Peninsula Consumer Services Co-operative
Pay transparency report

Peninsula Co-op is a Vancouver Island based co-operative with our core business in grocery, liquor, fuel and convenience stores employing approximately 450 full and part-time employees.
Our services include 17 fuel and convenience centres located across Southern Vancouver Island between Sidney and Duncan and in Comox and Campbell River. We also have 3 local network cardlocks and 7 system-wide cardlocks on the Island and offer home heating oil sales and distribution. Additionally, we operate 10 liquor stores in Greater Victoria and Nanaimo and a Food Centre (full-service grocery store) located in Saanichton.

Employer details

Employer:	Peninsula Consumer Services Co-operative
Address:	#1 - 2132 Keating Cross Road, Saanichton, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	44-45 - Retail trade
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 4% more than men's. For every dollar men earn in average hourly wages, women earn $1.04 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn $1.01 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 pay [3]



In this organization women's average overtime pay is 9% more than men's. For every dollar men earn in average overtime pay, women earn $1.09 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 11% less than men's. For every dollar men earn in median overtime pay, women earn 89 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	1

In this organization the average number of overtime hours worked by women was 1 more than by men. *

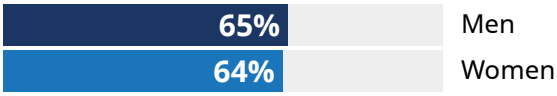
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	0

In this organization the median number of overtime hours worked by women was 0 less than by men. *

Percentage of employees in each gender category receiving overtime pay

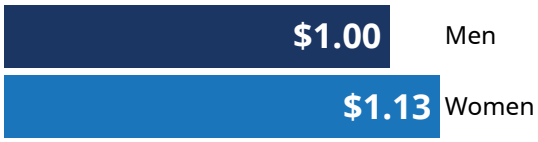


Explanatory notes

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.

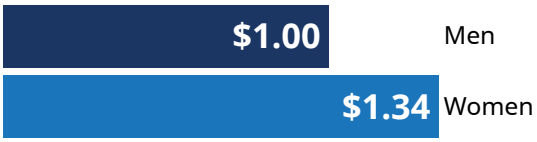
Bonus pay

Mean bonus pay [7]



In this organization women's average bonus pay is 13% more than men's. For every dollar men earn in average bonus pay, women earn $1.13 in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 34% more than men's. For every dollar men earn in median bonus pay, women earn $1.34 in median bonus pay. *

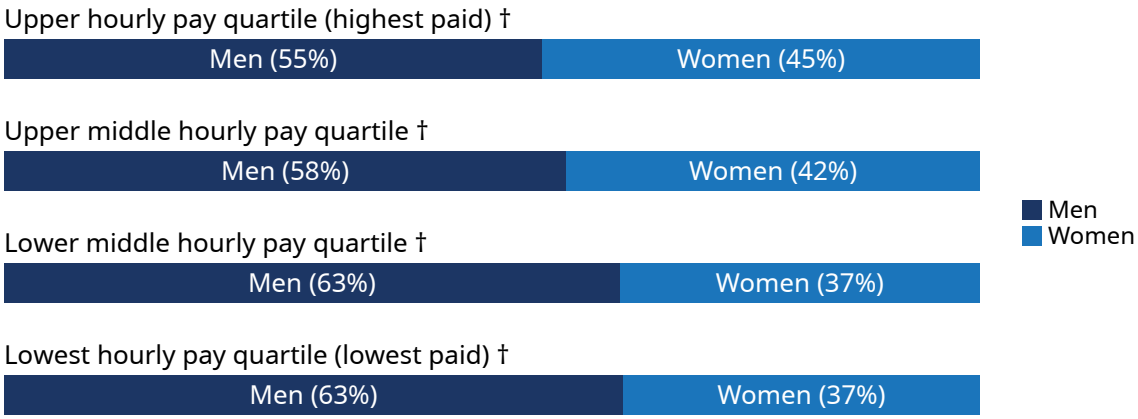
Percentage of employees in each gender category receiving bonus pay



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]



In this organization, women occupy 45% of the highest paid jobs and 37% of the lowest paid jobs.

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

Data constraints

The gender categories 'Non-binary' and 'Unknown or Prefer Not to Say' have been excluded from this report because each category contains fewer than 10 employees. In accordance with the Pay Transparency Regulation, data for categories with fewer than 10 individuals has been suppressed to protect privacy.

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.