SUN PEAKS GRAND LLP

PAY TRANSPARENCY REPORT

Sun Peaks Grand LLP is committed to fair and equitable compensation for all employees, reflecting our shared value of ***Here Together***. Each year, we conduct a comprehensive benchmarking review that assesses external market rates and ensures strong internal equity, including gender pay equity, across comparable roles.



2025

TIME PERIOD

JAN 1, 2025 - Dec 31, 2025

SUN PEAKS GRAND
HOTEL & CONFERENCE CENTRE

Sun Peaks Grand LLP Overview

Sun Peaks Grand LLP (SPGLLP) is a full-service hotel with 221 guest rooms, and an additional 41 condo units, located in the heart of the village in Sun Peaks Resort in the BC Interior. As a hotel set within a seasonal destination, our employee headcount fluctuates significantly throughout the year, comprising up to 188 staff, the majority of whom are seasonal in the winter when the resort is at its busiest, and a permanent year-round headcount of 82.

SPGLLP is committed to fair compensation for all, aligned with our inclusive value of ***Here Together***. Internal equity across comparable roles including gender pay equity is an integral part of that. Accordingly, every year we conduct a thorough benchmarking exercise that considers external market rates for comparable roles as well as a fulsome internal evaluation.



Employer details

Employer:	SUN PEAKS GRAND LLP
Address:	3240 Village Way, Sun Peaks, BC
Reporting Year:	2025
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	72 - Accommodation and food services
Number of Employees:	51 - 299

Hourly Pay

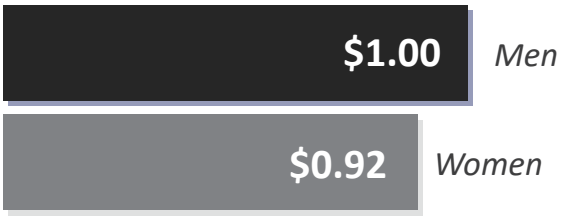
In 2025, the gender pay gap between women and men in British Columbia was 14.5%, or 85 cents on average for every dollar men earned (Government of British Columbia, 2026).

At Sun Peaks Grand LLP, the gender pay gap is smaller than the provincial average. Specifically, women earned on average 92 cents for every dollar earned by men, which is a 2-cent widening of the pay gap over 2024. However, aligned with our value of ***Being Better***, we will continue to drive efforts to understand the underlying causes and considerations, and promote equitable pay where we still have gaps to close.

Of note in 2025, 55% of hotel positions were occupied by women and 45% by men. Looking more deeply at gender representation within the hourly pay quartiles, women occupied 41% of the highest paid roles, and 53% of those falling into the second highest hourly pay quartile. They also occupied 58% of positions in the lowest hourly pay quartile.

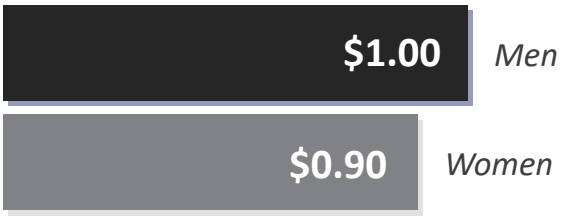
Many of our higher-paying administrative roles are occupied by women - notably 87% of finance and accounting, sales and reservations positions. By contrast, hotel Front Office and Food and Beverage front of house positions fall into the lowest pay quartile (95% of roles) and are where we see a higher representation of women in our applicant pools as well as our workforce – constituting 60% of these positions in 2025. It should be noted that the majority of these roles are seasonal.

Mean hourly pay gap [1]



*In this organization, women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents.**

Median hourly pay gap [2]



*In this organization, women's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 90 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.
3. * 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.

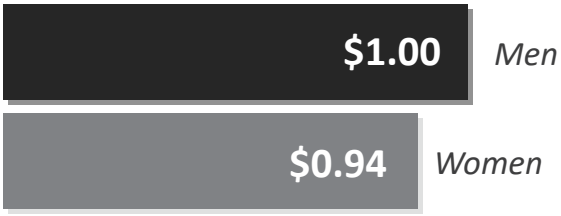
Overtime Pay

At Sun Peaks Grand LLP, paid overtime is not available to all employees, and is very focused within critical operational departments to ensure an elevated guest experience.

