Gordon FOOD SERVICE

FSW Pay Transparency Report - 2026



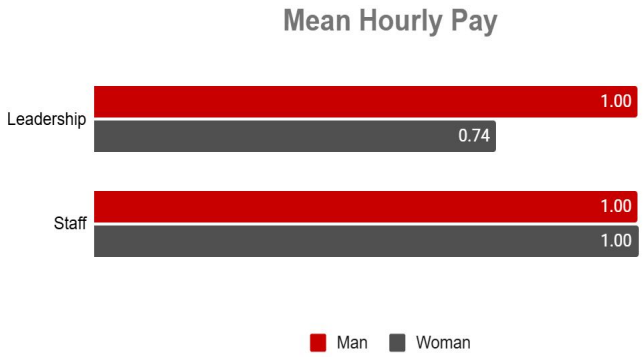
Gordon Food Service - BC - 2025 Calendar Year Pay Transparency Report

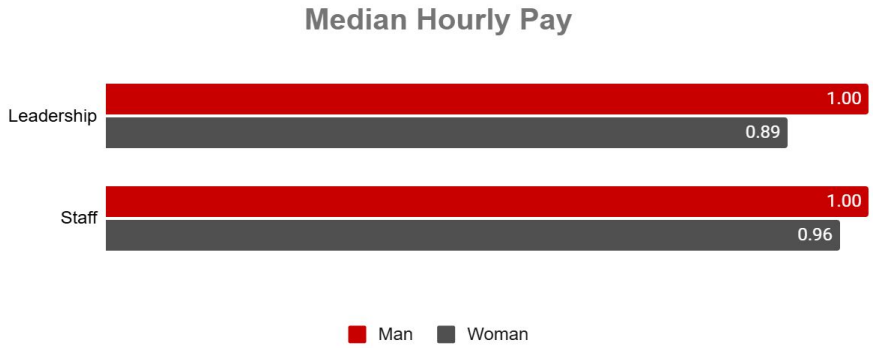
Employer:	Fresh Start Foods Canada Ltd. British Columbia
Address:	11188 Featherstone Way Unit 110, Richmond, BC V6W 1K9
Time Period	January 1 2025 - December 31, 2025
NAICS Code	**413150 (Fresh fruit and vegetable merchant wholesalers**
Number of Employees:	250+

Introduction:

From the field to your table, the West (British Columbia) Coast divisions of Fresh Start Foods Canada Ltd. (“Fresh Start Foods”) are our one-stop source for ready-to-eat produce. Fresh Start Foods has stringent quality standards and offers value-added fruit and vegetable offerings. Eating New Creations (ENC) is a division of Fresh Start Foods that offers pre-packaged salads, sandwiches, and meal kits for foodservice and retail.

Hourly Pay



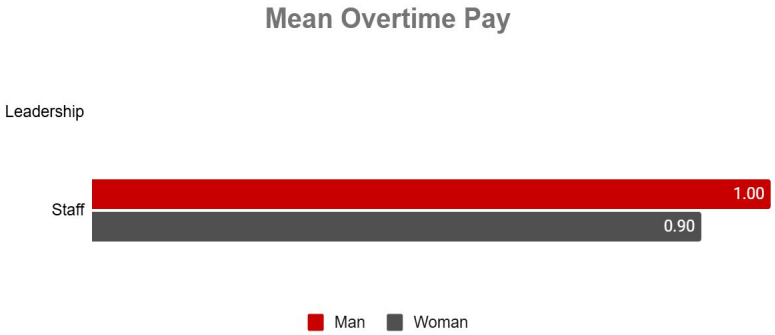


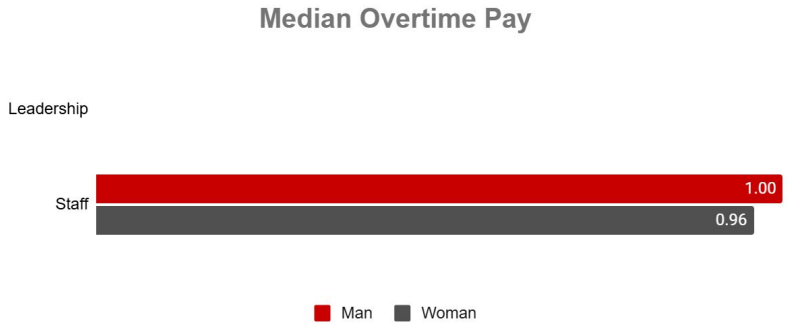
At Fresh Start Foods, the mean hourly wage for women is 26% lower than men for leadership roles, for Staff roles mean hourly wage is equal. For every dollar earned by men in average hourly wages, women staff earn equal pay and Women leaders earn 74 cents.

