VALID MANUFACTURING PAY TRANSPARENCY REPORT

Employer Details

Employer	Valid Manufacturing Ltd
Address	5320B 48th Ave SE, Salmon Arm, BC
Reporting Period	2026
Time Period	January 1, 2025 – December 31, 2025
NAICS Code	31 – 33 Manufacturing
Number of Employees	162

Valid Manufacturing is committed to fair compensation and a respectful, inclusive workplace. Prepared in accordance with British Columbia's Pay Transparency Act, this report provides an overview of the gender pay differences across our workforce. Sharing these results supports transparency and helps us better understand how the distribution of employees across roles and compensation levels influences our overall pay results.

Ordinary Pay

The data for mean hourly pay gap[i] is $0.77 for self-identified women and non-binary employees for every $1.00 earned by self-identified men.

The data median hourly pay[ii] gap is $0.82 for those who identified as women and non-binary employees for every $1.00 earned by self-identified men.

Overtime Pay

Overtime eligibility varies by role. All employees in overtime eligible roles receive the overtime rates calculated in accordance with the BC Employment Standards Act.

The data for mean hourly pay gap[iii] is $0.37 for self-identified women and non-binary employees for every $1.00 earned by self-identified men.

The data median hourly[iv] pay gap is $0.68 for those who identified as women and non-binary employees for every $1.00 earned by self-identified men.

The percentage of people that self-identified as women and non-binary that received overtime pay is 6%. The percentage of self-identified men that received overtime is 94%.

On average, people that self-identified as women and non-binary work 32 fewer hours of overtime than men.

People that self-identified as women and non-binary work 4.88 fewer hours than men per the median.

Bonus Pay

The mean bonus pay[v] gap shows a difference of $0.34 for self-identified women and non-binary employees for every $1 earned by self-identified men.

There is no difference in median bonus pay[vi].

88% of women and non-binary employees on payroll in 2025 received bonuses.

88% of male employees on payroll in 2025 received bonuses.

Percentage per Quartile[vii]

Upper hourly pay quartile (highest paid): 2.5% self-identified women and non-binary, 97.5% self identified men.

Upper middle hourly pay quartile: 10% self-identified women and non-binary, 90% self identified men.

Lower middle hourly pay quartile: 17% self-identified women and non-binary, 83% self identified men.

Lowest hourly pay quartile (lowest paid): 35% self-identified women and non-binary, 65% self identified men.

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[i] "Mean hourly pay gap" refers to the difference in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.

[ii] "Median hourly pay" 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.

[iii] "Mean overtime pay" refers to overtime pay when averaged for each group.

[iv] "Median overtime pay" refers to the middle point of overtime worked for each group.

[v] "Mean bonus pay" refers to bonus pay when averaged for each group.

[vi] Median bonus pay" refers to the middle point of pay for each group.

[vii] "Pay quartile" refers to the percentage of each gender within 4 equal-sized groups based on their hourly pay.