

# CareRx

## BC Pay transparency report

At CareRx, we are shaping the future of senior care through pharmacy services that make a real difference. As Canada's trusted leader in specialty pharmacy services for long-term care, retirement and congregate living communities, we are committed to enhancing the health of Canadians with unique and complex medication needs. Our goal is to improve clinical outcomes and provide personalized care every step of the way. We are pleased to provide an annual Pay Transparency Report in alignment with the BC Pay Transparency Act.

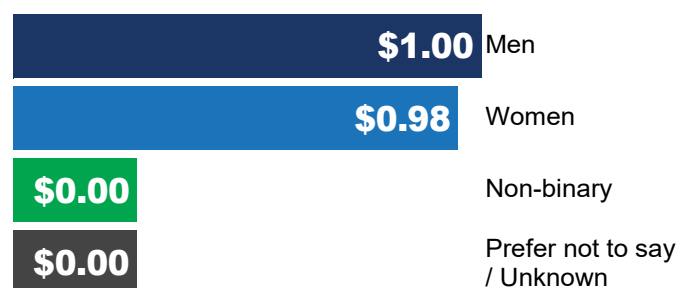
### Employer details

<b>Employer:</b>	CareRx Enterprises Limited
<b>Address:</b>	320 Bay St., Suite 1200 Toronto, ON M5H 4A6
<b>Reporting Year:</b>	2024
<b>Time Period:</b>	January 1, 2024 – December 31, 2024
<b>NAICS Code:</b>	62-Health Care and Social Assistance
<b>Number of Employees:</b>	300-999



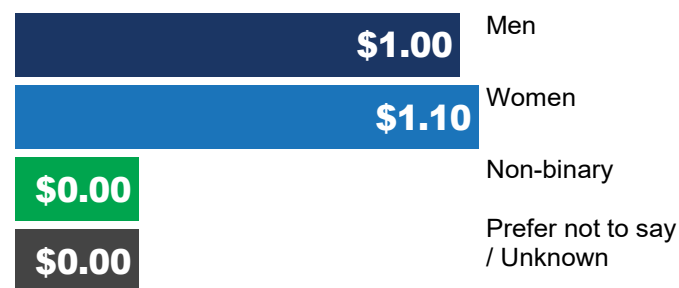
### Hourly pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 2% less than men's. For every dollar men earn, women earn 98 cents in average hourly wages.

#### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 10% more than men's. For every dollar men earn, women earn 1.10 dollar in median hourly wages.

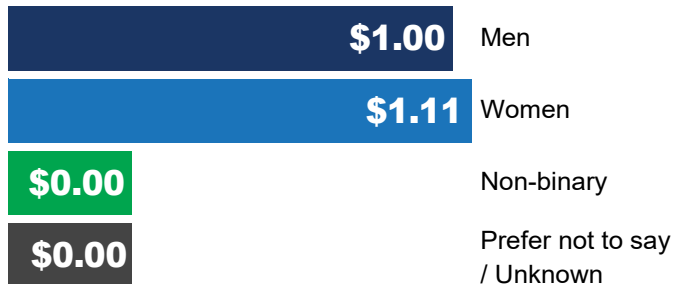
#### Explanatory notes

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.



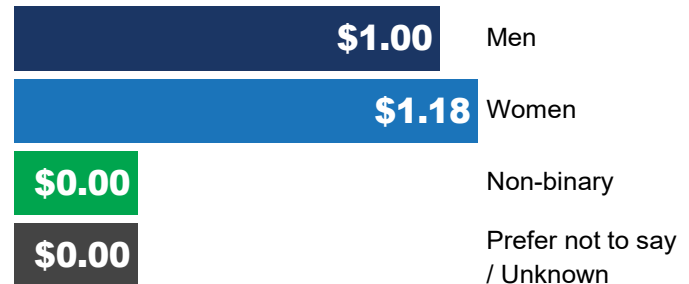
## Overtime pay

### Mean overtime pay <sup>3</sup>



In this organization women's average overtime pay is 11% more than men's. For every dollar men earn in average overtime pay, women earn 1.11 dollar in average overtime pay.

### Median overtime pay <sup>4</sup>



In this organization women's median overtime pay is 18% more than men's. For every dollar men earn, women earn 1.18 dollar in median overtime pay.

### Mean overtime paid hours <sup>5</sup>

Difference as compared to reference group (Men)

Women	-6
Non-binary	0
Prefer not to say / Unknown	0

In this organization the average number of overtime hours worked by women was 6 hours less than by men.

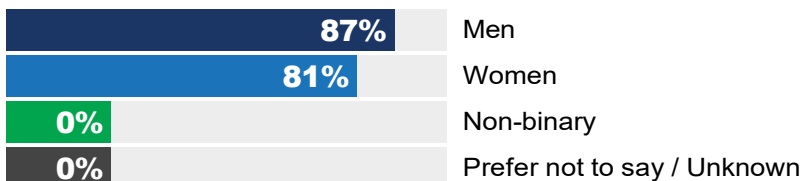
### Median overtime paid hours <sup>6</sup>

Difference as compared to reference group (Men)

Women	-3
Non-binary	0
Prefer not to say / Unknown	0

In this organization the median number of overtime hours worked by women was 3 hours 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 <sup>7</sup>

<b>\$0.00</b>
<b>\$0.00</b>
<b>\$0.00</b>
<b>\$0.00</b>

Men

Women

Non-binary

Prefer not to say  
/ Unknown

### Median bonus pay <sup>8</sup>

<b>\$0.00</b>
<b>\$0.00</b>
<b>\$0.00</b>
<b>\$0.00</b>

Men

Women

Non-binary

Prefer not to say  
/ Unknown

In this organization there are less than 10 employees who is receiving bonus pay.

In this organization there are less than 10 employees who is receiving bonus pay.

### Percentage of employees in each gender category receiving bonus pay

<b>0%</b>	Men
<b>0%</b>	Women
<b>0%</b>	Non-binary
<b>0%</b>	Prefer not to say / Unknown

#### 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 <sup>9</sup>

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



■ Men  
■ Women  
■ Non-binary  
■ Prefer not to say / Unknown

In this organization, women occupy 64% of the highest paid jobs and 72% of the lowest paid jobs.

### Explanatory notes

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