

When you need
to be sure



2025
SGS Canada
Pay Transparency
Report

SGS

SGS Canada Pay Transparency Report

At SGS Canada, we are committed to fostering a workplace that is inclusive, diverse, and equitable. Our workforce spans a wide range of roles and responsibilities, and we value the unique contributions of every employee.

In alignment with the British Columbia Pay Transparency Act, SGS Canada is taking proactive steps to meet the province’s requirements.

This includes ensuring that all publicly advertised job postings in BC include clear and accurate pay information, refraining from asking job applicants about their pay history, and supporting open dialogue around compensation without fear of reprisal. For employers with 300 or more employees in BC, the Act also requires the publication of annual pay transparency reports by November 1, which we are preparing in accordance with the legislation.

As part of our broader commitment to transparency and continuous improvement, we have reviewed compensation data across our British Columbia operations. The analysis highlights differences in compensation outcomes across employee groups, influenced by a variety of factors such as role distribution and worksite-specific dynamics. We view this as an opportunity to strengthen our practices and are taking meaningful steps to:

- Ensure equitable and consistent compensation practices across all roles and levels.
- Support career development and advancement opportunities for all employees, with a focus on equity and inclusion.
- Promote fair access to overtime and performance-based incentives through transparent and inclusive processes.

We are proud of the diversity within our workforce and remain focused on creating an environment where all employees are recognized, supported, and rewarded fairly. This report reflects our ongoing journey toward greater pay equity, transparency, and accountability.

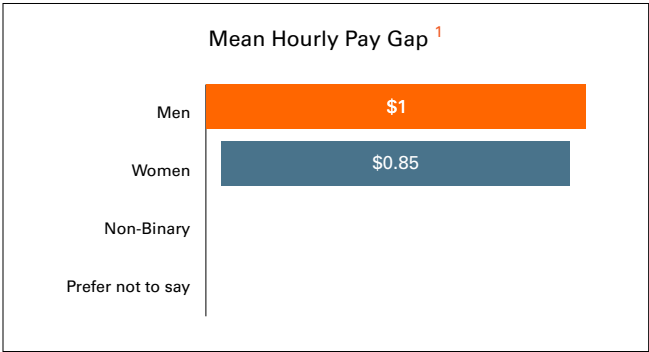
Employer Details

Employer:	SGS Canada Inc.
Address:	6755 Mississauga Road Mississauga, Ontario, Canada
Reporting Year:	2025
Time Period:	Jan 1, 2024 – December 31, 2024
NAICS Code:	54 – Professional, scientific, and technical services
Number of Employees:	300 – 999 (in BC)

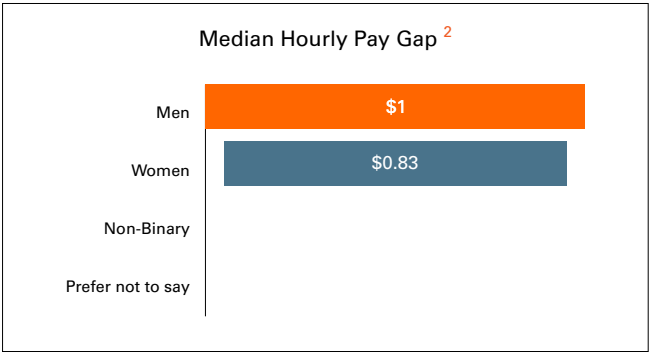
Note on Gender Group Reporting

To protect employee confidentiality, results for certain gender groups are not displayed in this report. Specifically, data for individuals who identify as “non-binary” or who selected “prefer not to say/ unknown” has been suppressed due to limited representation and the number of individuals is below our reporting threshold.

Hourly Pay



In this organization, women’s average hourly wages are 15.00% less than men’s. For every dollar men earn in average hourly wages, women earn 85 cents.



In this organization, women’s average hourly wages are 17.00% less than men’s. For every dollar men earn in average hourly wages, women earn 83 cents.

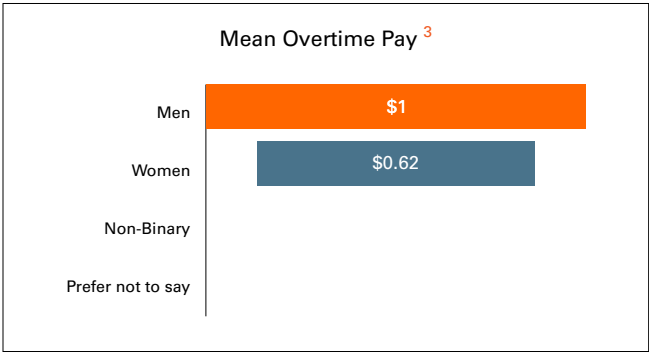
Explanatory Notes

- 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 pay.

