

LIFELABS BC LP

Pay transparency report (BC)

Employer Details

Employer:	LifeLabs BC LP
Address:	3680 Gilmore Way, Burnaby, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000+

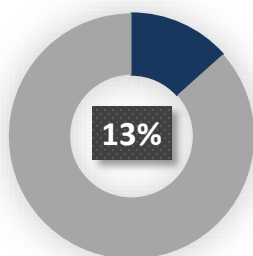
Introduction

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.

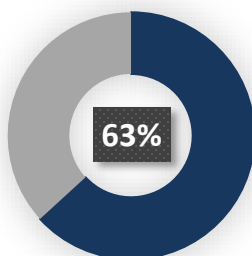
Gender Distribution

In line with the British Columbia Pay Transparency Act the Federal Contractor's program and in support of LifeLabs' ongoing commitment to transparent and equitable compensation practices, gender data was collected through a confidential Employment Equity Survey. Gender identity information was collected on a voluntary basis, with a 77% participation rate from our British Columbia employees.

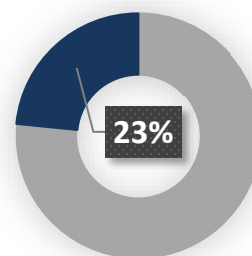
Of employees in British Columbia, 13% voluntarily identified as "Man", 63% as "Woman", while the remaining 23% either chose "Prefer not to say" or did not participate in the data collection.



■ Man



■ Woman



■ Prefer not to say / Unknown



Hourly pay ¹

Mean hourly pay gap ²

\$1.00	Men
\$0.86	Women
\$0.83	Prefer not to say/ Unknown

At LifeLabs, women's average hourly wages for the in BC are 14% less than men. For every dollar men earn in average hourly wages, women earn 86 cents.

Median hourly pay gap ³

\$1.00	Men
\$1.00	Women
\$0.99	Prefer not to say/ Unknown

At LifeLabs, women's median hourly wages in BC are equal to men. For every dollar men earn in median hourly wages, women are on par earning 1 dollar.

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.

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

\$1.00	Men
\$1.02	Women
\$0.98	Prefer not to say/ Unknown

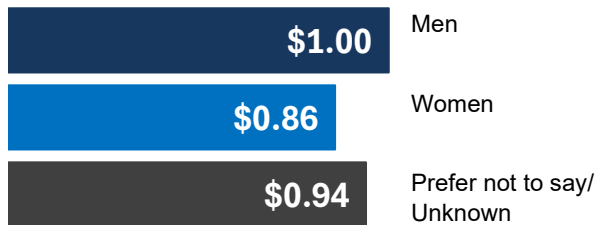
When adjusted for compensation structure, women's average hourly wages in Frontline Operations are 2.0% higher than men. For every dollar men earn in average hourly wages in Frontline Operations, women earn \$1.02.

Median hourly pay gap – Frontline Operations

\$1.00	Men
\$1.08	Women
\$1.04	Prefer not to say/ Unknown

When adjusted for compensation structure, women's median hourly wages in Frontline Operations are 8% higher than men's. For every dollar men earn in median hourly wages in Frontline Operations, women earn \$1.08.

Mean hourly pay gap - MPA



When adjusted for compensation structure, women's average hourly wages in MPA in BC are 14% less than men. For every dollar men earn in average hourly wages in MPA, women earn 86 cents.

Median hourly pay gap – MPA

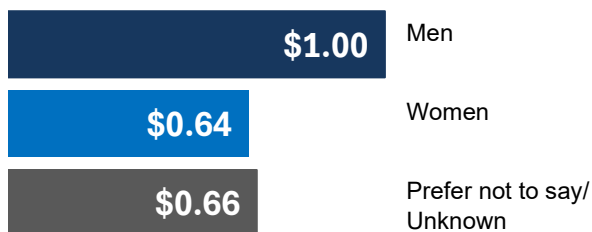


When adjusted for compensation structure, women's median hourly wages in MPA in BC are 13% less than men's. For every dollar men earn in median hourly wages in MPA, women earn 87 cents.



Overtime Pay

Mean overtime pay – Frontline Operations⁴



When adjusted for compensation structure, women's mean overtime pay in Frontline Operations in BC is 36% less than men. For every dollar men earn in mean overtime wages in Frontline Operations, women earn 64 cents.

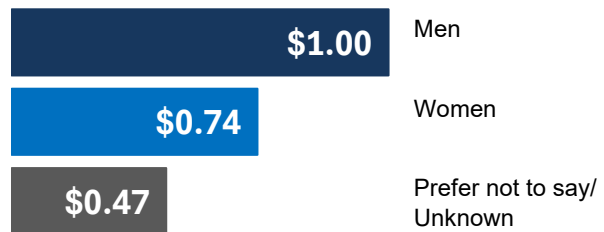
Mean overtime hours – Frontline Operations⁶

Difference as compared to Men

Woman	-33
Prefer not to say / Unknown	-29

At LifeLabs, the average number of overtime hours worked by women in Frontline Operations in BC was 32 less than by men. The analysis includes only those employees who received overtime.

Median overtime pay – Frontline Operations⁵



When adjusted for compensation structure, women's median overtime pay in Frontline Operations in BC is 26% less than men. For every dollar men earn in median overtime wages in Frontline Operations, women earn 74 cents.

Median overtime hours – Frontline Operations⁷

Difference as compared to Men

Woman	-11
Prefer not to say / Unknown	-19

At LifeLabs, the median number of overtime hours worked by women in Frontline Operations in BC was 9 less than by men. The analysis includes only those employees who received overtime.