Within our organization, more women are eligible for overtime pay versus men, and in 2025, 66% of both men and women earned overtime pay. For every dollar men earned in average overtime pay, women earned 94 cents. This represents a 2-cent widening of the pay gap year over year. Note that this reflects the total amount of overtime paid to an employee, not the hourly pay for each hour of overtime.

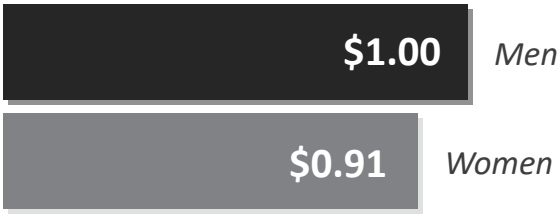
In 2025, there is no one specific department driving this slight gap in mean overtime pay. For example, 10% of total overtime pay was accounted for within our maintenance department, where we have an under-representation of women, with men comprising 88% of the team. Other key departments with overtime hours in 2025 included Culinary (34% of total overtime hours) and Food & Beverage (F & B) front of house including banquets (27% of overtime hours). In Culinary, 68% of team members are male, while in F & B front of house, 63% are female.

Mean overtime pay [3]



*In this organization, women's average overtime pay is 6% less than men's. For every dollar men earn in average overtime pay, women earn 94 cents.**

Median overtime pay [4]



*In this organization, women's median overtime pay is 9% less than men's. For every dollar men earn in median overtime pay, women earn 91 cents.**

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	**-14**

*In this organization the average number of overtime hours worked by women was 14 less than by men **

Median overtime paid hours [6]

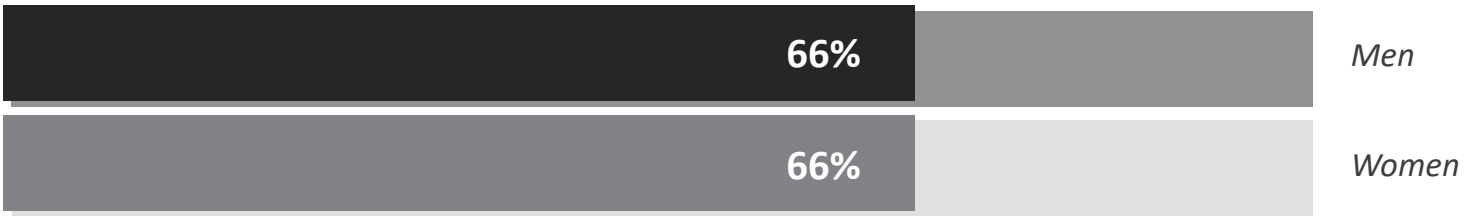
Difference as compared to reference group (Men)

Women	**-8**

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

Overtime Pay

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.

* 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.



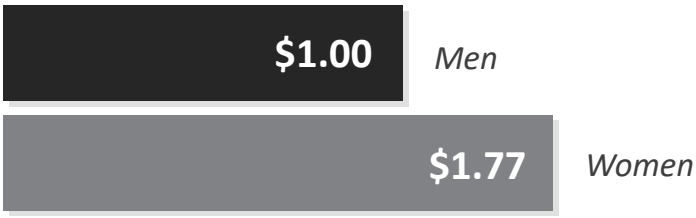
Bonus Pay

At SPGLLP, our fiscal year runs from May 01 to April 30, and any approved performance related bonuses are typically paid out in Q3 of the calendar year, after our financial year closes. Our pay for performance philosophy includes a leadership team bonus and a bonus that all other levels of permanent employee are eligible to be nominated for each year, both of which are tied to performance – including individual and organizational (organizational includes the collective results of Sun Peaks Grand Hotel LLP (SPGLLP) and Sun Peaks Resort LLP (SPRLLP) which are under common ownership.

In 2025, 16 employees received bonus pay including performance-related bonuses and commission, and women accounted for just over half. In 2025, the gender pay gap for bonus pay is more favourable towards women, who earned an average of $1.77 for every dollar earned by men.

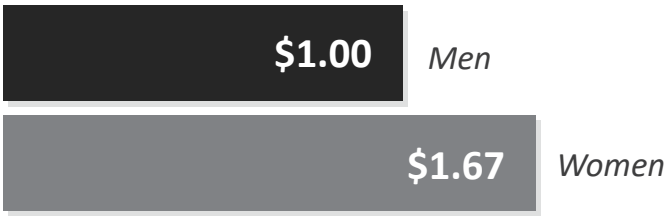
There is no year over year comparison for bonus pay gaps in 2024, as no performance-related bonus payouts were awarded to leadership or any other employee as our financial results for 2023-2024 did not meet our targets.

