

Pay Transparency Report

GolfBC is pleased to share our annual Pay Transparency Report in accordance with BC's Pay Transparency Act. Guided by our purpose: to enrich lives and inspire connection, we are committed to a workplace where all Team Members can thrive. This report provides insight into gender-related pay differences across our organization and supports our ongoing work to understand those differences and identify opportunities for improvement.



Golf remains a male-dominated industry. We want to help build greater gender balance by encouraging more women to pursue careers in golf and supporting their development and advancement into senior roles.

Employer details

Employer	GolfBC Group
Mailing address	#800 - 1030 West Georgia Street, Vancouver, BC V6E 2Y3
Reporting year	2026
Reporting period	January 1, 2025 - December 31, 2025
NAICS sector code	71 - Arts, entertainment and recreation
Employees at January 1, 2026	50 to 299 employees

Hourly Pay and Special Pay

Hourly Pay

Mean hourly pay gap			Median hourly pay gap		
Men		\$1.00	Men		\$1.00
Women		\$0.87	Women		\$0.88
Prefer not to say/Unknown		\$0.89	Prefer not to say/Unknown		\$0.98

For each \$1.00 earned by men.
Women: 13% less; Prefer not to say/Unknown: 11% less.

For each \$1.00 earned by men.
Women: 12% less; Prefer not to say/Unknown: 2% less.

Hourly pay is ordinary pay divided by recorded ordinary paid hours for each Team Member. Mean and median values include Team Members with recorded ordinary paid hours. Overtime and bonus pay are excluded.

Special Pay

Mean special pay gap			Median special pay gap		
Men		\$1.00	Men		\$1.00
Women		\$2.23	Women		\$2.93
Prefer not to say/Unknown	No recipients		Prefer not to say/Unknown	No recipients	

For each \$1.00 earned by men.
Women: 123% more.

For each \$1.00 earned by men.
Women: 193% more.

Special Pay is not calculated by reference to hours worked. Ratios use the mean and median payments among recipients in each gender category, with men set to \$1.00. There were no recipients in the Prefer not to say/Unknown category. These figures are separate from hourly-pay calculations.

Overtime Pay

Overtime payments

Mean overtime pay gap			Median overtime pay gap		
Men		\$1.00	Men		\$1.00
Women		\$0.53	Women		\$0.71
Prefer not to say/Unknown		\$0.64	Prefer not to say/Unknown		\$0.82

For each \$1.00 earned by men.
Women: 47% less; Prefer not to say/Unknown: 36% less.

A higher proportion of women received overtime pay (61% versus 57%). Among those who worked overtime, men averaged more hours, contributing to their higher overtime pay.

For each \$1.00 earned by men.
Women: 29% less; Prefer not to say/Unknown: 18% less.

Paid overtime hours

Mean overtime hours			Median overtime hours		
Men		15.27	Men		5.75
Women		8.97	Women		4.50
Prefer not to say/Unknown		9.58	Prefer not to say/Unknown		5.00

Team Members receiving overtime pay

Percentage within each gender category		
Men		57%
Women		61%
Prefer not to say/Unknown		52%

Bonus Pay and Notes

Bonus Pay

Mean bonus pay gap



For each \$1.00 earned by men.
Women: 55% less; Prefer not to say/Unknown: 47% less.

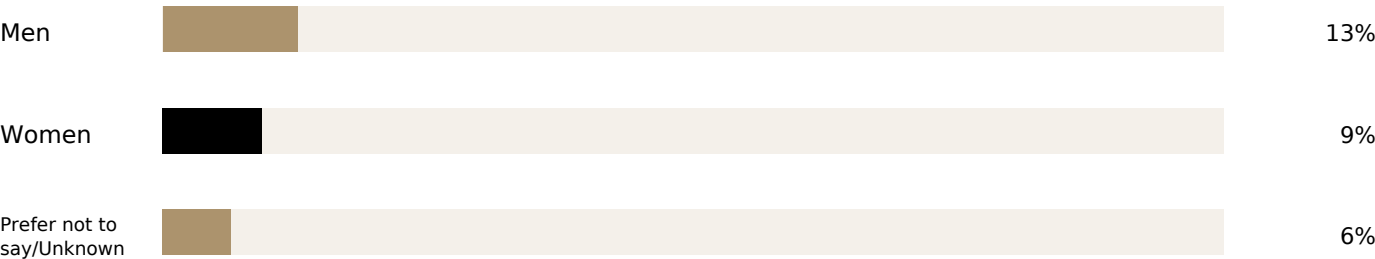
Median bonus pay gap



For each \$1.00 earned by men.
Women: 76% less; Prefer not to say/Unknown: 26% less.

Team Members receiving bonus pay

Percentage within each gender category



Calculation notes

Mean is the arithmetic average; median is the middle value. Average and median overtime and bonus figures include only Team Members who received those payments. Percentages show the proportion of each gender category who received overtime or bonus pay.

Prefer not to say/Unknown includes undisclosed or unavailable gender information. No team members identified themselves as non-binary. Ratios are rounded to two decimals; pay-gap percentages are rounded to whole numbers.

Pay charts show each gender category relative to men at \$1.00. Ratios and percentage gaps use unrounded calculations. Statutory classification of Special Pay and complete pay quartiles remain unresolved.