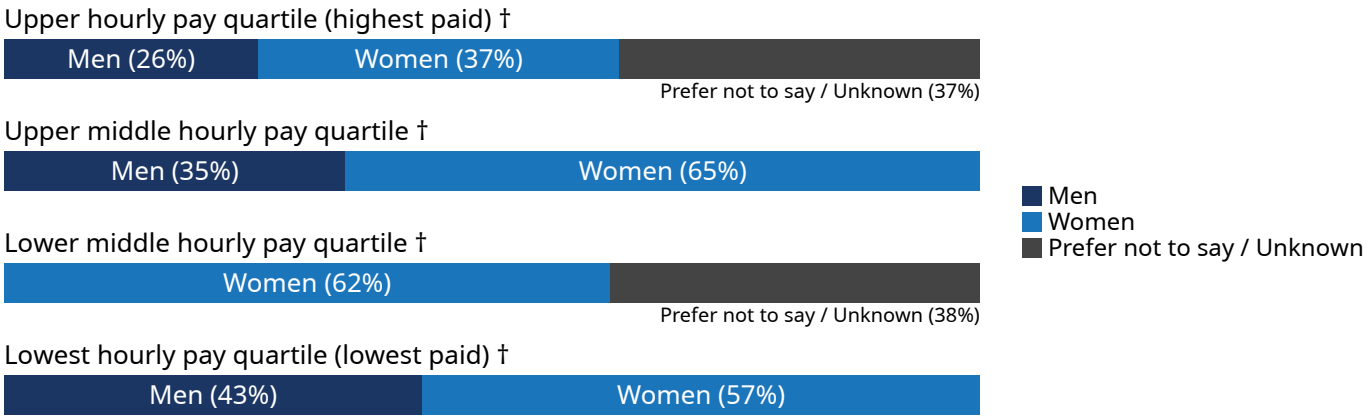
Median bonus pay [8]

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]



In this organization, women occupy 37% of the highest paid jobs and 57% of the lowest paid jobs.

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

Data constraints

No special and bonus pay offered to employees at the Dr. Peter Centre.

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.