

COMPASS GROUP CANADA LTD. GROUPE COMPASS CANADA LTÉE

Pay transparency report

Employer details

Employer:	COMPASS GROUP CANADA LTD. GROUPE COMPASS CANADA LTÉE
Address:	400- 1 PROLOGIS BOULEVARD, MISSISSAUGA, ON
Reporting Year:	2024
Time Period:	October 1, 2023- September 30, 2024
NAICS Code:	72- Accommodation and food services
Number of Employees:	1000 or more

About Compass Group Canada's Workforce

We are Canada's leading foodservice and support services provider with over 20,000 associates working in more than 2,200 locations throughout the country. Our teams specialize in providing food and support services, including facilities management and vending services. We work across core sectors including leading sports and leisure venues, executive dining rooms and cafes, schools, universities, seniors' residences, and hospitals as well as remote camps and offshore oil rigs.

About This report

Pay transparency reports are a crucial step in identifying potential gender pay gaps. Compass Group Canada is dedicated to conducting further analysis to gain deeper insights into the results and pinpoint areas that need attention.

Mean hourly pay gap¹



At Compass Group Canada, women's mean (average) hourly wages are 5% lower than men's and non-binary people's mean (average) hourly wages are 11% lower than men's. For every dollar a man earns on average (mean), women earn 95 cents and non-binary people earn 89 cents.

Median hourly pay gap²



At Compass Group Canada, women's median hourly wages are 3% lower than men's and non-binary people's median hourly wages are 13% lower than men's. For every dollar a man earns in median hourly wages, women earn 97 cents and non-binary people earn 87 cents.

At Compass Group Canada men and women within the same job grade receive the same pay. Factors related to socio-economic conditions are not entirely within the employer's control, such as career paths chosen by designated groups. This may include the underrepresentation of women in higher-paying operational roles, which contributes to an overall average hourly pay difference.

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay d
dR caut hourly

Mean overtime pay³

Men

Women

Median overtime pay⁴

\$1.00

\$0.58

Women

53%

50%

Upper hourly pay quartile (highest paid) †

Upper middle hourly pay quartile †

Lower middle hourly pay quartile †

■ **Men**
■ **Women**