

Everclean

FACILITY SERVICES

B.C. Pay Transparency Report 2026

Clean spaces. Fair workplaces.

Prepared in accordance with the British Columbia Pay Transparency Act.

Employer Details

Employer:	Everclean Facility Services Ltd.
Address:	#800-4445 Lougheed Hwy, Burnaby, BC V5C 0E4
Reporting Year:	2026
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	56 – Administrative and support, waste management and remediation services
Number of Employees (BC):	300 – 999

About Everclean Facility Services

Everclean Facility Services Ltd. delivers commercial cleaning, janitorial, and specialized facility-care services to clients across British Columbia, including offices, retail and hospitality sites, healthcare and education facilities, and industrial and food-production environments. Our work includes routine janitorial, specialized floor care, post-construction cleaning, and demanding industrial sanitation programs — the kind of overnight work that needs to be completed precisely and on time before our clients' next shift or production run begins.

The people who do this work are the heart of Everclean Facility Services. Many of our team members work overnight, weekend, and holiday shifts in physically demanding environments. Their professionalism, judgment, and consistency are what our clients depend on. 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 -4% — that is, on average, women earned \$1.04 for every dollar earned by men. The median gap was 4%, meaning the typical man earns slightly more than the typical woman. Like much of the building-services and industrial sanitation sector in British Columbia, our workforce composition is shaped by who has historically been hired into different categories of cleaning and sanitation work, and into

supervisory and leadership roles. We acknowledge these patterns and are committed to continuing to expand pathways for women across the full range of roles at Everclean.

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, years of experience, or hours worked, and so they reflect workforce composition as much as they reflect pay practices themselves.

How Everclean 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 documented pay range, with progression tied to experience, certifications, and assignment level rather than personal characteristics.
- Compliance with the B.C. Employment Standards Act and any applicable collective agreement — including site-specific premium rates and overtime provisions.

This means that pay differences within a role are explained by factors such as years of experience, additional certifications (for example, industrial sanitation, floor-care, or healthcare-cleaning qualifications), 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 janitorial roles, industrial sanitation roles, technical specialty roles, and supervisory and leadership roles have historically been filled in different proportions by women and men. Where one gender is over-represented in a particular type of work — including in higher-paying industrial sanitation, technical, or supervisory 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 experience, certifications, site assignment, shift differential eligibility, and supervisory responsibilities.

Mean hourly pay gap¹

\$1.00	Men
\$1.04	Women

At Everclean Facility Services, women's mean (average) hourly wages are 4% more than men's. For every dollar a man earns on average, women earn \$1.04 in average hourly pay.

Median hourly pay gap²

\$1.00	Men
\$0.96	Women

At Everclean Facility Services, women's median hourly wages are 4% less than men's. For every dollar a man earns at the median, women earn 96 cents. Read together, these two figures tell us that pay rates across most of the workforce are close to equal between women and men. The mean and median move in opposite directions because of how genders are distributed across different categories of work at Everclean, rather than because of a broad-based pay-rate difference between similar workers.

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 on industrial sanitation sites, where every piece of equipment must be removed, sanitized, and verified before the client's next production run begins. Weekend, statutory holiday, and extended-shift hours on these sites are billed back to the client; team leads must also be on site to perform sanitation audits at the end of each shift, in addition to their hands-on work. Other sources of overtime include emergency response, project work, and seasonal demand across the rest of our portfolio.

Mean overtime pay³

\$1.00	Men
\$0.10	Women

For every dollar men earn in average overtime pay, women earn 10 cents — a 90% mean overtime gap. This is a large figure that requires explanation. The full context is set out in the Data Constraints section on the next page; in short, this gap is driven by a small number of long-tenured employees on industrial sanitation contracts who worked very high overtime hours during the reporting period, and by the historical composition of that part of our workforce, rather than by a broad-based difference in overtime pay rates.

Median overtime pay⁴

\$1.00	Men
\$1.01	Women

For every dollar men earn in median overtime pay, women earn \$1.01. The median (the typical experience) shows that women and men who work overtime at Everclean earn essentially the same in overtime pay. The very different mean and median results confirm that the mean is being shaped by a small number of high-overtime employees in specific roles, not by a broad-based difference between women and men.

