

FORTISBC

Pay transparency report

Employer details

Employer:	FORTISBC
Address:	Corporate office: Suite 1000, 1111 West Georgia Street, Vancouver, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	22 - Utilities
Number of Employees:	1,000 or more

Together, our more than 2,700 employees proudly deliver safe, reliable and affordable natural gas, electricity and propane—as well as Renewable Natural Gas¹—to almost 1.3 million customers across the province. We take steps to promote a [culture of belonging](#) where employees connect and grow, and we aim to ensure our workforce reflects the diversity of the communities we serve. Our workforce is diverse across multiple dimensions: the majority of our employees are unionized and we have a stronger gender representation than the utilities industry makeup in Canada².

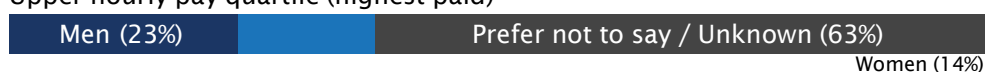
Similar to others in the industry, women at FortisBC are underrepresented in higher-paying technician and field operations jobs, which make up a large portion of our workforce. This has resulted in an overall average pay difference between men and women.

The information in the report includes data from all of the FortisBC group of companies, including: FortisBC Inc., FortisBC Energy Inc., FortisBC Holdings Inc., and FortisBC Alternative Energy Services.



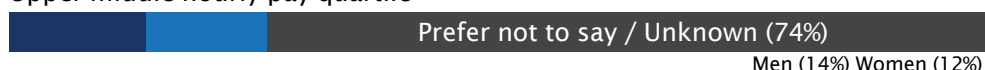
Percentage of each gender in each pay quartile

Upper hourly pay quartile (highest paid)



Women (14%)

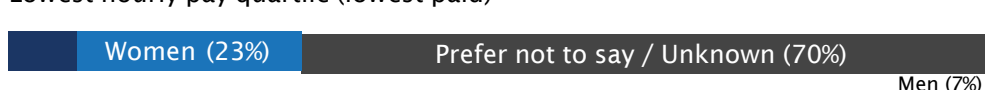
Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



Men (7%)

■ Men
■ Women
■ Prefer not to say / Unknown

Explanatory notes

- FortisBC collects employee gender information through voluntary self-disclosure for four gender classifications: men, women, non-binary, others and preferred not to say. In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, gender categories with fewer than 10 employees have been suppressed.
- "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.



Hourly pay

At FortisBC, the median hourly pay gap between men and women is at 14 per cent, which is comparable to the provincial median gender pay gap at 17 per cent for 2023³. This is a result of underrepresentation of women in higher-paying technician and field operations job roles which have historically been filled by men within the industry and is evolving to become more diverse.

Mean hourly pay gap

\$1.00	Men
\$0.82	Women
\$0.84	Prefer not to say / Unknown

At FortisBC women's average hourly wages are 18% less than men's. For every dollar men earn in average hourly wages, women earn 82 cents in average hourly wages.

Median hourly pay gap

\$1.00	Men
\$0.86	Women
\$0.88	Prefer not to say / Unknown

At FortisBC women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages.

Explanatory notes

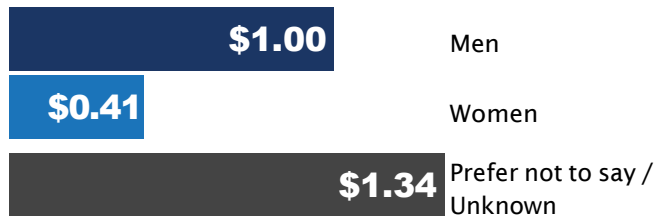
- "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
- "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



Overtime pay

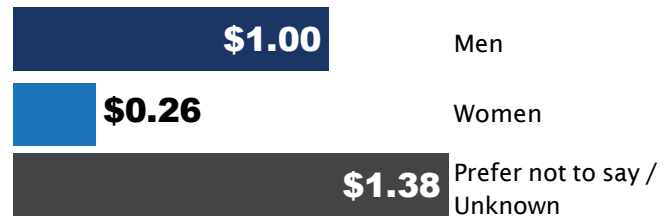
Men and women are paid the same overtime rates in accordance with their job level or collective agreements. However, most overtime hours are worked by our skilled trades operations employees, which are mostly men.

