

Andrew Sheret Limited

Pay Transparency Report

Employer details

Employer:	Andrew Sheret Limited
Address:	401-740 Hillside Ave, Victoria, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	41 - Wholesale Trade
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹



In this organization, women's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents. *

Median hourly pay gap²



In this organization, women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn 101 cents. *

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 pay³



In this organization, women's average overtime pay is 2% less than men's. For every dollar men earn in average overtime pay, women earn 98 cents. *

Median overtime pay⁴



In this organization, women's median overtime pay is 1% less than men's. For every dollar men earn in average overtime pay, women earn 99 cents. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-78
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In this organization, the average number of overtime hours worked by women was 78 fewer than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-78
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In this organization, the median number of overtime hours worked by women was 78 fewer than by men. *

Percentage of employees in each gender category



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 pay⁷



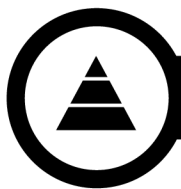
In this organization, women's average bonus pay is 1% less than men's. For every dollar men earn in average bonus pay, women earn 99 cents. *

Median bonus pay⁸



In this organization, women's median bonus pay is 11% more than men's. For every dollar men earn in median bonus pay, women earn 111 cents. *

Percentage of employees in each gender category



Percentage of each gender in each pay quartile⁹

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



Men
Women

In this organization, women occupy 25% of the highest paid jobs and 26% of the lowest paid jobs.

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.