At Fresh Start Foods, the median hourly wage for women is 11% lower than men for leadership roles, for Staff roles mean hourly wage is 4% lower than men. For every dollar earned by men in median hourly wages, women staff earn 96 cents and Women leaders earn 89 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





At Fresh Start Foods, women's mean overtime pay is 10% lower than men. For every dollar earned by men in mean overtime pay, women earn 90 cents.

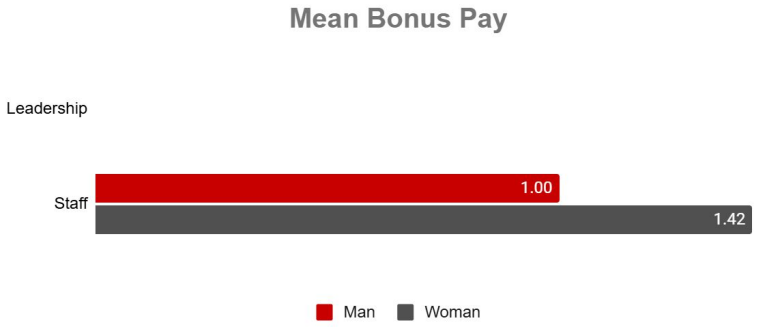
At Fresh Start Foods, women's median overtime pay is 4% lower than men. For every dollar earned by men in median overtime pay, women earn 96 cents.

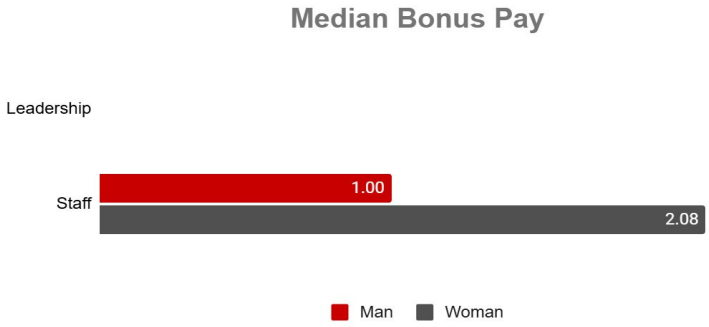
In Fresh Start Foods, total number of Women in Leadership roles receiving overtime do not meet the minimum number required for this reporting purpose hence Leadership data is suppressed.

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





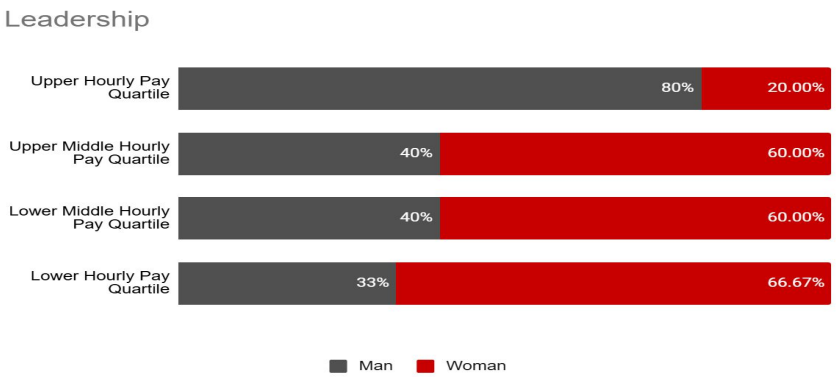
Women in staff positions at Fresh Start Foods receive higher average bonus compensation compared to their male peers: For each dollar earned by men in average bonus, female staff members earn $1.42.

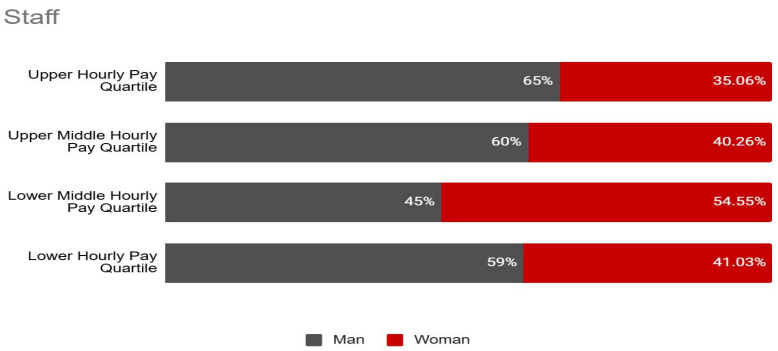
Women in staff positions at Fresh Start Foods receive higher median bonus compensation compared to their male peers: For each dollar earned by men in median bonus, female staff members earn $2.08.

In Fresh Start Foods, total number of Women in Leadership roles receiving bonus do not meet the minimum number required for this reporting purpose hence Leadership data is suppressed.

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





At Fresh Start Foods, leadership positions maintain an equal representation of men and women. Among staff employees, women account for 40% of the workforce, while men make up 60%. Across all quartiles, the breakdown for both leadership and staff roles aligns with the gender distribution of these respective groups

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

Thank you!