



GFS BC Pay Transparency Report - 2026



Gordon Food Service - BC - 2025 Calendar Year Pay Transparency Report

Employer:	Gordon Food Service Canada Ltd. British Columbia
Address:	1900 No. 6 Rd, Richmond, BC V6V 1P1, Canada
Time Period	January 1 2025 - December 31, 2025
NAICS Code	4131: Food merchant wholesalers
Number of Employees:	900+

Introduction:

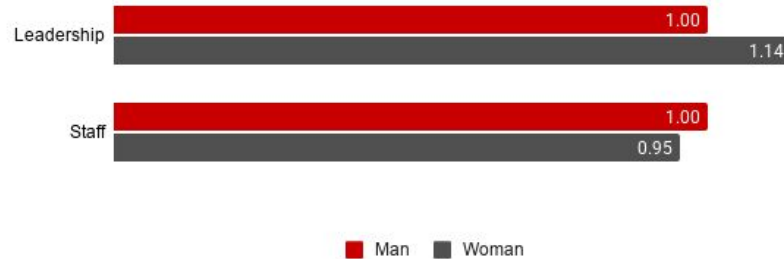
Gordon Food Service (GFS), a leading family-owned food distributor in North America, provides services to restaurants, healthcare facilities, and educational institutions. With over 125 years of experience, GFS has consistently delivered the excellence, expertise, and quality products essential for successful food operations and customer experiences. Upholding the same business principles since 1897—a passionate commitment to our clientele—we have grown to become the largest family-operated broadline food distribution company in North America. This report has been prepared in accordance with the Government of British Columbia's Pay Transparency Act, which was enacted on May 11, 2023.

About the Gordon Food Service Workforce in BC:

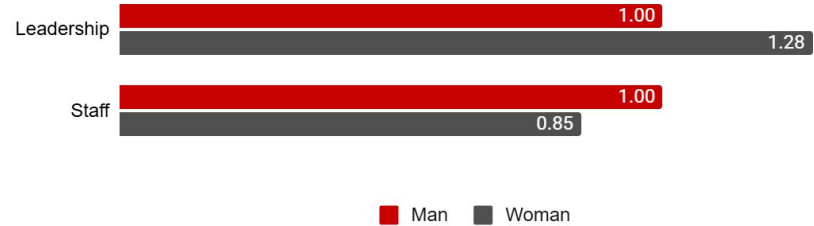
GFS in British Columbia operates a substantial food distribution center, employing over 1000 individuals across various roles including Administrative, Management, Professional, Sales, Technical, Trade, Transportation and Warehousing positions. GFS structures its employment into distinct job groups and endeavors to ensure comparable remuneration for all genders performing equivalent work. It is noted that women are underrepresented in job areas such as Transportation, Warehousing, Technical, and Trade. However, approximately 48% of our workforce in other job groups, excluding Transportation and Warehousing, are women.

Hourly Pay

Mean Hourly Pay



Median Hourly Pay



In GFS BC, the mean hourly pay is 14% higher for women in leadership roles and 5% lower in staff roles per hour on average than their male counterparts. For every dollar earned by men in average hourly wages, women leaders earn 114 cents, and women staff earn 95 cents.

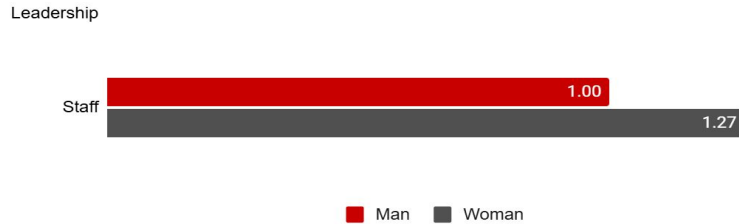
In GFS BC, the median hourly wage for women is 28% higher than men for leadership roles and 15% lower for staff roles. For every dollar earned by men in median hourly wages, women leaders earn 128 cents, and women staff earn 85 cents.

"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.

"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.

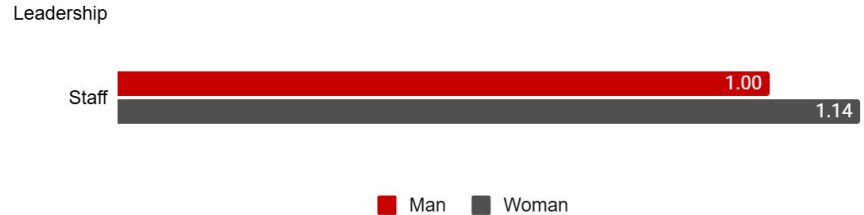
Overtime Pay

Mean Overtime Pay



In GFS BC, women's average overtime pay is 27% higher than men. For every dollar earned by men in overtime, women earn 72 cents.

Median Overtime Pay



In GFS BC, women's median overtime pay is 14% higher than men. For every dollar earned by men in median overtime pay, women earn 114 cents.