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

-62	Women — hours difference vs. men
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On average, women worked 62 fewer overtime hours than men during the reporting period. This difference is concentrated in industrial sanitation roles — see the Data Constraints section that follows.

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

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 is essentially equal across genders; the mean is shaped by a small group of high-overtime employees.

Percentage of employees in each gender category receiving overtime pay

26%	Men
15%	Women

26% of men at Everclean received overtime pay during the reporting period, compared to 15% of women. Most of this difference reflects the composition of our industrial sanitation workforce, which has historically had more men than women.

Explanatory Notes

- 3. "Mean overtime pay" refers to overtime pay when averaged for each group during the reporting period.
- 4. "Median overtime pay" refers to the mid-point of overtime pay for each group during the reporting period.
- 5. "Mean overtime paid hours" refers to the average number of hours of overtime worked by each group during the reporting period.
- 6. "Median overtime paid hours" refers to the mid-point of the number of overtime hours worked by each group during the reporting period.

Data Constraints — Understanding the Overtime Pay Gap

The 90% mean overtime pay gap shown in this report is a real reflection of how overtime work was distributed across Everclean's workforce during the reporting period. It is not, however, the result of women and men being paid different rates for the same work. The figure is shaped by three operational realities that we want to share openly with readers of this report.

1. The nature of industrial sanitation work

A meaningful share of Everclean's overtime hours during the reporting period was worked on industrial sanitation contracts — typically in food-production and similar regulated environments. At the end of each sanitation process, every piece of equipment must be physically removed, sanitized, verified, and reassembled before the client's next production run can begin. The work is performed in wet, cold environments with chemical exposure, requires extensive training, and has very strict timing: any sanitation deficiency that is not corrected before production resumes can cost the client thousands of dollars, which can be passed back to us. This puts strong pressure on the team to deliver a high level of service every shift, which is why we need to maintain strong capacity through experienced workers and team leads.

2. Workforce composition on these sites

Many of our industrial sanitation workers were inherited from a previous service provider when we took over the contracts. Historically, applications for sanitation worker roles have come predominantly from male candidates, due in part to the physical demands of the work and the wet, cold, chemical-exposure conditions, and despite our open job postings reaching all candidates. As a result, this part of our workforce — which is also the part that generates the largest share of overtime hours — has historically been male-dominated. When the mean overtime pay is calculated across our entire BC workforce, that composition appears as a gender gap, even though the rates of pay are not different by gender.

3. Why this overtime cannot simply be redistributed

Team leads on industrial sanitation sites are required to be on site through every shift to perform end-of-shift sanitation audits in addition to their hands-on work — their overtime is structural to the role and is billed back to the client. Recruiting additional sanitation workers to reduce overtime hours has been a persistent challenge: a recent job posting for sanitation workers generated only two applicants. Until application volumes for these roles improve, our existing team members continue to carry significant overtime to ensure that contracted service levels are met. We are actively working on the recruiting side of this challenge, including outreach designed to attract a broader and more diverse pool of applicants to sanitation roles.

Read alongside the median overtime figures — where women earn \$1.01 for every dollar men earn — these factors explain why the mean overtime gap is much larger than the typical employee's experience would suggest. Closing the mean overtime gap over time depends as much on the recruiting and workforce-composition work described later in this report as it does on pay-rate decisions.

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 or retention at hard-to-staff sites.
- Commission and incentive pay — paid to a small number of employees in business-development and account-management roles.

Bonus pay results

During the reporting period, the number of bonus recipients in one or more gender categories fell below the minimum reporting threshold under the B.C. Pay Transparency Act. As a result, mean and median bonus pay figures and the percentage of employees receiving bonus pay have been suppressed in the official report to protect employee privacy.

Everclean Facility Services is committed to administering recognition, referral, and incentive pay programs fairly and consistently. As our workforce composition continues to evolve, we expect bonus pay metrics to become reportable in future years.

Explanatory Notes

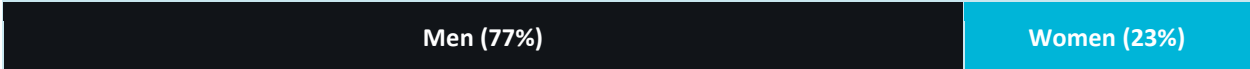
7. Mean and median bonus pay, and the percentage of employees receiving bonus pay, are not separately reported where the number of employees in a gender category receiving a bonus falls below the minimum reporting threshold under the B.C. Pay Transparency Act.