Mean overtime pay – MPA



When adjusted for compensation structure, women's mean overtime pay in MPA in BC is 69% less than men. For every dollar men earn in mean overtime wages in MPA, women earn 31 cents.

Mean overtime paid hours – MPA

Difference as compared to Men

Woman	-33
Prefer not to say / Unknown	-29

At LifeLabs, the average number of overtime hours worked by women in MPA in BC was 33 less than by men. The analysis includes only those employees who received overtime. There was insufficient gender data to report for those in the Prefer not to say / Unknown category.

Median overtime pay – MPA



When adjusted for compensation structure, women's median overtime pay in MPA in BC is 69% less than men. For every dollar men earn in median overtime wages in MPA, women earn 31 cents.

Median overtime paid hours – MPA⁷

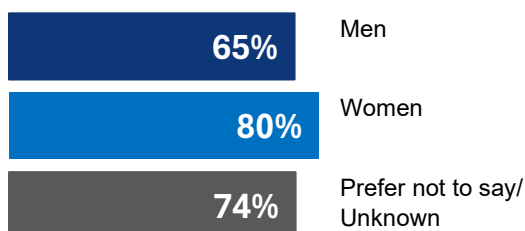
Difference as compared to Men

Woman	-11
Prefer not to say / Unknown	-19

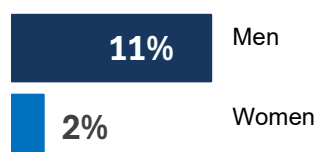
At LifeLabs, the median number of overtime hours worked by women in MPA in BC was 11 less than by men. The analysis includes only those employees who received overtime. There was insufficient gender data to report for those in the Prefer not to say / Unknown category.

Percentage of employees in each gender group receiving overtime pay

Frontline Operations



MPA⁸



Explanatory notes

4. "Mean overtime pay" refers to overtime pay when averaged for each group.
5. "Median overtime pay" refers to the middle point of overtime pay for each group.
6. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
7. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
8. In accordance with the BC Pay Transparency Act and reporting requirements designed to protect respondent anonymity and privacy, gender categories have been excluded from this report where sample sizes are too small to meet disclosure thresholds.

At LifeLabs, overtime pay is provided in accordance with provincial legislation and respective collective bargaining agreement. Availability of overtime varies by job level and is more prevalent in frontline operations.



Bonus Pay ⁸

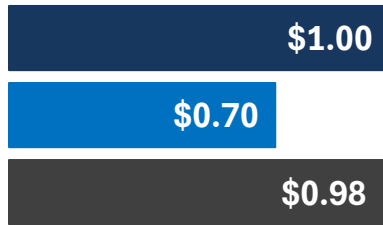
Mean Bonus Pay – Frontline Operations

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

Median Bonus Pay – Frontline Operations

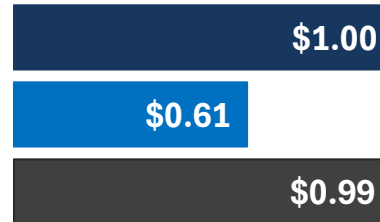
This measure is unavailable due to insufficient data to meet disclosure requirements.

Mean Bonus Pay – MPA ⁹



At LifeLabs, women's average bonus pay in BC is 30% less than men's. For every dollar men earn in average bonus pay, women earn 70 cents in average bonus pay.

Median Bonus Pay – MPA ¹⁰



At LifeLabs, women's median bonus pay in BC is 39% less than men's. For every dollar men earn in median bonus pay, women earn 61 cents in median bonus pay.

Percentage of employees in each gender group receiving bonus pay:



Unknown / Prefer Not to Say 0.00%

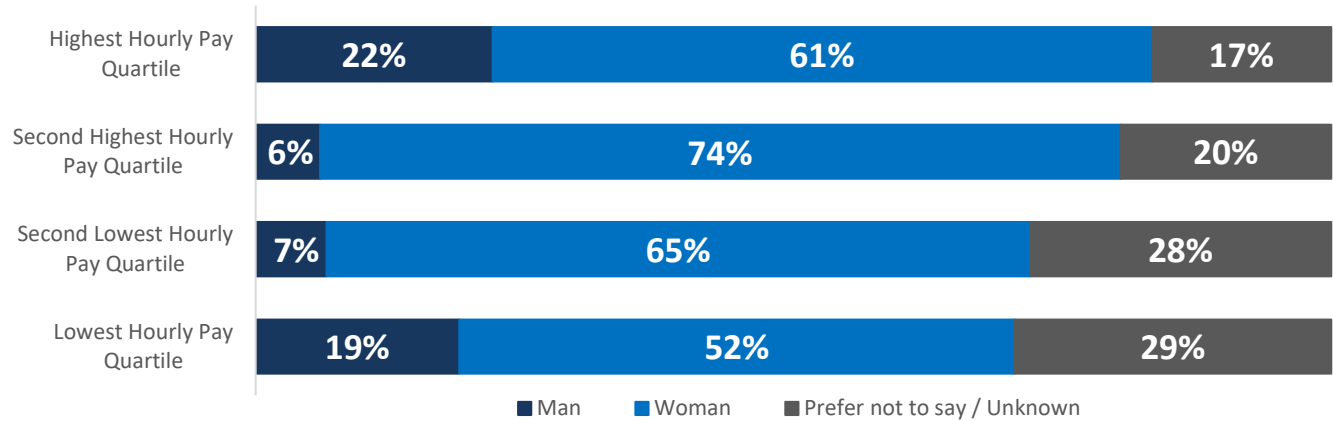
Explanatory Notes

8. 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.
9. "Mean bonus pay" refers to bonus pay when averaged for each group.
10. "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 quartile¹¹



Explanatory Notes

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