Canadian Red Cross Society
Pay transparency report

In accordance with the British Columbia Pay Transparency Act, the Canadian Red Cross (CRC) reports on differences in hourly pay, overtime pay, bonus pay, and workforce representation by gender.

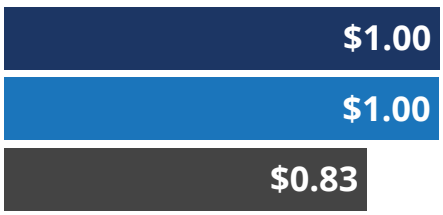
The CRC is committed to pay equity and transparency. Over the past several years, the organization has taken steps to enhance compensation programs, improve transparency, and provide employees with greater understanding of how pay decisions are made. As we continue to review and evolve our people programs and practices, the CRC remains committed to fostering an equitable workplace and ensuring employees have access to fair and consistent compensation opportunities.

Employer details

Employer:	Canadian Red Cross Society
Address:	400 Cooper Street, Suite 8000, Ottawa, ON
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300-999

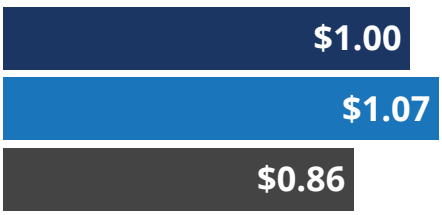
Hourly pay

Mean hourly pay gap[1]



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

Median hourly pay gap[2]



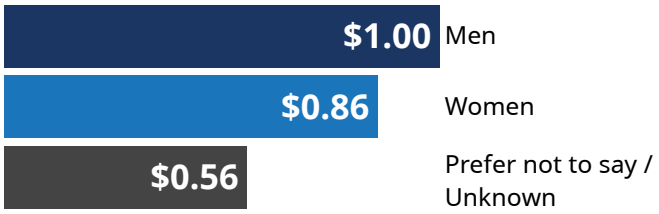
In this organization women's median hourly wages are 7% more than men's. For every dollar men earn in median hourly wages, women earn $1.07 in median hourly wages. *

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 14% less than men's. For every dollar men earn in average overtime pay, women earn 86 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 67% more than men's. For every dollar men earn in median overtime pay, women earn $1.67 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-9
Prefer not to say / Unknown	-20

In this organization the average number of overtime hours worked by women was 9 less than by men. *

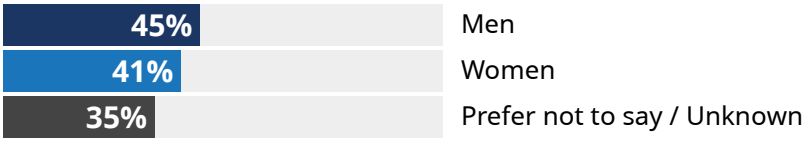
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	11
Prefer not to say / Unknown	2

In this organization the median number of overtime hours worked by women was 11 more than by men. *

Percentage of employees in each gender category receiving overtime pay

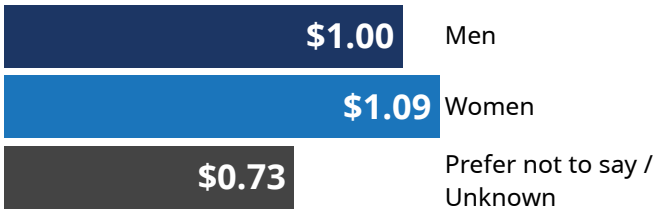


Explanatory notes

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]



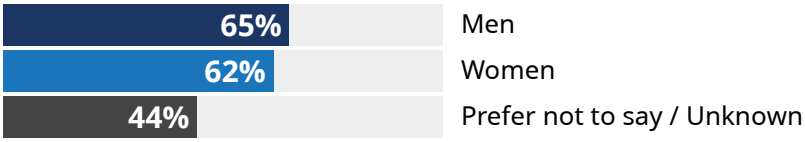
In this organization women's average bonus pay is 9% more than men's. For every dollar men earn in average bonus pay, women earn $1.09 in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus pay. *

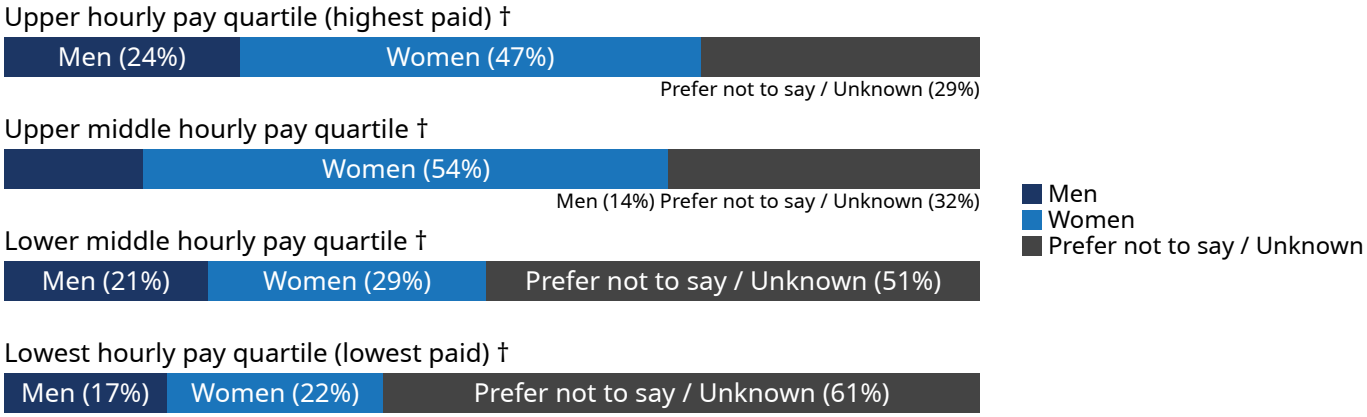
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 47% of the highest paid jobs and 22% of the lowest paid jobs.

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

Data constraints

This report reflects the data reported for CRC's paid workforce located in the province of British Columbia during the period of January 1 to December 31, 2025. CRC's workforce in British Columbia includes permanent, temporary and casual employees. Casual employees play an important role in supporting CRC operations and may have worked a limited number of hours during the reporting period. Additionally, gender identity information is collected on a voluntary basis and not all employees choose to self-identify.

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.