



ICP Pay Transparency Report - 2026



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

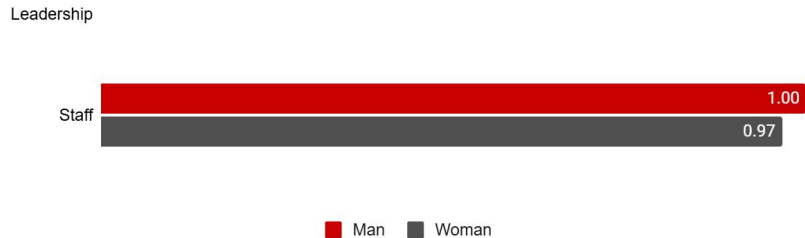
Employer:	Intercity Packers Ltd. British Columbia
Address:	1900 No. 6 Rd, Richmond, BC V6V 1P1, Canada
Time Period	January 1 2025 - December 31, 2025
NAICS Code	31171 / 311710 (Seafood product preparation and packaging, covering the processing, shucking, and packaging of fish and shellfish)
Number of Employees:	250+

Introduction:

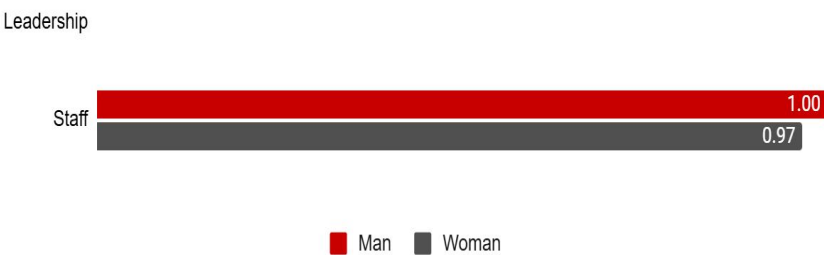
With close to 100 years of combined experience and hard work, Intercity Packers Ltd. (“Intercity Packers”) has earned a reputation for supplying the best beef, poultry, pork, lamb, and seafood available. They pre-cut custom protein items, saving time and back-of-house resources. Since 1972, we have been Canada's leading supplier of meat and seafood, upholding the highest standards of safety and consistency. By staying ahead of trends, we develop leading-edge products to meet evolving consumer preferences..

Hourly Pay

Mean Hourly Pay



Median Hourly Pay



At Intercity Packers BC, the mean hourly wage for women is 3% lower than men for staff roles. For every dollar earned by men in average hourly wages, women staff earn 97 cents.

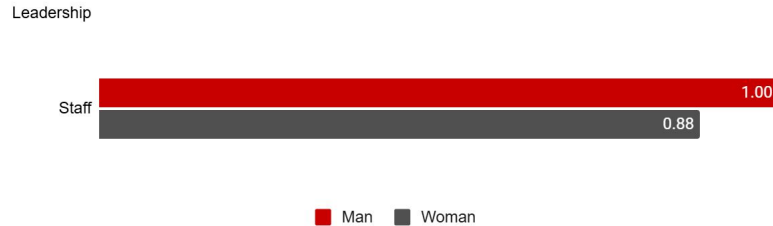
At Intercity Packers BC, the median hourly wage for women is 3% lower than men for staff roles. For every dollar earned by men in median hourly wages, women staff earn 97 cents.

In Intercity Packers BC, total number of Women in Leadership roles do not meet the minimum number required for this reporting purpose hence Leadership data is suppressed.

"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.

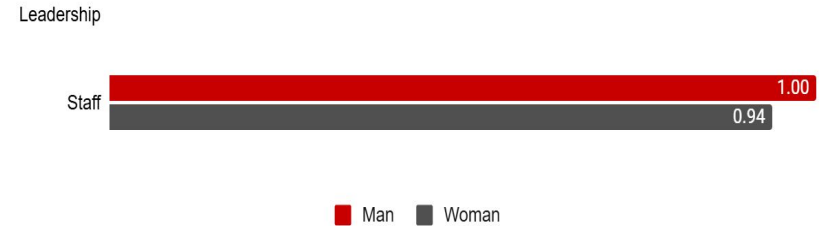
Overtime Pay

Mean Overtime Pay



At Intercity Packers BC, women's mean overtime pay is 12% lower than men. For every dollar earned by men in mean overtime pay, women earn 88 cents.

Median Overtime Pay



At Intercity Packers BC, women's median overtime pay is 6% lower than men. For every dollar earned by men in median overtime pay, women earn 94 cents.

In Intercity Packers BC, total number of Women in Leadership roles do not meet the minimum number required for this reporting purpose hence Leadership data is suppressed.

Explanatory notes

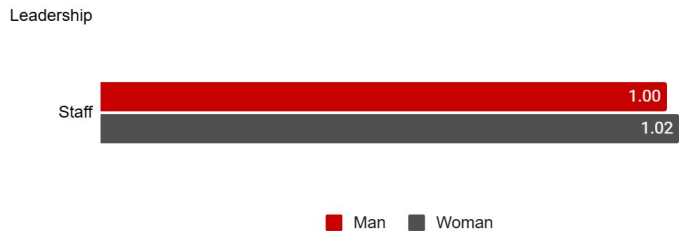
"Mean overtime pay" refers to overtime pay when averaged for each group.

"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

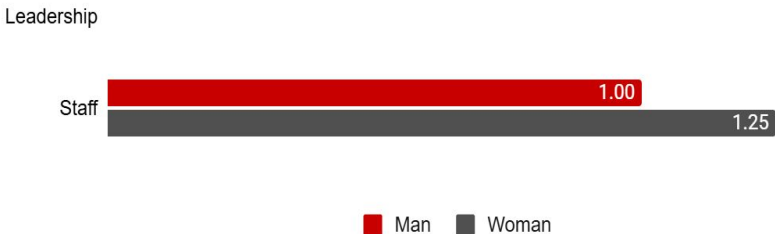
Bonus Pay

Mean Bonus Pay



Women in staff positions at Intercity Packers BC receive higher average bonus compensation compared to their male peers: For each dollar earned by men in average bonus, female staff members earn \$1.02.

Median Bonus Pay



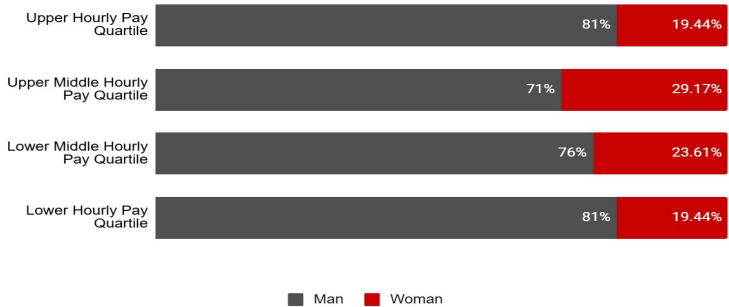
Women in staff positions at Intercity Packers BC receive higher median bonus compensation compared to their male peers: For each dollar earned by men in median bonus, female staff members earn \$1.25.

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.

Percentage of each gender in each pay quartile

Staff



At Intercity Packers, men account for 70% of staff employees, while women hold approximately 30% of these roles—a breakdown reflected across the quartile data. Women maintain strong representation in both the Upper Middle and Lower Middle quartiles, aligning with their overall percentage in those positions..

Explanatory notes

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

Thank you!

Gordon[®]
FOOD SERVICE