

LIFELABS BC LP

Pay transparency report

Employer Details

Employer:	LIFELABS BC LP
Address:	3680 GILMORE WAY, BURNABY, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000+

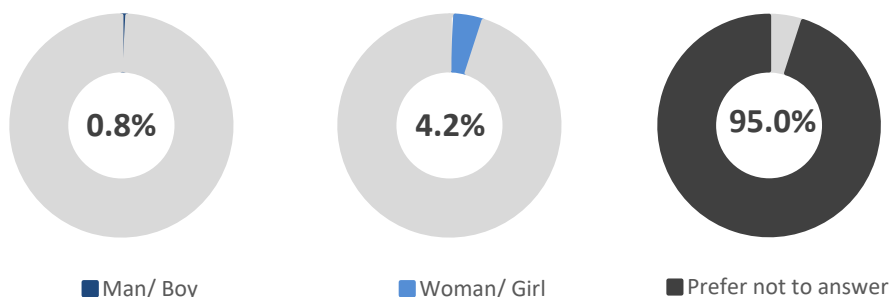
Introduction

As Canada's leading provider of laboratory diagnostic services, LifeLabs is committed to providing fair compensation practices that are internally equitable, externally competitive and provide meaningful recognition for employee performance. In establishing fair compensation practices, LifeLabs employs a systematic approach to establish the appropriate pay band for each job within the organization. Jobs are evaluated using a gender-neutral evaluation tool that assesses the required skill, effort, responsibility and working conditions. Individual salaries within each pay band are determined by factors such as the required skills to perform the role, relevant prior experience, education level, market conditions and internal equity.

Gender Distribution

In line with the British Columbia Pay Transparency Act and in support of LifeLabs' ongoing commitment to transparent and equitable compensation practices, gender data was collected through a confidential self-reporting tool. Approximately 5% of our British Columbia employees provided gender information, resulting in a significant portion of employees whose gender could not be determined. Note that although gender data is collected as part of the new hire process and contained within LifeLabs HRIS, the information was not collected for the purposes of pay transparency reporting and could not be used for this purpose.

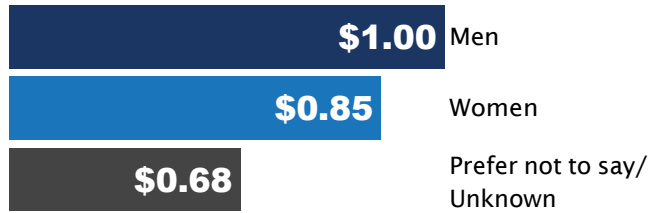
Of employees in British Columbia, 0.8% voluntarily identified as "Man/Boy", 4.2% as "Woman/Girl", while the remaining 95% either chose "Prefer not to answer" or did not participate in the data collection. As this gender distribution serves as the basis for analysis within this report, the low response rate may not provide a fulsome view of our workforce.





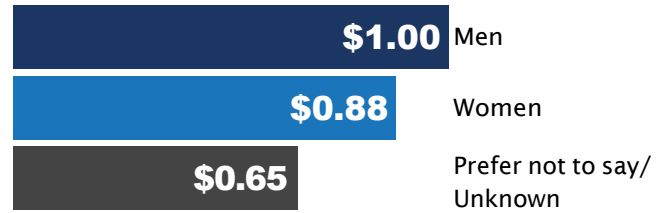
Hourly pay ¹

Mean hourly pay gap²



At LifeLabs, women's average hourly wages for the 5% disclosing gender in BC are 15% less than men's. For every dollar men earn in average hourly wages, women earn 85 cents. ⁴

Median hourly pay gap³



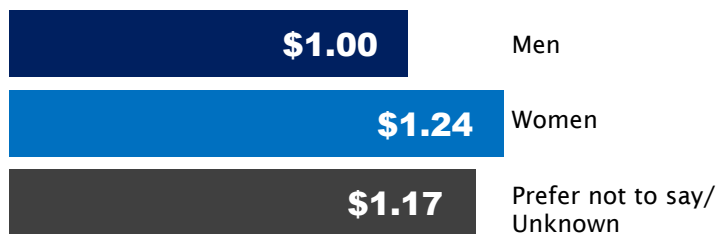
At LifeLabs, women's median hourly wages for the 5% disclosing gender in BC are 12% less than men's. For every dollar men earn in median hourly wages, women earn 88 cents. ⁴

Explanatory Notes

1. Hourly pay includes salaries, wages, premiums (e.g. shift premiums, on-call) earned for regular work hours, and excludes overtime and bonus payments.
2. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay.
3. "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.
4. In accordance with the BC Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, the Non-binary category has been excluded from this report due to insufficient numbers to meet disclosure requirements.

At LifeLabs, compensation structure varies depending on the nature of the role. Frontline Operations employees such as those working in our labs, mobile operations and patient service centres are paid according to a step grid, with prescribed step increases after a defined period of time. Management, Professional and Administrative (MPA) employees are paid according to established pay ranges, with annual increases based on performance. Due to differences in their pay structures, a review of the hourly pay gap based on compensation structure may provide a more accurate representation of results.

Mean hourly pay gap – Frontline Operations



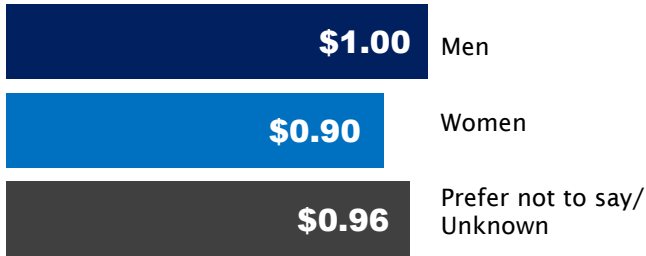
When adjusted for compensation structure, women's average hourly wages in Frontline Operations for the 5% disclosing gender in BC are 24% higher than men's. For every dollar men earn in average hourly wages in Frontline Operations, women earn \$1.24.

