# 2025 Pay Transparency Report

**ROLLINS MACHINERY LIMITED**

Prepared under the B.C. Pay Transparency Act | Reporting Year 2026

## EMPLOYER STATEMENT

Rollins is proud to be a Canadian, locally owned and privately held company, that has been in business in British Columbia since 1946. We are a multi-industry, multi-line equipment dealership and service centre, with locations in Langley, Chilliwack, Chemainus and Kelowna. Our business operations also expanded into Alberta and Saskatchewan in 2025.

This report covers our BC employees for the period January 1 to December 31, 2025. The pay gaps shown are calculated by comparing the average and median hourly pay of all men and all women across the entire company, regardless of position or level. Every role is included in one calculation, from entry-level and part-time positions to senior management. The required reporting format does not account for important factors such as job type, experience or seniority, so the results do not compare pay for the same or similar work.

As is common across the heavy equipment industry, many of our technical and field roles, such as heavy-duty technicians and service staff, have historically been held by men. In 2025, women made up nearly a quarter (23%) of our BC workforce. Because our workforce is mostly men, the company-wide figures largely reflect the mix of roles rather than differences in pay for the same work.

We are committed to fair and equitable pay for all of our employees. Compensation at Rollins is based on each employee's role, experience, skills and qualifications, not on gender, and employees in equivalent roles with comparable experience and skill levels are paid on the same basis.

To protect employee privacy, the Pay Transparency Act does not allow results to be published for any group of fewer than 10 people. For this reason, some sections of this report, including overtime and bonus pay, show no data.

We are proud of the women who work in every part of our business, from our offices to our service bays, and we are committed to attracting more women into skilled trades and technical careers. We will use this report to continue reviewing our pay practices and build a diverse workforce.

## EMPLOYER DETAILS

| | |
|---|---|
| **Employer** | ROLLINS MACHINERY LIMITED |
| **Address** | 2700 - 700 West Georgia Street, Vancouver, BC |
| **Reporting Year** | 2026 |
| **Time Period** | January 1, 2025 – December 31, 2025 |
| **NAICS Code** | 41 – Wholesale trade |
| **Number of Employees** | 50–299 |

## HOURLY PAY

### Mean hourly pay gap[1]

# 26%

Women's average hourly pay compared to men's




In this organization women's average hourly wages are 26% less than men's. For every dollar men earn in average hourly wages, women earn 74 cents in average hourly wages. *

### Median hourly pay gap[2]

# 31%

Women's median hourly pay compared to men's




In this organization women's median hourly wages are 31% less than men's. For every dollar men earn in median hourly wages, women earn 69 cents 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[3]

*This measure cannot be displayed because there is insufficient data to meet disclosure requirements.*

### Median overtime pay[4]

*This measure cannot be displayed because there is insufficient data to meet disclosure requirements.*

### Mean overtime paid hours[5]

*This measure cannot be displayed because there is insufficient data to meet disclosure requirements.*

### Median overtime paid hours[6]

*This measure cannot be displayed because there is insufficient data to meet disclosure requirements.*

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

*This measure cannot be displayed because there is insufficient data to meet disclosure requirements.*

**Explanatory notes**

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

## BONUS PAY

### Mean bonus pay[7]

*This measure cannot be displayed because there is insufficient data to meet disclosure requirements.*

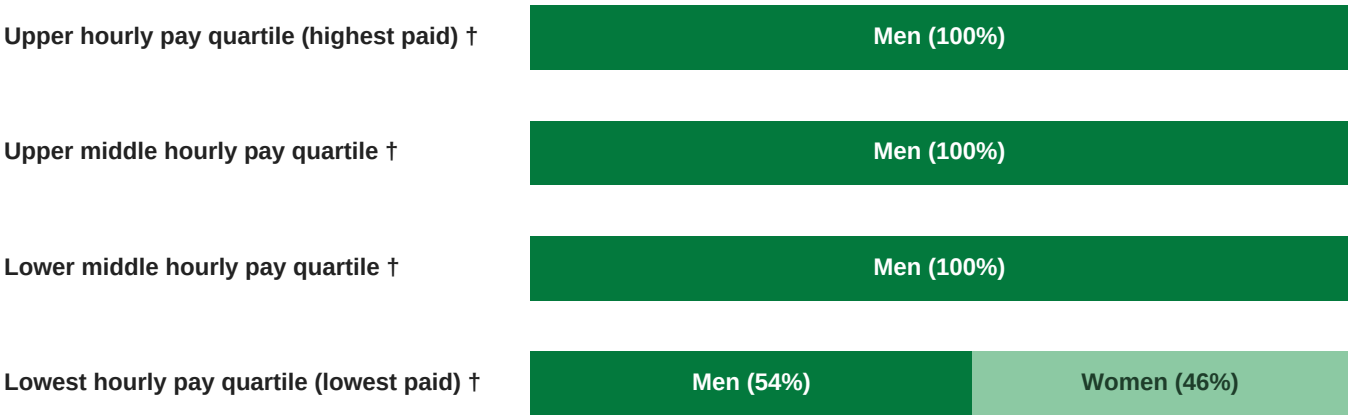
### Median bonus pay[8]

*This measure cannot be displayed because there is insufficient data to meet disclosure requirements.*

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

*This measure cannot be displayed because there is insufficient data to meet disclosure requirements.*

## PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE[9]




**In this organization, women occupy 46% of the lowest paid jobs.**

*† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.*

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

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.