ISLAND INDEPENDENT BUYING GROUP LTD.
Pay transparency report

At Country Grocer, our mission is to enrich the lives of Islanders through exceptional service, quality local products, and outstanding value.

Across 11 locations and with an average of 1007 dedicated team members, we are united by a commitment to integrity, innovation, creativity, and balance.

We believe that by working together, leveraging our collective strengths, and supporting one another, we can achieve sustainable growth while making a meaningful difference in the communities where we do business.

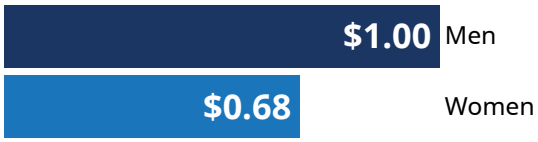
Through strong local partnerships, community involvement, and responsible leadership, we strive to remain a trusted Island grocer and employer for generations to come.

Employer details

Employer:	ISLAND INDEPENDENT BUYING GROUP LTD.
Address:	111 WALLACE ST PO BOX 667, NANAIMO, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	44-45 - Retail trade
Number of Employees:	1000 or more

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 32% less than men's. For every dollar men earn in average hourly wages, women earn 68 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 2% less than men's. For every dollar men earn in median hourly wages, women earn 98 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]



In this organization women's average overtime pay is 5% more than men's. For every dollar men earn in average overtime pay, women earn $1.05 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 8% less than men's. For every dollar men earn in median overtime pay, women earn 92 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	9

In this organization the average number of overtime hours worked by women was 9 more than by men. *

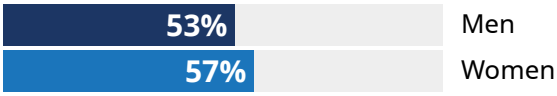
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	8

In this organization the median number of overtime hours worked by women was 8 more than by men. *

Percentage of employees in each gender category receiving overtime pay

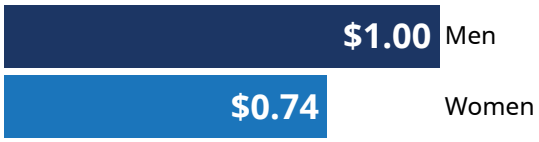


Explanatory notes

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]



In this organization women's average bonus pay is 26% less than men's. For every dollar men earn in average bonus pay, women earn 74 cents in average bonus pay. *

Median bonus pay [8]



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus pay. *

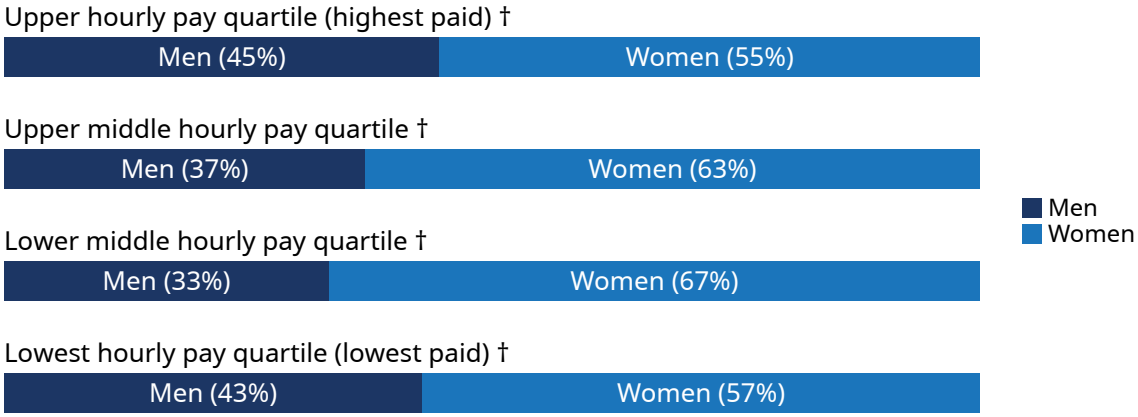
Percentage of employees in each gender category receiving bonus pay



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.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 55% of the highest paid jobs and 57% of the lowest paid jobs.

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

Data constraints

This report is based on demographic data available for approximately 30% of the organization's 1,007 team members. Due to the limited size of the available data set, the results may not be fully representative of the entire workforce. The organization continues to encourage voluntary self-identification and improve data collection processes to support more comprehensive pay transparency reporting in future years

Explanatory notes

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.