

Blue Water Rail Services Pay Transparency Report

Blue Water Rail Services is focused on providing the highest level of safety performance and to deliver continued value to our customers. We currently provide services to customer locations in the Lower Mainland at local marine port terminals, with a focus on expanding our services of first and last mile delivery throughout western Canada. We offer a wide breadth of railway operational experience including terminal rail operations, logistics, switching services, engineering and mechanical services, railcar repair, and track and maintenance of way services.

The dataset used for this report includes both unionized and non-unionized employees. Approximately 88% of the workforce is compensated in accordance with a collective agreement, which govern wage structures and step progression for those roles.

This report outlines a possible underrepresentation of women in certain roles across this organization.

Employer:	Blue Water Rail Services Limited Partnership
Address:	2102 River Drive, New Westminster, British Columbia, V3M 6S3
Time Period:	January 1, 2025-December 31, 2025
Number of Employees:	58 employees
NAICS Code:	482112 – Short Line Rail Transportation



Total Gender Representation	Note that this section has been removed under the Pay Transparent Act, Pay Regulations. 13(4) as the sample size contains less than 10 people in a segment.

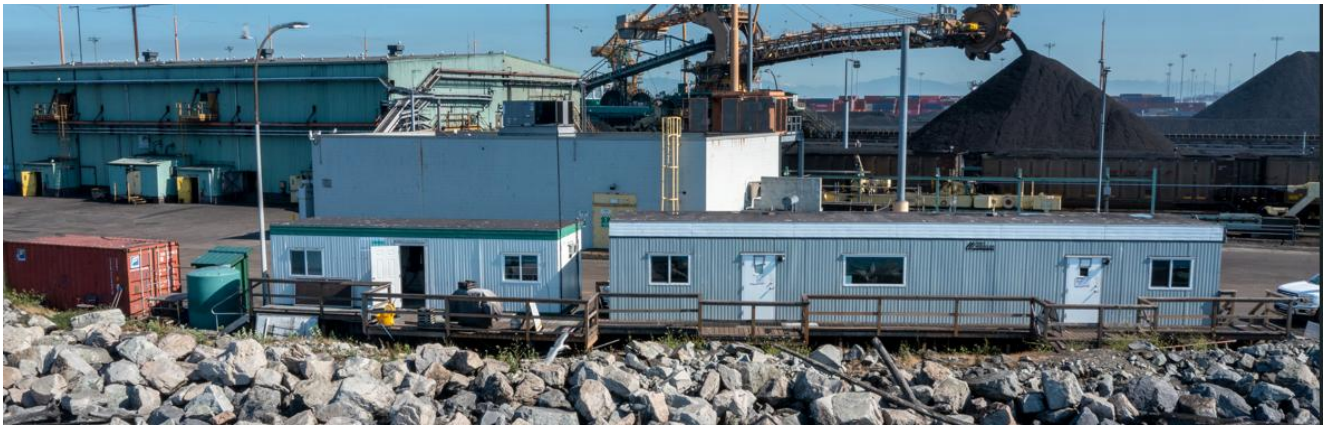
Hourly Pay

Mean Hourly Pay Gap[1]

Under the Pay Transparency Act, Pay Transparency Regulation s. 13(4), this section of the report has been omitted due to privacy and sample size being less than 10 employees in the gender category.

Median Hourly Pay Gap[2]

Under the Pay Transparency Act, Pay Transparency Regulation s. 13(4), this section of the report has been omitted due to privacy and sample size being less than 10 employees in the gender category.



Overtime Pay

Mean overtime pay [3]	Median overtime pay[4]
In this organization, women do not form the division of employees who collect overtime pay. As a result, this section of the report does not apply.	In this organization, women do not form the division of employees who collect overtime pay. As a result, this section of the report does not apply.

Mean Overtime Hours[5]	Median overtime Hours[6]
Difference as compared to reference group (men) In this organization, women do not form the division of employees who collect overtime pay. As a result, this section of the report does not apply.	Difference as compared to reference group (men) In this organization, women do not form the division of employees who collect overtime pay. As a result, this section of the report does not apply.

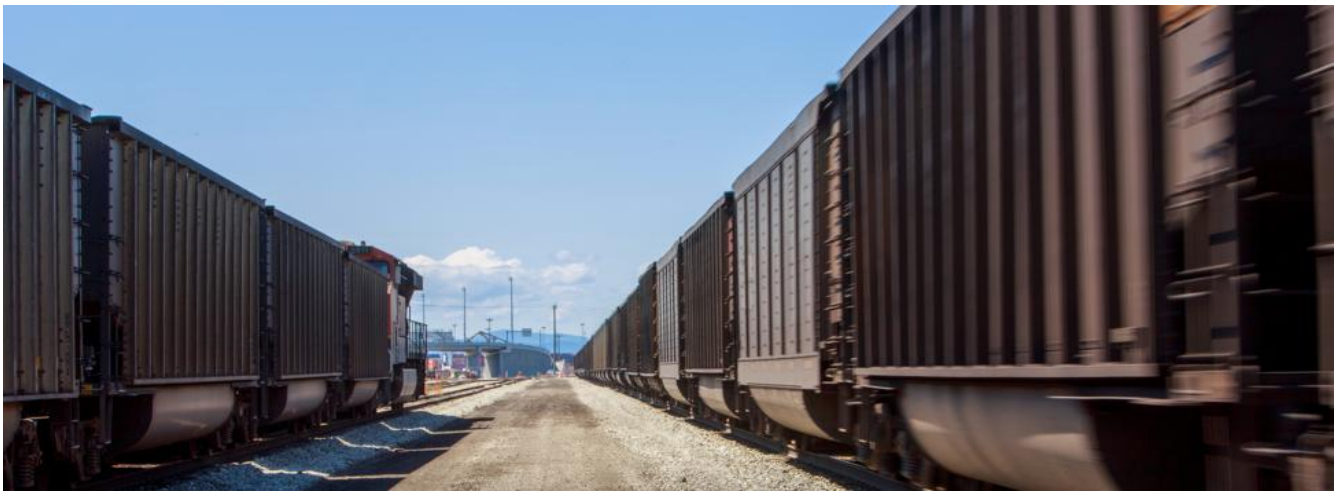


Bonus Pay

Mean Bonus Pay[7]	Median Bonus Pay[8]
In this organization, the management group of which the women are part of do not receive a bonus payment.	In this organization, the management group of which the women are part of do not receive a bonus payment.

Percentage of employees in each gender category receiving bonus pay

Under the Pay Transparency Act, Pay Transparency Regulation s. 13(4), this section of the report has been omitted due to privacy and sample size being less than 10 employees in the gender category.



Percentage of each gender in each pay quartile[9]

Under the Pay Transparency Act, Pay Transparency Regulation s. 13(4), this section of the report has been omitted due to privacy and sample size being less than 10 employees in the gender category.

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. “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.
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.