Frequently Asked Questions

What is the Pay Transparency Report?
It is an annual report required by the B.C. government that measures the gap between what men, women, and non-binary individuals are paid across our organization.

Who has to file annual Pay Transparency Reports?
Phased schedule: Larger employers must publish annual pay transparency reports on their websites by November 1 each year:

- **November 1, 2023:** B.C. government and six largest Crown corporations
- **November 1, 2024:** Employers with 1,000 or more B.C.-based employees
- **November 1, 2025:** Employers with 300 or more B.C.-based employees
- **November 1, 2026:** Employers with 50 or more B.C.-based employees

Why did The Hive publish this report?
As of **November 1, 2026**, all B.C. employers with **50 or more employees** are legally required to post this report publicly every year to help close the gender wage gap. Hive Heights, Hive North Shore, Hive PoCo and Honeycomb (Hive Vancouver and Surrey) are separate companies. That is why each one has their specific report and that is why we are considered “Employers with 50 or more B.C.-based employees”.

Does a pay gap mean people are being paid unfairly for the same job?
No. A "pay gap" measures the difference in average earnings across the *entire* company, regardless of role. It is not the same as "equal pay for equal work" (paying two people differently for the exact same job). A gap usually means there is a higher concentration of one gender in senior or higher-paying roles.

Are personal salaries visible in this report?
No. All data in the report is completely **anonymized and aggregated**. No individual names, specific job titles, or exact personal salaries are disclosed or identifiable.

Where did the gender information come from?
During the onboarding process, The Hive gathers confidential information regarding our new staff’s gender identity, using the form called B.C. Pay Transparency Act–Data Collection.

Why do some pay quartiles display only "Prefer not to say/ Unknown 100%"?

When the number of employees in a group is small, breaking the results down further by gender may make it possible to identify individual employees. For this reason, some gender categories may not appear in the pay quartile information. This does not mean a gender category was excluded from the calculation; it simply means the results cannot be displayed per category due to privacy requirements. The pay quartile will be reduced to suppress gender categories consisting of less than 10 (ten) employees.

Can employees opt-out or change their gender information?

Yes. Providing this information is strictly **voluntary**. The data collection is mandatory for us, but it is voluntary for employees to respond. If an employee chooses not to provide their gender, per legislation, their pay information will still be used in the report and the gender will be marked as unknown.

What specific pay information is included?

The report calculates the differences between gender groups across **ordinary hourly wages**, **overtime pay**, and **bonus pay** received over the past year.

What is the difference between the "mean" and "median" gap?

The **mean gap** is the difference in average pay across the groups. The **median gap** represents the exact midpoint of earnings, which prevents a few very high or very low earners from distorting the overall picture.

Can employees discuss pay with coworkers?

Yes. Under B.C. law, employees are completely free to discuss salary, wages, or the contents of this report with their colleagues.

Will employees face any pushback for asking about pay or this report?

Absolutely not. The Pay Transparency Act strictly prohibits employers from disciplining, dismissing or harassing any employee for discussing their pay or asking about the transparency report.

What is the company doing about the gaps identified in the report?

We are actively reviewing our hiring practices, promotion pathways, and compensation structures to ensure equal opportunities for everyone to advance into higher-paying roles.