CLEAResult Canada Inc.
BC Pay Transparency Report

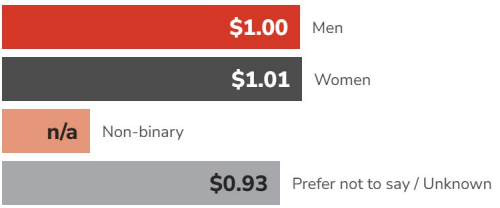
This report is prepared by the CLEAResult Canada Inc. in accordance with the provisions of B.C.'s Pay Transparency Act. CLEAResult remains committed to pay transparency and helping close the gender pay gap.

Employer details

Employer:	CLEAResult Canada Inc.
Address:	393 University Ave, 16th Floor, Toronto, Ontario M5G 1E6
Reporting year:	2026
Time period:	January 1, 2025 - December 31, 2025
NAICS code:	22 - Utilities
Number of BC employees:	50 to 299 employees

Hourly Pay

Mean hourly pay gap[1]



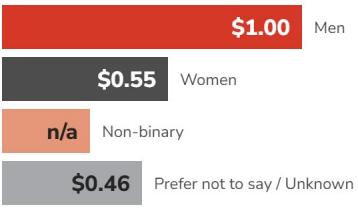
Median hourly pay gap[2]

EXPLANATORY NOTES

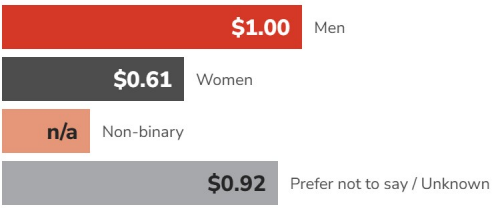
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime Pay

Mean overtime pay[3]



Median overtime pay[4]



Mean overtime paid hours[5]

Difference as compared to reference group (Men)

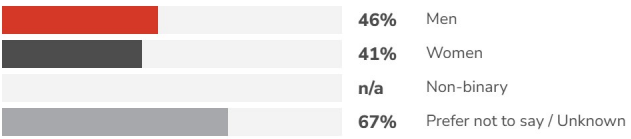
Women	-22
Non-binary	n/a
Prefer not to say / Unknown	-31

Median overtime paid hours[6]

Difference as compared to reference group (Men)

Women	-11
Non-binary	n/a
Prefer not to say / Unknown	-11

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 overtime hours when averaged for each group.
6. "Median overtime paid hours" refers to the middle point of overtime hours for each group.

Overtime statistics are based on employees who had overtime (overtime pay or hours above 0).

Bonus Pay

Mean bonus pay[7]

$1.00	Men
$1.66	Women
n/a	Non-binary
n/a	Prefer not to say / Unknown

Median bonus pay[8]

$1.00	Men
$0.78	Women
n/a	Non-binary
n/a	Prefer not to say / Unknown

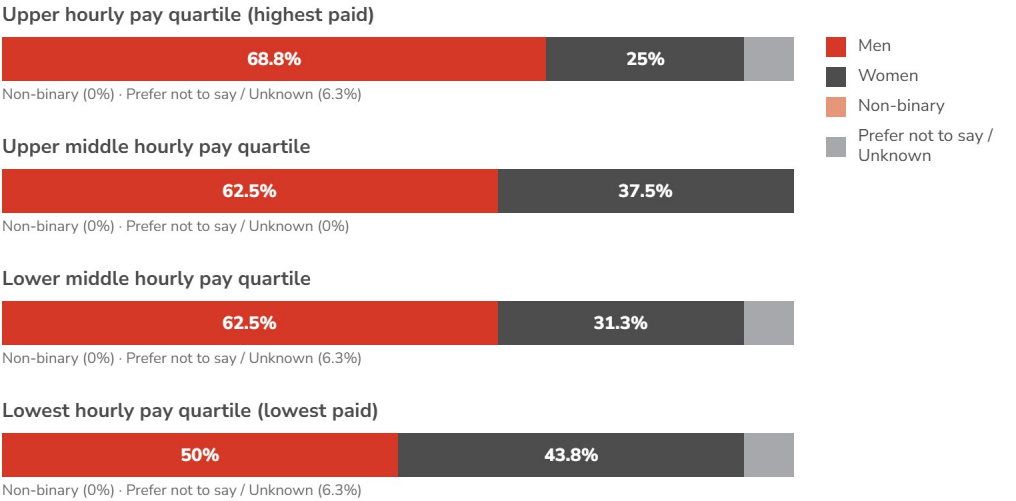
Percentage of employees in each gender category receiving bonus pay

8%	Men
32%	Women
n/a	Non-binary
0%	Prefer not to say / Unknown

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]



EXPLANATORY NOTES

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