



Menno Place

Pay Transparency Report 2024

Menno Place is committed to pay transparency and helping close the gender pay gap.

Employer:	Menno Place
Address:	32945 Marshall Road, Abbotsford, BC
Reporting Year:	2025
Time Period:	January 1 - December 31, 2024
NAICS Code:	62 Health Care & Social Assistance
Number of Employees:	300 - 999

Introduction

In accordance with the British Columbia Pay Transparency Act, Menno Place is committed to promoting fairness, equity, and transparency in compensation practices, which is in accordance with our Equity, Diversity, Inclusion, and Belonging Policy. This report summarizes the results of our 2024 Pay Transparency survey and outlines our analysis of gender and diversity representation, pay gaps, and organizational actions to support equity across Menno Place as an enterprise.

Methodology

Menno Place collected workforce data from all employees across its four entities, Menno Home, Menno Hospital, Menno Apartments, and Corporate Office. Pay data were derived from payroll and People & Culture (HR) information systems for the 2024 calendar year. Demographic information was self-reported through voluntary participation in the Pay Transparency survey. Analysis followed the guidelines of the BC Pay Transparency Regulation, using median hourly pay rates and average hourly rates for comparative analysis between gender groups.

Observations

- Menno Place demonstrates a high representation of women across all occupational levels, consistent with workforce composition in the healthcare and seniors' care sector.
- Leadership roles continue to show a predominance of women, reflecting the organization's history, and health care trends.
- No systemic gender-based pay disparities were identified when accounting for job classification and collective agreement scales.

Organizational Actions & Commitments

Menno Place remains committed to embedding pay equity and transparency within its People & Culture Strategy.

The following actions are underway or planned:

- Continued monitoring of compensation data through annual equity reviews.
- Inclusion of equity indicators in workforce analytics dashboards.
- Strengthening of hiring and promotion practices to ensure equitable opportunity.
- Ongoing education for leaders on unconscious bias and equitable pay practices.
- Maintaining transparency by publishing annual updates under the BC Pay Transparency Act.

Conclusion

Menno Place values fairness, respect, and transparency. Our commitment to the principles of the Pay Transparency Act ensures that compensation decisions are equitable, data-informed, and aligned with our values of Stewardship, Excellence, Respect, Innovation, Value the Sanctity of Life, Compassion, and Encouragement (SERVICE). We will continue to analyze our pay and workforce composition annually and share our progress as part of our ongoing dedication to equity and inclusion.



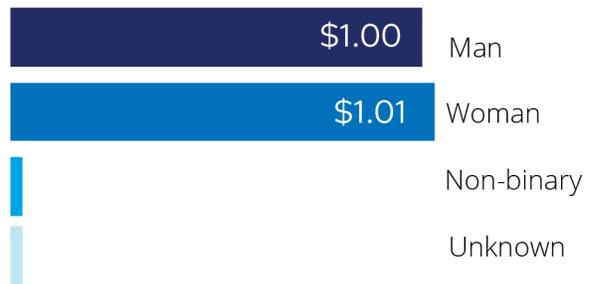
Average pay

Mean hourly pay gap



Women's mean average hourly wages are 5% more than men's. No employees self-reported as non-binary or unknown/ prefer not to answer. Because those categories have fewer than 10 employees, the related gap metrics are omitted.

Median hourly pay gap



Women's median average hourly wages are 1% more than men's. No employees self-reported as non-binary or unknown/ prefer not to answer. Because those categories have fewer than 10 employees, the related gap metrics are omitted.



Overtime pay

Mean overtime pay



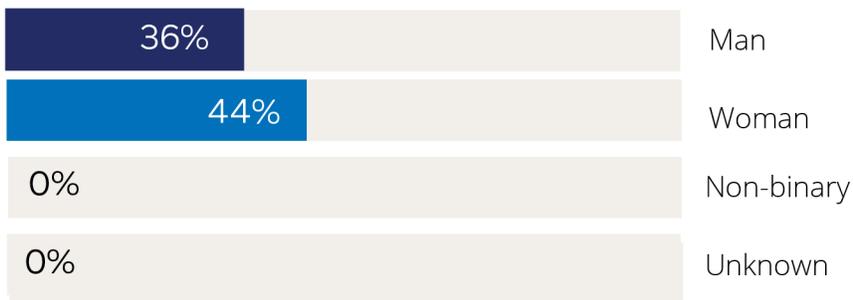
Women's mean overtime page is 2% less than men's. No employees self-reported as non-binary or unknown/ prefer not to answer. Because those categories have fewer than 10 employees, the related gap metrics are omitted.

Median overtime pay



Women's median overtime page is 1% less than men's. No employees self-reported as non-binary or unknown/ prefer not to answer. Because those categories have fewer than 10 employees, the related gap metrics are omitted.

Percentage of employees in each gender category receiving overtime pay



Bonus pay

No bonus pay was paid to any group during the reporting period.



Percentage of each gender in each pay quartile

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile



Women occupy 88% of the highest paid jobs and 87% of the lowest paid jobs. No employees self-reported as non-binary or unknown/ prefer not to answer. Because those categories have fewer than 10 employees, the related gap metrics are omitted.

Explanatory Notes

"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.

"Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group.

"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.

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



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