Mean bonus pay [7]



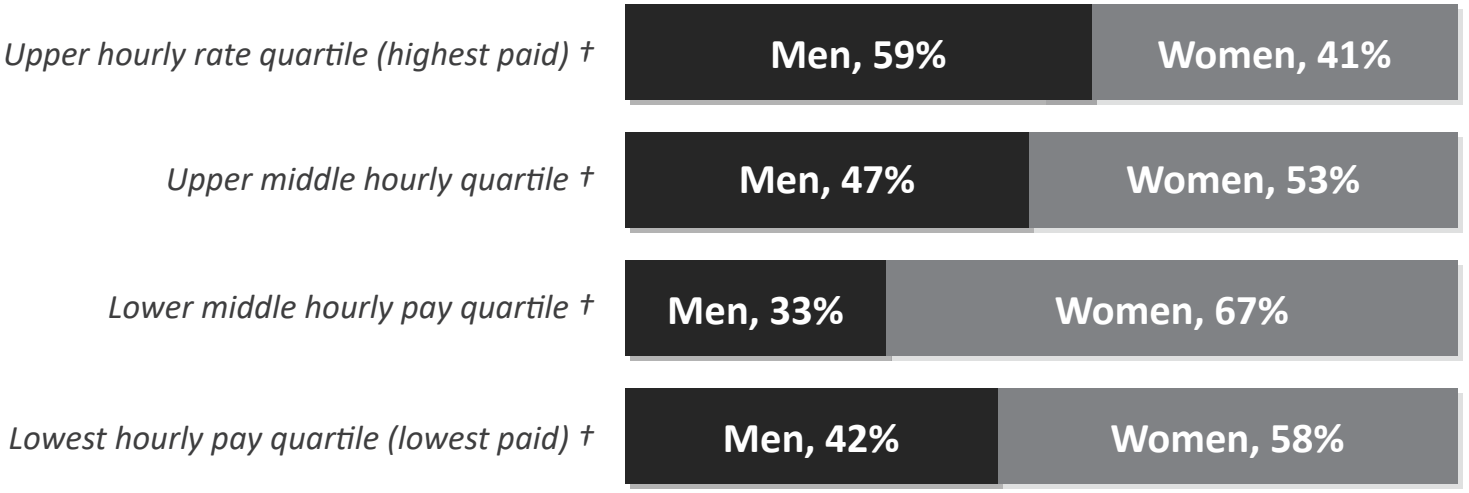
*In this organization, women's average bonus pay is 77% more than men's. For every dollar men earn in bonus pay, women earn $1.77 in average bonus pay.**

Median bonus pay [8]



*In this organization, women's average bonus pay is 77% more than men's. For every dollar men earn in bonus pay, women earn $1.77 in average bonus pay.**

Percentage of each gender in each pay quartile [7]



In this organization, women occupy 41% of the highest paid jobs and 58% of the lowest paid jobs.

Explanatory notes

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



Conclusion

The 2025 gender pay transparency analysis shows some gender-based pay gaps across Sun Peaks Grand LLP, and a slight widening of the pay gap for average hourly wages and overtime pay. Women's mean hourly wages were 8% less than men's, while their median hourly wages were 10% less. From an overtime perspective, in 2025, women's average overtime pay was 6% less than men's, while their median overtime pay was 9% less.

Conversely, women's average bonus pay (including performance-related bonus and commissions) in 2025 was 77% higher than men's.

As previously noted, while women make up 41% of the highest paid roles and 53% of the second highest hourly pay quartile, we still see a higher representation of women (58%) occupying roles in the lowest hourly pay quartile – roles including Food and Beverage front of house and hotel Front Office – and this is impacting to some extent the SPGLLP gender pay gap.

Sun Peaks Grand LLP will continue to conduct annual analyses of rates of pay as well as approaches to better understand underlying factors and systemic challenges that may also be impacting gender pay disparities within the organization. By furthering this understanding, we will be better placed to identify where we have an opportunity to reduce gender-based pay gaps, as well as advance equity across the workforce overall as it relates to pay as well as opportunity.