Gender Representation Across Pay Quartiles⁸

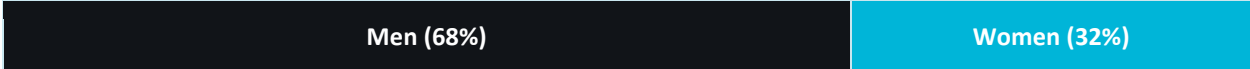
Pay quartiles divide our British Columbia workforce into four equal groups based on hourly pay — from the lowest-paid quartile (Quartile 1) to the highest-paid quartile (Quartile 4). The mix of genders in each quartile shows how representation changes as pay levels rise.

At Everclean Facility Services, women hold 56% of jobs in the lowest-paid quartile, 51% of the lower-middle quartile, 32% of the upper-middle quartile, and 23% of the highest-paid quartile. Women are the majority in the two lower-paid quartiles and a minority in the two higher-paid quartiles, where supervisory roles, technical specialty roles (such as industrial sanitation, floor care, and post-construction), and management roles are concentrated. Changing this distribution — by supporting women's movement into supervisory, technical, and specialty roles — is the single most important lever for closing our unadjusted pay gap over time.

Upper hourly pay quartile (highest paid)



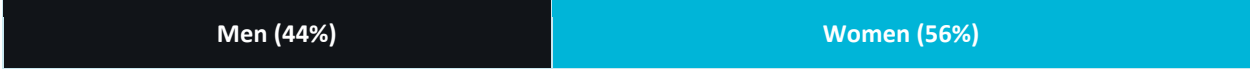
Upper-middle hourly pay quartile



Lower-middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



In this organization, women occupy 23% of the highest-paid jobs and 56% of the lowest-paid jobs. Supporting more women into supervisory, technical specialty, and management roles — where the upper-middle and highest-paid quartiles are concentrated — is the most direct path to a more equitable distribution of pay at Everclean Facility Services.

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 in British Columbia identified as non-binary or selected "prefer not to say," so these categories do not appear in the figures above.*

What Everclean is doing to support pay equity

Everclean Facility Services is committed to closing our pay gap over time by changing how people enter, grow, and lead within our company. Our data this year shows two patterns to work on: women are under-represented in our highest-paid roles (supervisory, technical specialty, and management), and our industrial sanitation workforce — the source of most overtime — has historically been male-dominated. Our work focuses on the practical levers that affect both.

Transparent pay bands

Every Everclean 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.

Broadening sanitation recruitment

We are actively working to broaden the candidate pool for industrial sanitation roles — including outreach designed to attract a more diverse range of applicants to this physically demanding but well-paid work.

Pathways into higher-paying roles

We actively promote from within into supervisory, account-management, and technical specialty roles (such as industrial sanitation, floor care, and post-construction), with a focus on visible pathways for women into these higher-paid roles.

Skills training and certification

Everclean supports certifications and on-site training that unlock higher pay bands, including industrial sanitation, infection-prevention, and supervisory training, as well as frontline leadership training and coaching. 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 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 applies to bonus pay this year, where the number of bonus recipients in one or more gender categories 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's HR processes.

Reporting scope

This report covers Everclean Facility Services Ltd.'s British Columbia workforce only. Employees who report to work in other provinces are reported under those provinces' applicable pay transparency rules and are not included in the figures above. Within British Columbia, the figures include frontline janitorial staff, industrial sanitation workers, technical specialty staff (such as floor-care and post-construction crews), site supervisors, account managers, and operations and administrative staff.

Methodology

Hourly rates are calculated by dividing each employee's regular pay during the reporting 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. Bonus pay includes referral, recognition, retention, and commission payments.

During preparation of this report, a data quality review identified a small number of hourly employees whose recorded regular pay implied hourly rates well above the rest of the workforce. Cross-checking against their overtime pay records (which are calculated on the true base hourly rate) showed that lump-sum payments had been coded as regular pay in the source data, inflating the implied hourly rate. Regular pay for these records was adjusted to reflect each employee's actual base rate before the figures above were prepared. No other data adjustments were made.

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, experience, 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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