
REPORT

Global Relay Communications Inc.

2024 Pay Transparency Report

Employer Details

Name of Employer	Global Relay Communications Inc.
Address	220 Cambie Street - 2nd Floor, Vancouver, BC
Reporting Year	2024
Reporting Period	January 1 - December 31, 2024
NAICS Code	51 - Information and cultural industries
Number of Employees	300-999

* This Pay Transparency Report covers all employees employed by Global Relay Communications Inc. in Canada.

Introduction

Here at Global Relay, we are deeply committed to fostering an inclusive and equitable workplace where all employees are valued and rewarded fairly for their contributions. We recognize the importance of gender equality and that providing equal pay for equal work is not just a legal obligation to our organization—it is a moral imperative.

Although there is still work to be done, our approach to closing the pay gap is multi-layered, reflecting our ongoing commitment to fostering an inclusive workplace:

1. Transparency and Reporting

Our mission at Global Relay is to operate with transparency and integrity. By bringing attention to the areas where we could make improvements, we are able to help drive meaningful change in our business and industry.

In alignment with our mission, Global Relay will continue to conduct audits to assess pay discrepancies and as is required by the BC Pay Transparency Act, we will report our progress as we seek to narrow this divide.

Please note that the methodology of this report is a standard set by the Act and does not account for critical factors such as employee performance, job type/level, tenure, or other potentially relevant metrics, when comparing salaries.

2. Fair Recruitment Practices

Our recruitment process is designed to be fair and unbiased. We actively address potential barriers that applicants might face, to promote equality for all in our recruitment practices. We will continue to implement policies that promote gender equality in our recruitment processes and selection campaigns where there is under-representation of one gender.

3. Retention and Support

We prioritize the retention of our colleagues throughout their careers, which means implementing supportive programs and family-friendly policies such as flexible work arrangements and parental leave to allow for an appropriate work-life balance for all employees. We also provide equal opportunities for growth and communicate that everyone has the potential to succeed in their careers and will be supported in their progression.

4. Cultivating an Inclusive Culture

Global Relay strives to create an inclusive culture where diversity is celebrated and stereotypes are actively challenged. We promote diversity in leadership and ensure all voices are heard and represented. We also provide ongoing education and awareness programs to employees. By valuing different perspectives, we aim to create a workplace where everyone can thrive.

5. Collaboration and Advocacy

Tackling the underrepresentation or unequal pay of women in our industry requires a collaborative approach, so we can drive systemic change and ensure our organization at all levels support our initiatives. Global Relay Canada has a robust intern and co-op program to offer junior candidates the opportunity to break into the technology industry and gain experience in science, engineering, and technology. We ensure these positions are paid a fair wage so that everyone entering the field starts on equal footing. We also work to ensure that senior leaders take responsibility for addressing barriers to women's progression and retention.

Going forward, Global Relay remains committed to these actions and programs, as we strive to create and nurture an equitable and inclusive workplace that empowers all our team members.

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Pay Gap by Gender¹

Gender	Hourly Pay ² (\$): Mean ³	Hourly Pay (\$): Median ⁴	Bonus Pay (\$): Mean ³	Bonus Pay (\$): Median ⁴	Employees receiving bonus pay (%)	Snapshot Pay Quartiles ⁵ (%)			
						Lower	Lower Middle	Upper Middle	Upper
Men	1.00	1.00	1.00	1.00	85%	47%	63%	83%	80%
Women	0.81	0.76	1.07	0.79	80%	49%	37%	17%	20%
Prefer not to say/ Unknown	0.83	0.70	0.40	0.62	60%	4%	N/A	N/A	N/A

¹ Overtime Pay & Overtime Paid Hours cannot be displayed because there is insufficient data to meet disclosure requirements.

² "Hourly Pay" does not include bonuses and overtime.

³ "Mean" refers to average pay for each group.

⁴ "Median" refers to the mid-range of pay for each group.

⁵ "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.



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