

Everclean Facility Services

B.C. Pay Transparency Report 2025

Clean spaces. Fair workplaces.

Prepared in accordance with the British Columbia Pay Transparency Act.

Employer Details

Employer:	Everclean Facility Services
Address:	#800-4445 Lougheed Hwy Burnaby, BC V5C 0E4
Reporting Year:	2025
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	561 – Administrative and Support Services (Janitorial Services – 561722)
Number of Employees (BC):	531

About Everclean Facility Services

Everclean Facility Services delivers commercial cleaning, janitorial, and facility-care services to clients across British Columbia, including offices, retail sites, healthcare and education facilities, and industrial properties. Our frontline cleaners, supervisors, account managers, and support teams keep the spaces British Columbians live, learn, and work in safe, healthy, and welcoming every day.

The people who do this work are the heart of Everclean Facility Services. Many of our team members work overnight or split shifts, build careers across multiple sites, and represent the rich diversity of the communities we serve. Fair pay and clear, consistent pay practices are foundational to how we recruit, retain, and respect the people who wear our uniform.

Building a fair, respectful, and inclusive workplace

Everclean Facility Services is committed to gender equity and to pay practices that are transparent, consistent, and free of bias. This report has been prepared in accordance with the B.C. Pay Transparency Act and reflects pay data for our British Columbia workforce during the reporting period above.

Across our British Columbia operations, our mean hourly pay gender gap for the reporting period was 10.0% — that is, on average, women earned 90.0 cents for every dollar earned by men. The median gap was 6.4%. Like much of the building-services and janitorial sector in British Columbia, our workforce composition is shaped by who has historically been hired into frontline cleaning roles and into supervisory, technical, and leadership roles. Everclean Facility Services acknowledges these patterns and is committed to continuing to expand pathways for women and gender-diverse employees into higher-paying roles across the company.

This report focuses on what the B.C. Pay Transparency Act asks employers to disclose: unadjusted pay gaps across gender groups. Unadjusted gaps do not control for factors such as role, shift premium eligibility, tenure, or hours worked, and so they reflect workforce composition as much as they reflect pay practices themselves.

How Everclean Facility Services thinks about equal pay

Our approach to pay is built on three principles:

- Equal pay for equal work — employees in the same role and shift type are paid within the same pay band, regardless of gender.
- Transparent pay bands — every role has a posted or documented pay range, with progression tied to tenure, skill, and shift assignment rather than personal characteristics.
- Compliance with collective agreements and the B.C. Employment Standards Act — for unionized sites, wages and progression are determined by the applicable collective agreement; for non-unionized sites, our pay structure mirrors the same role-based logic.

This means that pay differences within a role are explained by factors such as length of service, certifications (for example, floor-care or healthcare-cleaning certifications), shift differentials, and supervisory responsibilities — not by gender.

Why an unadjusted pay gap can still exist

Even where pay is fair within each role, an organization can show an unadjusted pay gap because of how different genders are distributed across roles. In the cleaning and facility-services industry, frontline cleaning roles, supervisory roles, technical specialty roles (such as floor-care technicians or window technicians), and leadership roles have historically been filled in different proportions by women and men. Where men are over-represented in higher-paying technical or supervisory roles and women are over-represented in frontline cleaning roles, an unadjusted gap appears in the overall numbers.

Everclean Facility Services is working to change this distribution over time through inclusive recruiting, internal promotion, and skills training — described later in this report.

Hourly Pay

At Everclean Facility Services, women and men in the same role are paid within the same pay band. Differences in individual hourly pay within a role reflect tenure, certifications, shift differential eligibility, and supervisory responsibilities.

Mean hourly pay gap¹

\$1.00	Men
\$0.90	Women

At Everclean Facility Services, women's mean (average) hourly wages are 10.0% less than men's. For every dollar a man earns on average, women earn 90.0 cents in average hourly pay.

Median hourly pay gap²

\$1.00	Men
\$0.94	Women

At Everclean Facility Services, women's median hourly wages are 6.4% less than men's. For every dollar a man earns at the median, women earn 93.6 cents.

Explanatory Notes

1. "Mean hourly pay gap" refers to the difference in pay between gender groups, calculated as the average hourly pay for each group. Hourly pay excludes overtime and bonuses.
2. "Median hourly pay gap" refers to the difference in pay between gender groups, calculated as the mid-point of hourly pay for each group. Hourly pay excludes overtime and bonuses.

