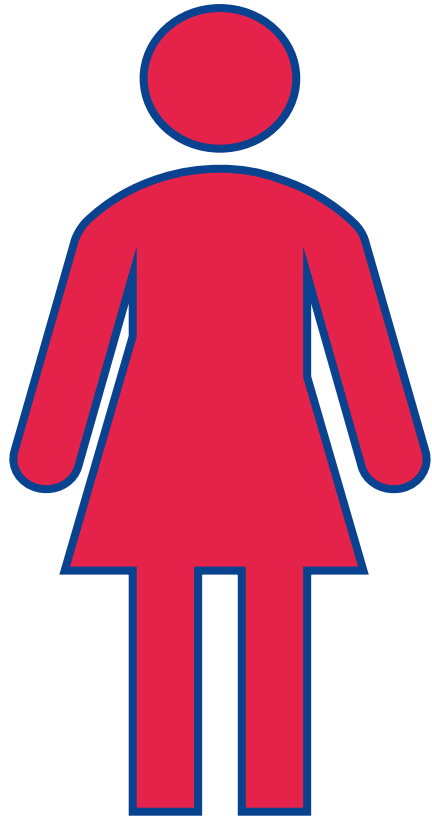




Gender Pay Gap Report

2025-2026

Kelly Parkinson
Executive Director Human Resources



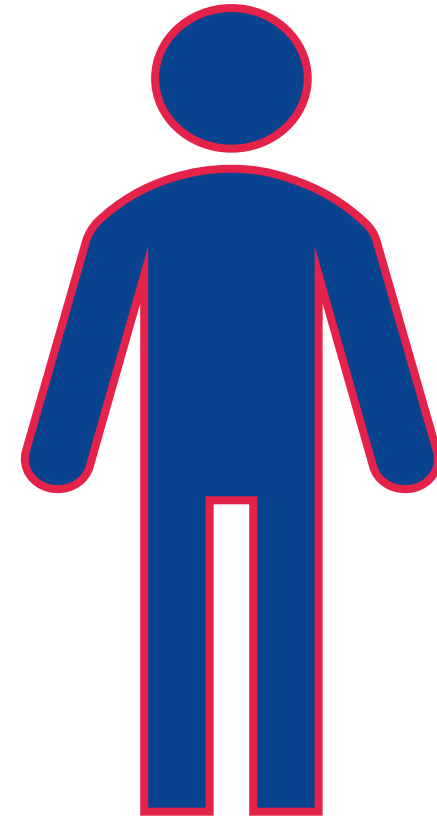
58.9%
FEMALE Staff

7.4%

MEAN Pay Gap in Hourly Earnings

11.9%

MEDIAN Pay Gap in Hourly Earnings



41.1%
MALE Staff

PROPORTION OF EMPLOYEES BY EACH PAY QUARTILE