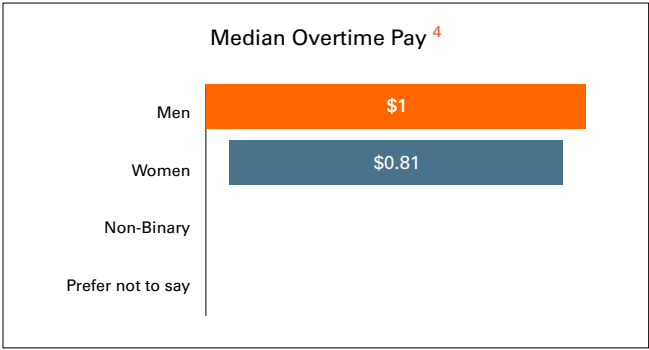


Mineral Characterization and Elemental Analysis, Canada

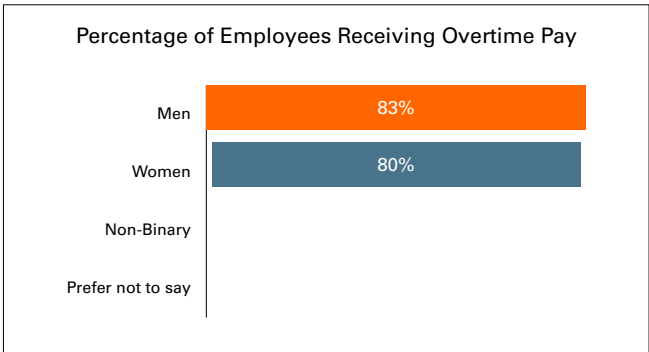
Overtime Pay



In this organization, women’s average overtime pay is 38.00% less than men’s. For every dollar men earn in overtime pay, women earn 62 cents.



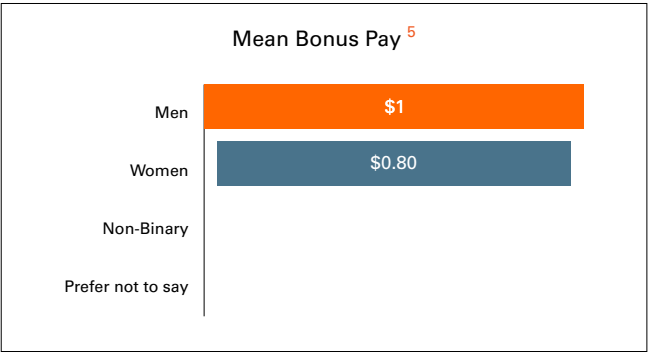
In this organization, women’s average overtime pay is 18.60% less than men’s. For every dollar men earn in overtime pay, women earn 81 cents.



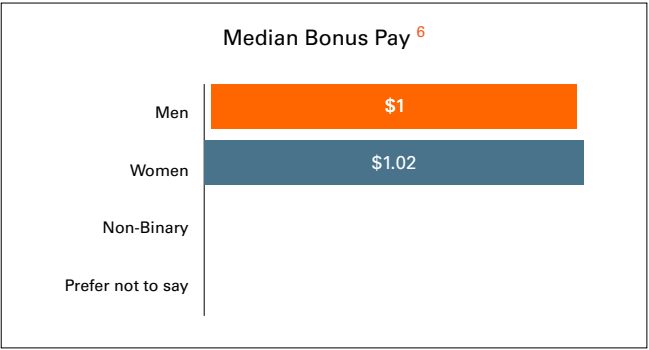
Explanatory Notes

- 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.

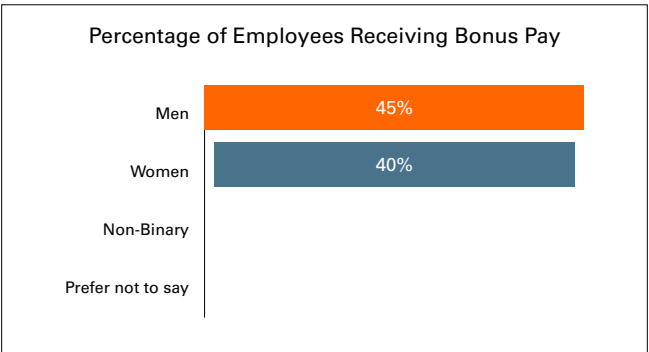
Bonus Pay



In this organization, women’s average bonus pay is 20.00% less than men’s. For every dollar men earn in average hourly wages, women earn 80 cents.