Overtime Pay

Overtime eligibility at Everclean Facility Services follows the B.C. Employment Standards Act and any applicable collective agreement. Overtime is most commonly worked when sites require additional coverage — for example, post-event cleans, emergency response, project work, or seasonal demand.

Patterns of overtime work are influenced by which sites and roles generate the most overtime hours. Project, technical, and supervisory roles — for example, floor-care and post-construction crews — tend to work more overtime hours on average than fixed-schedule frontline roles. Where any gender group is over-represented in those higher-overtime roles, that group will tend to earn more overtime pay overall. At Everclean Facility Services this is most visible in the mean (average) overtime figures, which are heavily influenced by a small number of employees in project and technical roles who worked very high overtime hours during the period.

Mean overtime pay³

\$1.00	Men
\$0.10	Women

For every dollar men earn in average overtime pay, women earn 10.3 cents. This large gap is driven by a small number of male employees in higher-overtime project and technical roles, rather than by differences in overtime rates.

Median overtime pay⁴

\$1.00	Men
\$0.88	Women

For every dollar men earn in median overtime pay, women earn 87.6 cents. The much smaller median gap, compared to the mean gap above, confirms that the average is influenced by a small group of high-overtime employees rather than by a broad-based difference.

Mean overtime hours⁵ — difference compared to men (reference group)

-59.9	Women — hours difference vs. men
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The average number of overtime hours worked by women was 59.9 hours less than men. Again, this is driven by a small number of male employees in project roles who worked very high overtime hours during the period.

Median overtime hours⁶ — difference compared to men (reference group)

0.0	Women — hours difference vs. men
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The median number of overtime hours worked by women was the same as men. The typical overtime experience at Everclean Facility Services is similar for women and men; the difference is concentrated at the high end.

Percentage of employees in each gender category receiving overtime pay

25.6%	Men
15.8%	Women

Explanatory Notes

3. "Mean overtime pay" refers to the average overtime pay received by each group during the reporting period (calculated among employees who received overtime pay).

4. "Median overtime pay" refers to the mid-point of overtime pay received by each group during the reporting period (calculated among employees who received overtime pay).

5. "Mean overtime hours" refers to the average number of overtime hours worked by each group during the reporting period.

6. "Median overtime hours" refers to the mid-point of the number of overtime hours worked by each group during the reporting period.

Bonus Pay

Everclean Facility Services does not operate a broad-based performance bonus program for frontline employees. During the reporting period, the following bonus-type payments were in scope under the B.C. Pay Transparency Act:

- Employee referral bonuses — paid to employees who refer a successful candidate who completes the qualifying employment period.
- Recognition and retention incentives — occasional, role-specific payments used to recognize long service, completion of certifications, or retention at hard-to-staff sites.
- Spot recognition payments — small, discretionary recognition payments where applicable.

Bonus pay results

During the reporting period, only three employees received a bonus-type payment, all in the men category. Because the number of recipients in any single gender group falls below the minimum reporting threshold under the B.C. Pay Transparency Act, mean and median bonus pay gap figures are not separately reported. Aggregate participation is shown below for context.

Percentage of employees in each gender category receiving bonus pay

1.0%	Men
0.0%	Women

Everclean Facility Services is reviewing how recognition and retention payments are administered so that all eligible employees have equal awareness of, and equal access to, these programs going forward.

Explanatory Notes

7. Mean and median bonus pay are not separately reported where the number of employees in a gender category receiving a bonus falls below the minimum reporting threshold under the B.C. Pay Transparency Act.

Gender Representation Across Pay Quartiles⁸

Pay quartiles divide our British Columbia workforce into four equal groups based on hourly pay — from the lowest-paid quartile (Quartile 1) to the highest-paid quartile (Quartile 4). The mix of genders in each quartile shows how representation changes as pay levels rise.

Across the cleaning and facility-services industry, frontline cleaning roles are most often filled by women, while supervisory, technical, and management roles have historically been filled by men in higher proportions. At Everclean Facility Services, women are roughly evenly represented across the three lower quartiles (45.3%, 45.3%, and 44.1% of those quartiles respectively), but representation drops in the highest-paid quartile, where women hold 23.6% of jobs and men hold 76.4%. Our equity work focuses on changing this distribution over time through hiring, training, and promotion into higher-paying technical and supervisory roles.

