

SUNBELT RENTALS OF CANADA INC.

Pay transparency report

Sunbelt Rentals specifically prohibits discrimination in any way in the rate or method of payment of wages or compensation to a team member because of their sex. Differential in pay between team members based on a reasonable factor or factors other than sex shall not constitute discrimination within the meaning of applicable gender equity law.

Sunbelt Rentals will not dismiss or in any manner discriminate against team members or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another team member or applicant. However, team members who have access to the compensation information of other team members or applicants as a part of their essential job functions may not disclose the pay of other team members or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by Sunbelt Rentals, or consistent with Sunbelt Rentals' legal duty to furnish information.

Team members may inquire about, discuss, and disclose their own wages. Team members may inquire about, discuss, and disclose the wages of other team members only with the prior permission of those team members, or as may be required by law. Under no circumstances will team members be required to discuss or disclose wage information if they choose not to do so.

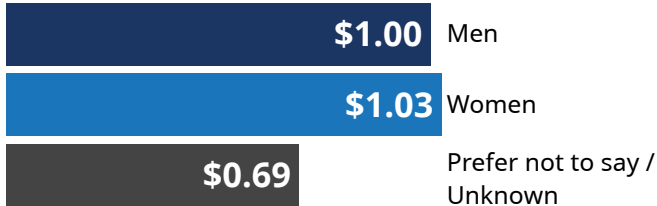
Employer details

Employer:	SUNBELT RENTALS OF CANADA INC.
Address:	2200 - 700 West Georgia Street, Vancouver, BC
Reporting Year:	2025
Time Period:	May 1, 2024 - April 30, 2025
NAICS Code:	53 - Real estate and rental and leasing
Number of Employees:	300-999



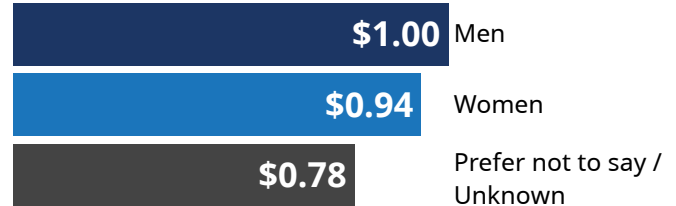
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 3% more than men's. For every dollar men earn in average hourly wages, women earn \$1.03 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 6% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents in median hourly wages. *

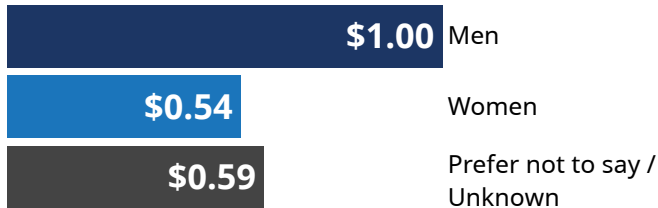
Explanatory notes

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.



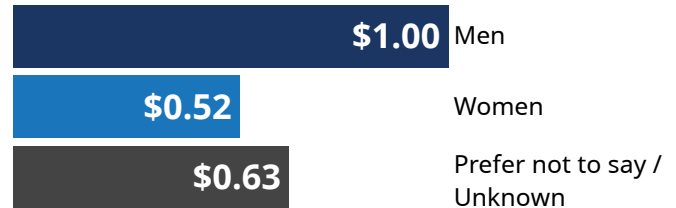
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 46% less than men's. For every dollar men earn in average overtime pay, women earn 54 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 48% less than men's. For every dollar men earn in median overtime pay, women earn 52 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-48
Prefer not to say / Unknown	-43

In this organization the average number of overtime hours worked by women was 48 less than by men. *

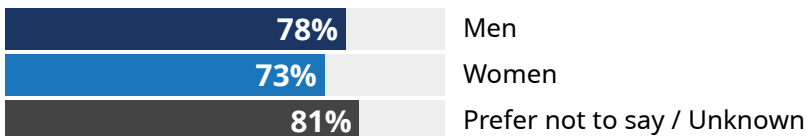
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-38
Prefer not to say / Unknown	-36

In this organization the median number of overtime hours worked by women was 38 less than by men. *

Percentage of employees in each gender category receiving overtime pay



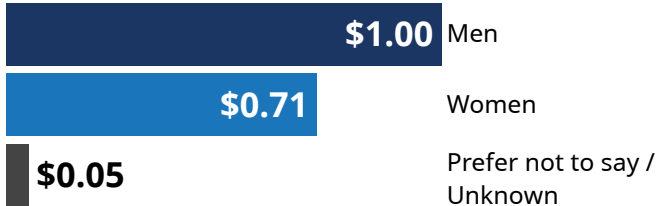
Explanatory notes

- "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.



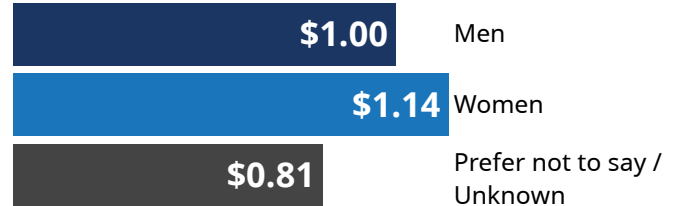
Bonus pay

Mean bonus pay ⁷



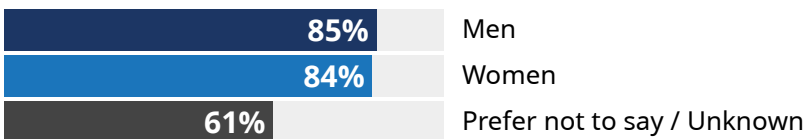
In this organization women's average bonus pay is 29% less than men's. For every dollar men earn in average bonus pay, women earn 71 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 14% more than men's. For every dollar men earn in median bonus pay, women earn \$1.14 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
■ Prefer not to say / Unknown

In this organization, women occupy 13% of the highest paid jobs and 12% of the lowest 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.