Overtime data for leaders does not meet the minimum reporting requirements (<10 employees) hence data is not included.

Explanatory notes

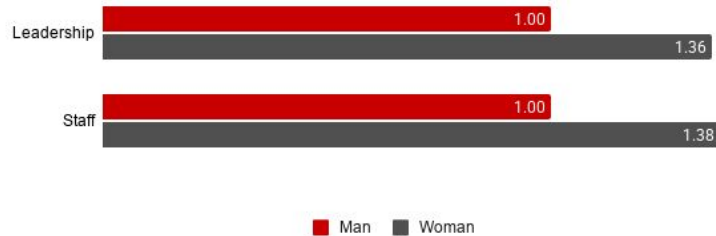
"Mean overtime pay" refers to overtime pay when averaged for each group.

"Median overtime pay" refers to the middle point of overtime pay for each group.

Most of the leadership roles are not eligible for overtime hence data is suppressed

Bonus Pay

Mean Bonus Pay



In GFS BC, women in both leadership and staff roles earn more average bonus than their male counterparts. For every dollar earned by men in average bonus, women leaders earn 136 cents, and women staff earn 138 cents.

90% of men and women in bonus eligible roles are paid bonus.

Explanatory notes

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

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

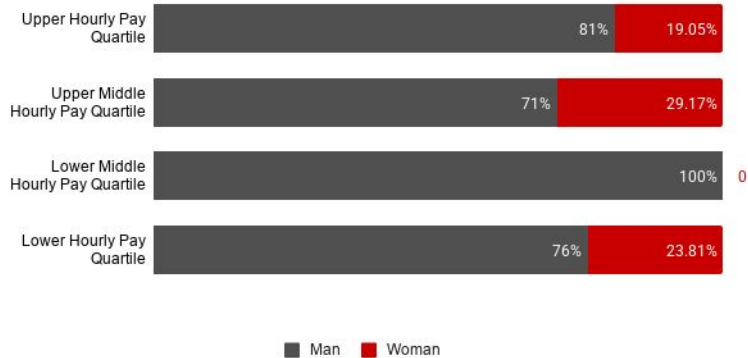
Median Bonus Pay



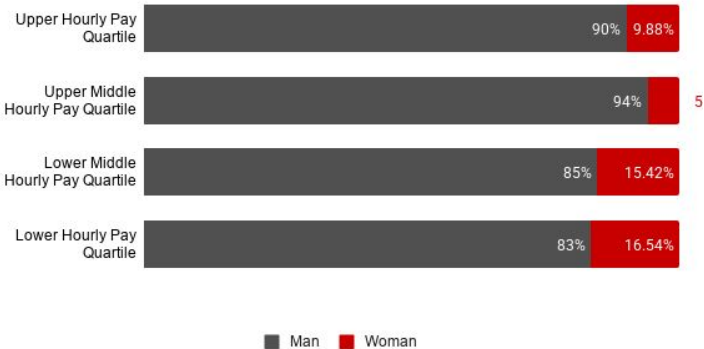
In GFS BC, women in both leadership and staff roles earn more median bonus than their male counterparts. For every dollar earned by men in median bonus, women leaders earn 151 cents, and women staff earn 231 cents.

Percentage of each gender in each pay quartile

Leadership



Staff



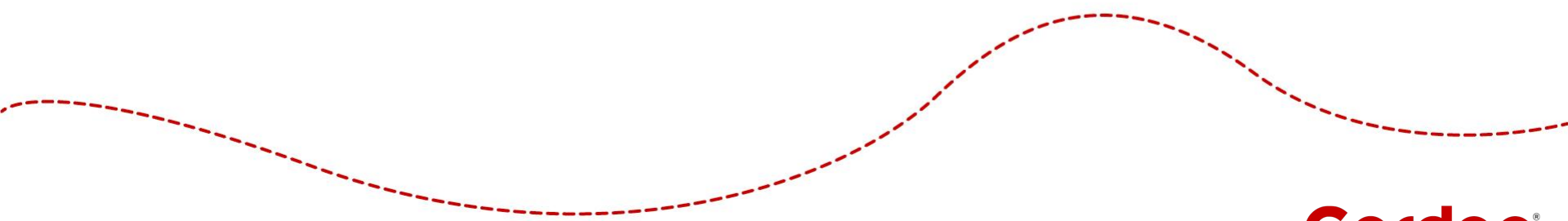
Because of GFS BC's business model, over 70% of the workforce is concentrated in Transportation and Warehouse roles, where female representation is currently at just 2%—a key factor influencing the quartile data. Conversely, women demonstrate strong representation in leadership positions across the higher brackets, accounting for 29% of the Upper Middle Quartile and 19% of the Upper Quartile.

Explanatory notes

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

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Gordon[®]
FOOD SERVICE