Upper hourly pay quartile (highest paid)



Upper-middle hourly pay quartile



Lower-middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



Women occupy 23.6% of jobs in the highest-paid quartile and 45.3% of jobs in the lowest-paid quartile. Closing this representation gap — by supporting women's movement into supervisory, technical, and account-management roles — is the single most important lever for closing our unadjusted pay gap over time.

Explanatory Notes

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

** In accordance with the B.C. Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, gender categories with fewer employees than the minimum reporting threshold have been excluded from specific sections of this report. During the reporting period, no Everclean Facility Services employees identified as non-binary or selected "prefer not to say," so these categories do not appear in the figures above.*

What Everclean Facility Services is doing to support pay equity

Everclean Facility Services is committed to closing pay gaps over time by changing how people enter, grow, and lead within our company. Our data this year shows that our pay gap is concentrated at the top of our pay structure, where women are under-represented in higher-paying technical, supervisory, and management roles. Our work therefore focuses on the practical levers that change who enters those roles, and how quickly they progress.

Transparent pay bands

Every role has a defined pay band aligned to B.C. minimum wage requirements, market data, and any applicable collective agreement. Starting pay, progression, and shift differentials are documented and applied consistently.

Inclusive hiring

We recruit through community partners, settlement agencies, and channels that reach women, newcomers, and gender-diverse job seekers. Job postings are written in plain language and list wage ranges in line with the B.C. Pay Transparency Act.

Pathways into higher-paying roles

We actively promote from within into supervisory, account-management, and technical specialty roles (floor care, post-construction, healthcare cleaning), with a focus on visible pathways for women into the highest-paid quartile of our workforce.

Skills training and certification

Everclean Facility Services supports certifications and on-site training that unlock higher pay bands, including specialized cleaning, infection-prevention, and supervisory training. Training time is paid and scheduled to accommodate frontline shift patterns.

Respectful workplace standards

Our Code of Conduct, harassment and discrimination policies, and anonymous reporting channels apply to every site, every shift. We expect the same respectful standards from clients whose facilities our teams clean.

Listening to employees

We gather feedback through site huddles, supervisor check-ins, and periodic engagement surveys, and we use that feedback to improve scheduling, supervision, and equity practices over time.

Language and accessibility

We provide key onboarding, safety, and pay information in multiple languages where possible and use plain-language pay statements so every

Reviewing recognition pay

We are reviewing how recognition and retention payments are administered so that all eligible employees have equal awareness of, and equal access to, these programs going forward.

employee can understand exactly how they are paid.

A note on data, gender categories, and privacy

This report uses the gender categories prescribed by the B.C. Pay Transparency Act: man, woman, non-binary, and prefer not to say / unknown. During the reporting period, no Everclean Facility Services employees in British Columbia identified as non-binary, and no employees selected "prefer not to say." As a result, the figures in this report present results for men and women only.

To protect employee privacy, where the number of employees in any gender category in a particular section of this report falls below the minimum threshold set by the Pay Transparency Act, that category has been excluded from that section. This has applied to bonus pay this year, where the small number of bonus recipients in a single category fell below the threshold.

Gender data is collected on a voluntary, self-identified basis. Employees may update or withdraw their gender data at any time through Everclean Facility Services' HR processes.

Methodology

Pay-gap calculations in this report cover 510 of 531 employees in our British Columbia workforce during the reporting period. The 21 employees not included in the calculations had zero recorded hours and zero recorded pay (typically employees who separated from the company before the period began, or who were on the payroll but did not work during the period); these employees are not eligible for an hourly-rate calculation and so are excluded from gap math, while remaining in our overall headcount.

Hourly rates are calculated by dividing each employee's regular pay during the period by the regular hours worked. For salaried employees without recorded hours, an annual full-time equivalent of 2,080 hours is used. Overtime pay is calculated as 1.5 times the hourly rate, multiplied by overtime hours worked.

The pay gap figures in this report are unadjusted. They compare the average and median hourly pay, overtime pay, and bonus pay of each gender group, regardless of role, tenure, shift, certifications, or supervisory responsibilities. Unadjusted gaps reflect both pay practices and workforce composition — that is, how different genders are distributed across roles and pay bands. Our internal pay reviews look at pay within roles to confirm that employees doing equal work are paid within the same pay band.



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