Mean overtime pay



At FortisBC women's average overtime pay is 59% less than men's. For every dollar men earn in average overtime pay, women earn 41 cents in average overtime pay.

Median overtime pay



At FortisBC women's median overtime pay is 74% less than men's. For every dollar men earn in median overtime pay, women earn 26 cents in median overtime pay.

Mean overtime paid hours

Difference as compared to reference group (Men)

Women	-60
Prefer not to say / Unknown	36

At FortisBC the average number of overtime hours worked by women was 60 less than by men.

Median overtime paid hours

Difference as compared to reference group (Men)

Women	-46
Prefer not to say / Unknown	28

At FortisBC the median number of overtime hours worked by women was 46 less than by men.

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

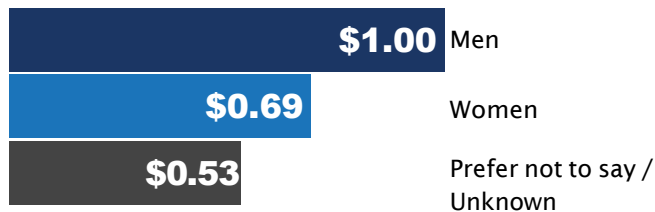
- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to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



Incentive pay

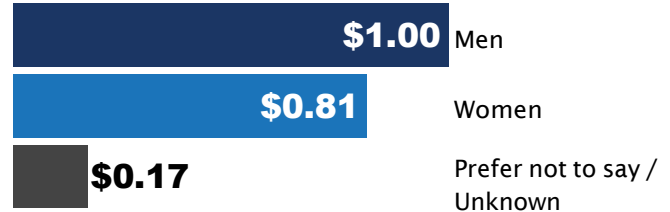
At FortisBC, we provide unionized and management and exempt (M&E) employees with incentive pay based on eligibility. Eligible M&E employees receive incentive pay based on their regular pay. The difference in overall incentive pay is a result of varied levels of gender representation across senior levels. Our eligible unionized employees receive incentive pay based on collective agreements and the difference in their incentive pay is a result of the uniqueness of incentive requirements coupled with representation of men in upper-level unionized jobs.

Mean bonus pay



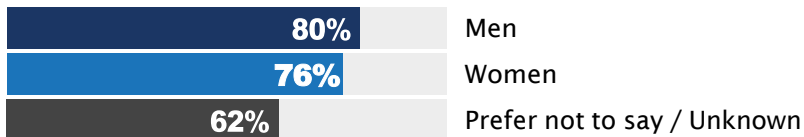
At FortisBC women's average bonus pay is 31% less than men's. For every dollar men earn in average bonus pay, women earn 69 cents in average bonus pay.

Median bonus pay



At FortisBC women's median bonus pay is 19% less than men's. For every dollar men earn in median bonus pay, women earn 81 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.

Summary

Internal equity is an essential component of our culture of belonging and pay transparency objectives. We are committed to continuing efforts to ensure similar pay for similar work. As noted earlier, the representation of our workforce in our jobs are similar to others in the industry and the primary contributor to our pay gaps. In addition to continuing to include gender equity analysis in compensation decisions, we will also be looking at ways we can contribute to representation in different jobs and job levels.

¹Renewable Natural Gas (also called RNG or biomethane) is produced in a different manner than conventional natural gas. It is derived from biogas, which is produced from decomposing organic waste from landfills, agricultural waste and wastewater from treatment facilities. The biogas is captured and cleaned to create RNG. When RNG is added to North America's natural gas system, it mixes with conventional natural gas. This means we're unable to direct RNG to a specific customer. But the more RNG is added to the gas system, the less conventional natural gas is needed, thereby reducing the use of fossil fuels and overall greenhouse gas emissions.

²Source for representation of women in utilities industry statistic: [provincial WorkBC website](#).

³source for provincial median gender pay gap at 17 per cent: [Pay Transparency Report – June 2024 \(gov.bc.ca\)](#)