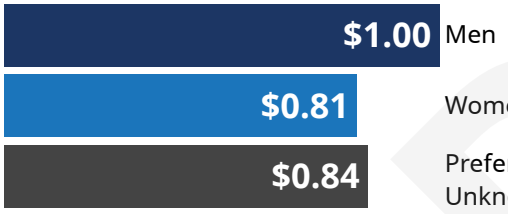
FIRSTONSITE RESTORATION LIMITED
Pay transparency report

Employer details

Employer:	FIRSTONSITE RESTORATION LIMITED
Address:	1969 Upper Water Street, Suite 1300 Purdy's Wharf Tower II, Halifax, NS
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	23 - Construction
Number of Employees:	50-299

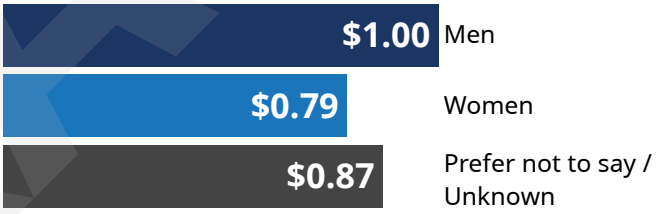
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 21% less than men's. For every dollar men earn in median hourly wages, women earn 79 cents in median hourly wages. *

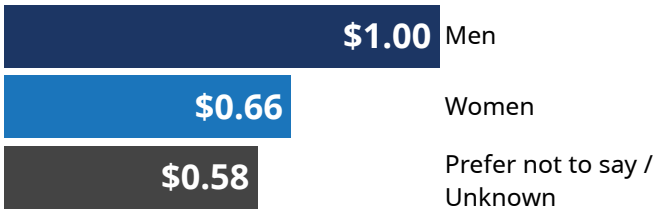
Explanatory notes

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.

DRAFT

Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 34% less than men's. For every dollar men earn in average overtime pay, women earn 66 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 30% more than men's. For every dollar men earn in median overtime pay, women earn $1.30 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-42
Prefer not to say / Unknown	-83

In this organization the average number of overtime hours worked by women was 42 less than by men. *

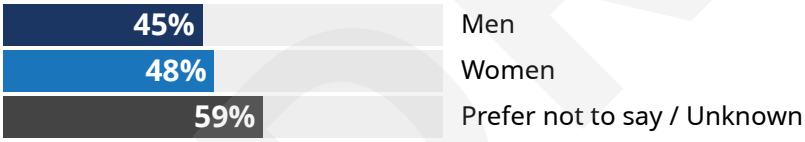
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	44
Prefer not to say / Unknown	-61

In this organization the median number of overtime hours worked by women was 44 more than by men. *

Percentage of employees in each gender category receiving overtime pay



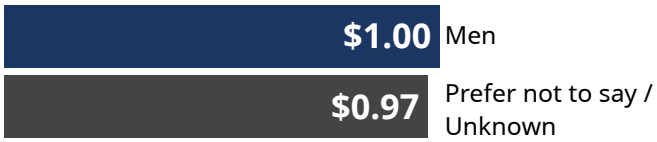
Explanatory notes

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.

DRAFT

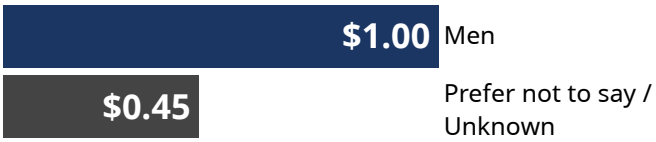
Bonus pay

Mean bonus pay [7]



In this organization prefer not to say / unknown's average bonus pay is 3% less than men's. For every dollar men earn in average bonus pay, prefer not to say / unknown earn 97 cents in average bonus pay. *

Median bonus pay [8]



In this organization prefer not to say / unknown's median bonus pay is 55% less than men's. For every dollar men earn in median bonus pay, prefer not to say / unknown earn 45 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay

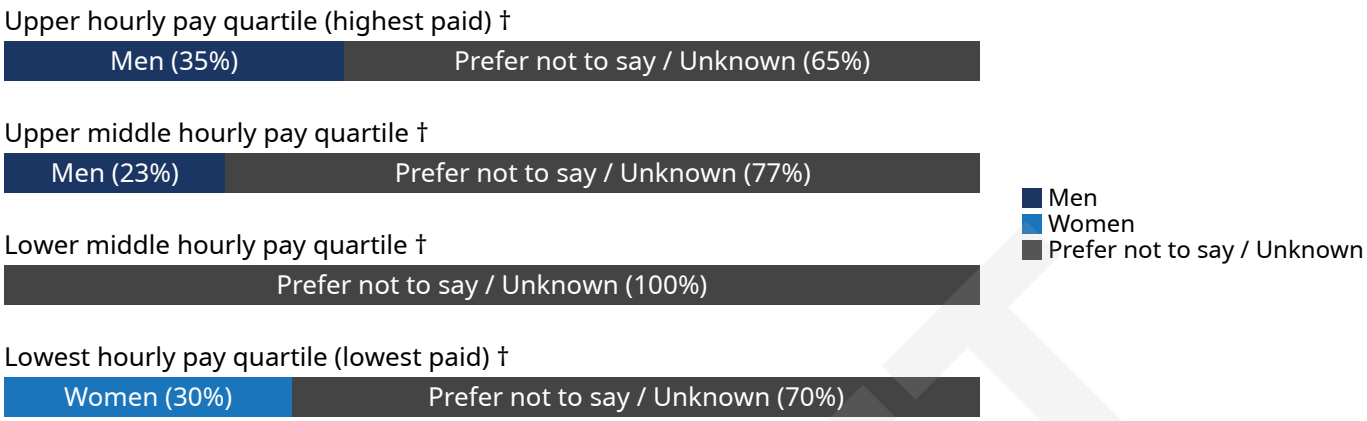


Explanatory notes

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.

DRAFT

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 30% of the lowest paid jobs. Prefer not to say / Unknown occupy 65% of the highest paid jobs and 70% of the lowest paid jobs.

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

Data constraints

The gender data used in this report is based on voluntary information provided by employees through a survey completed in 2026. The unknown/prefer not to say category is reflective of those who have either selected this category or have not provided consent for their gender data to be used.

The non-binary category does not appear in this report because minimum reporting thresholds have not been met.

The limited population of employees who have consented to the use of their gender information restricts our ability to offer an accurate view of the employee population and skews pay gaps

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.

DRAFT