

SEVEN SEAS FISH CO. LTD.

Pay transparency report

7 Seas Fish Company Ltd. is committed to providing a fair, equitable and inclusive workplace where employees are compensated fairly based on their roles, responsibilities, qualifications, experience and performance. We believe in equal employment opportunities and do not discriminate based on gender or other protected grounds. Our approach to compensation is focused on fairness, consistency and recognizing the skills and contributions of our employees.

We support the principles of pay transparency and will continue to review our compensation practices to promote equitable opportunities and fair treatment for all employees.

Employer details

Employer:	SEVEN SEAS FISH CO. LTD.
Address:	1200 Waterfront Centre 200 Burrard Street PO Box 48600, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	41 - Wholesale trade
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.85	Women
\$0.82	Prefer not to say / Unknown

In this organization women's average hourly wages are 15% less than men's. For every dollar men earn in average hourly wages, women earn 85 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.05	Women
\$0.95	Prefer not to say / Unknown

In this organization women's median hourly wages are 5% more than men's. For every dollar men earn in median hourly wages, women earn \$1.05 in median hourly wages. *

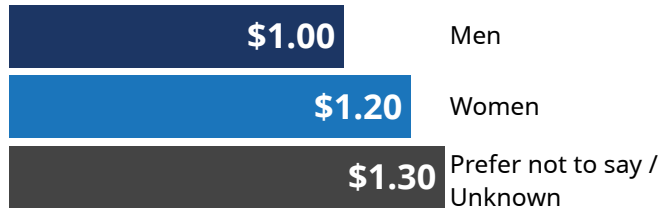
Explanatory notes

1. "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.
2. "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.



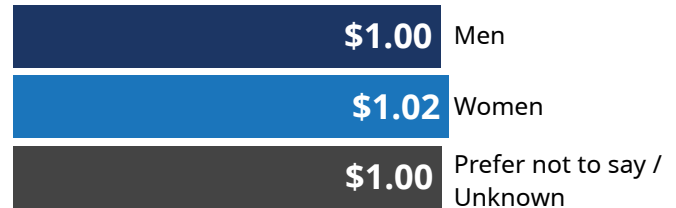
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 20% more than men's. For every dollar men earn in average overtime pay, women earn \$1.20 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 2% more than men's. For every dollar men earn in median overtime pay, women earn \$1.02 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	18
Prefer not to say / Unknown	27

In this organization the average number of overtime hours worked by women was 18 more than by men. *

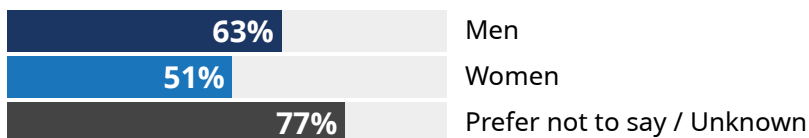
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	13
Prefer not to say / Unknown	7

In this organization the median number of overtime hours worked by women was 13 more than by men. *

Percentage of employees in each gender category receiving overtime pay



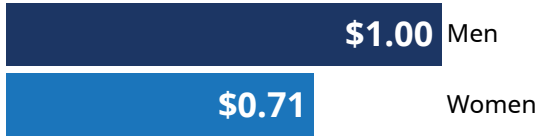
Explanatory notes

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



Bonus pay

Mean bonus pay ⁷



In this organization women's average bonus pay is 29% less than men's. For every dollar men earn in average bonus pay, women earn 71 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 11% more than men's. For every dollar men earn in median bonus pay, women earn \$1.11 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

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



Percentage of each gender in each pay quartile ⁹

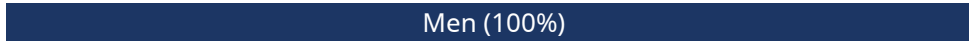
Upper hourly pay quartile (highest paid) †



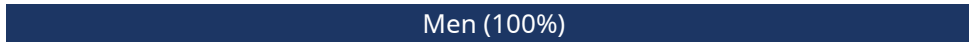
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 32% of the highest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

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

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.