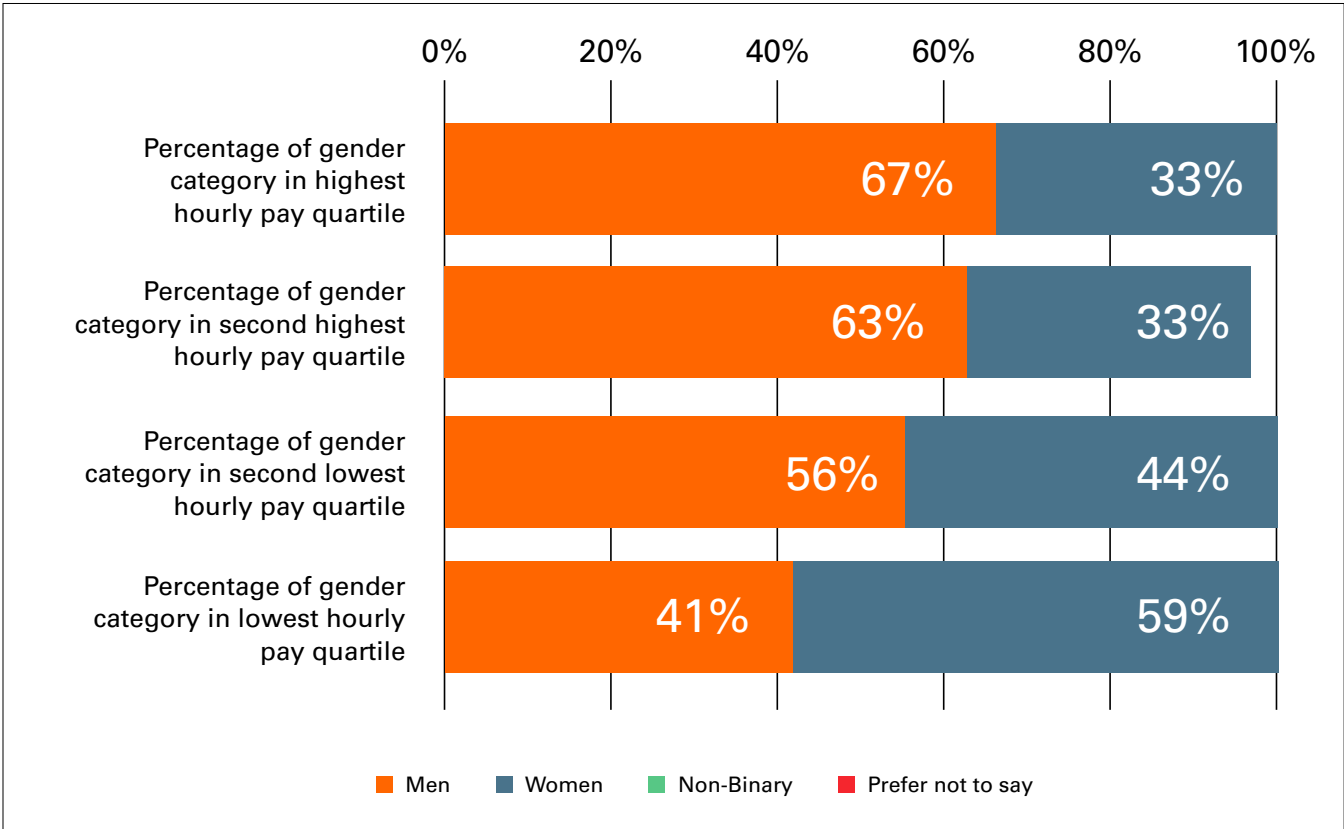
In this organization, women’s average bonus pay is 2.00% more than men’s. For every dollar men earn in bonus pay, women earn 1.02 dollars.



Explanatory Notes

- ⁵ “Mean bonus pay” refers to bonus pay when averaged for each group.
- ⁶ “Median bonus pay” refers to middle point of bonus pay for each group.

Percentage of Each Gender in Each Pay Quartile ⁷



Explanatory Notes

⁷ In this organization, women occupy 33% of the highest paid jobs and 59% of the lowest paid jobs.

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