

BIGSTEELBOX CORPORATION

Pay transparency report

BigSteelBox is a privately-owned company operating in Canada. We have approximately 170 employees, and are headquartered in Kelowna, British Columbia. BigSteelBox specializes in delivering versatile and secure shipping containers for a wide range of residential, commercial and industrial needs. In addition to local moving, long distance moving, and portable storage services, our product offering includes shipping container modifications, renting, and selling shipping containers. This is our first pay transparency report, and we see it as a baseline for understanding and improving pay equity in our workplace.

Our workforce includes field and trades roles that have historically been held mostly by men, and office and administrative roles held mostly by women. This distribution is a significant factor in the gaps shown below, and we recognize that it reflects patterns we have a role in changing.

We currently use defined salary ranges for all positions, post pay ranges in every job posting, and review compensation annually.

We welcome questions about this report at hr@bigsteelbox.com

Employer details

Employer:	BIGSTEELBOX CORPORATION
Address:	301, 2706 - 30 Avenue, Vernon, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	48-49 - Transportation and warehousing
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 13% less than men's. For every dollar men earn in average hourly wages, women earn 87 cents in average hourly wages. *

Median hourly pay gap²



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 pay³



In this organization women's average overtime pay is 1% more than men's. For every dollar men earn in average overtime pay, women earn \$1.01 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 10% less than men's. For every dollar men earn in median overtime pay, women earn 90 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-19
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In this organization the average number of overtime hours worked by women was 19 less than by men. *

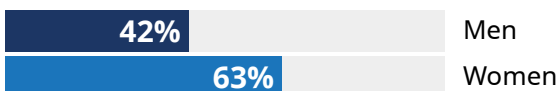
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-18
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In this organization the median number of overtime hours worked by women was 18 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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



Bonus pay

Mean bonus pay ⁷



In this organization women's average bonus pay is 30% less than men's. For every dollar men earn in average bonus pay, women earn 70 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 13% less than men's. For every dollar men earn in median bonus pay, women earn 87 cents in median 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 ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 25% of the highest paid jobs and 51% of the lowest paid jobs.

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

Explanatory notes

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.