Median hourly pay gap – Frontline Operations



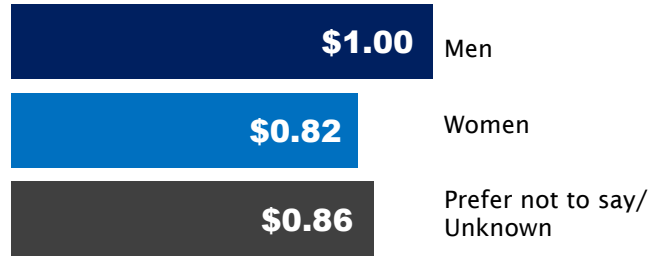
When adjusted for compensation structure, women's median hourly wages in Frontline Operations for the 5% disclosing gender in BC are 19% higher than men's. For every dollar men earn in median hourly wages in Frontline Operations, women earn \$1.19.

Mean hourly pay gap - MPA



When adjusted for compensation structure, women's average hourly wages in MPA for the 5% disclosing gender in BC are 10% less than men's. For every dollar men earn in average hourly wages in MPA, women earn 90 cents.

Median hourly pay gap - MPA



When adjusted for compensation structure, women's median hourly wages in MPA for the 5% disclosing gender in BC are 18% less than men's. For every dollar men earn in median hourly wages in MPA, women earn 82 cents.



Overtime Pay

Mean overtime pay ⁵

This measure is unavailable due to insufficient data to meet disclosure requirements.

Median overtime pay ⁶

This measure is unavailable due to insufficient data to meet disclosure requirements.

Mean overtime paid hours ⁷

This measure is unavailable due to insufficient data to meet disclosure requirements.

Median overtime paid hours ⁸

This measure is unavailable due to insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure is unavailable due to insufficient data to meet disclosure requirements.

Explanatory notes

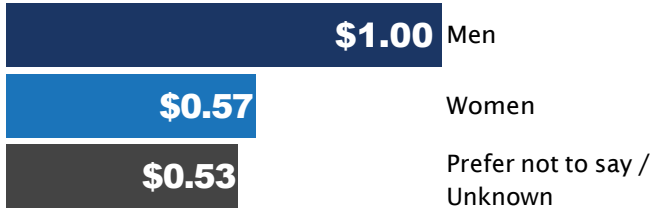
5. "Mean overtime pay" refers to overtime pay when averaged for each group.
6. "Median overtime pay" refers to the middle point of overtime pay for each group.
7. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
8. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Due to insufficient gender information, we were unable to provide analysis on Overtime Pay. At LifeLabs, overtime pay is provided in accordance with provincial legislation and respective collective bargaining agreements.

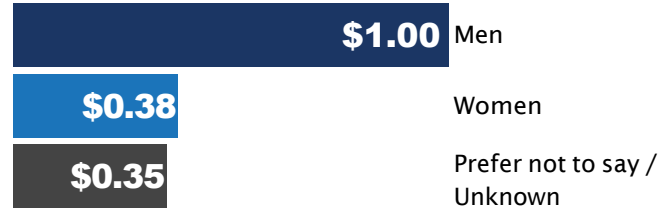


Bonus Pay ⁹

Mean bonus pay ¹⁰



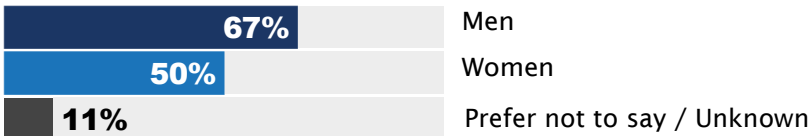
Median bonus pay ¹¹



At LifeLabs, women's average bonus pay for the 5% disclosing gender in BC is 43% less than men's. For every dollar men earn in average bonus pay, women earn 57 cents in average bonus pay.

At LifeLabs, women's median bonus pay for the 5% disclosing gender in BC is 62% less than men's. For every dollar men earn in median bonus pay, women earn 38 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



Explanatory Notes

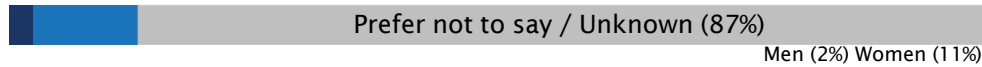
9. Calculations only include employees that received bonus pay during the reporting period. Employees who did not receive any bonus pay are excluded from the calculations.
10. "Mean bonus pay" refers to bonus pay when averaged for each group.
11. "Median bonus pay" refers to the middle point of bonus pay for each group.

Similar to base pay, the types and magnitude of bonuses varies greatly based on job type. Due to differences in bonus structure, a review of bonus pay based on compensation structure may provide a more accurate reflection. Unfortunately, with this approach, there was insufficient gender data to report for Frontline Operations.

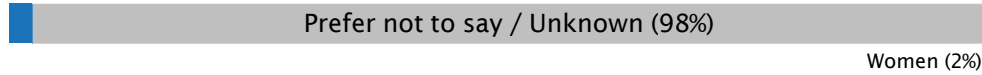


Percentage of each gender in each pay quartile ¹²

Upper hourly pay quartile (highest paid) ¹³



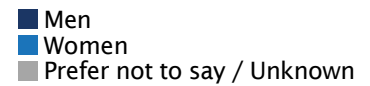
Upper middle hourly pay quartile ¹³



Lower middle hourly pay quartile ¹³



Lowest hourly pay quartile (lowest paid) ¹³



In our British Columbia operations, women occupy 11% of the highest paid jobs.

Explanatory Notes

12. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.
13. This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.