

RAM CONSULTING PAY TRANSPARENCY REPORT

Reporting Year	2026
Organization Name:	RAM Engineering Ltd. (Operating as RAM Consulting)
Business Address:	700 – 409 Granville Street Vancouver, BC
NAICS Code:	54 – Professional, scientific and technical services
Number of Employees:	50 - 299
Reporting Period:	January 1, 2025 – December 31, 2025

About RAM Consulting

RAM Consulting (RAM) is a Canadian-owned and operated project delivery firm supporting the infrastructure, transportation, utilities, energy, marine, defence & mining sectors throughout North America.

With a multidisciplinary team of approximately 100 employees, including Engineers, Technologists, Project Managers, Safety Consultants, and corporate professionals, we strive to be the leader in engineering and project delivery solutions that improve lives and communities across North America.

Our work contributes to the infrastructure that supports the communities where we live and work. From major transportation improvements and utility upgrades to community development projects, our team is proud to help deliver projects that create lasting value.

One of our highest priorities is to attract, develop, and retain talented people. We believe a diverse workforce strengthens our organization, enhances collaboration, and allows us to better serve our clients and communities.

Industry Context

According to the [British Columbia Pay Transparency Annual Report in June 2026](#), the gender pay gap in the Professional, Scientific and Technical Services sector was approximately 18% in 2025, compared with 14.5% across British Columbia overall.

Like many engineering and consulting organizations, RAM's results may be influenced by several factors, including workforce demographics and composition, employee tenure, representation across technical and leadership positions, and overtime participation. Looking at our data alongside these factors helps us identify areas for further review and better understand our compensation outcomes.

RAM ENGINEERING LTD.

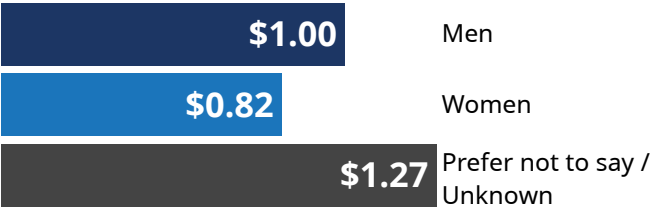
Pay transparency report

Employer details

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Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 18% less than men's. For every dollar men earn in average hourly wages, women earn 82 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 17% less than men's. For every dollar men earn in median hourly wages, women earn 83 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.



Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 51% less than men's. For every dollar men earn in average overtime pay, women earn 49 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 7% more than men's. For every dollar men earn in median overtime pay, women earn \$1.07 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-88
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In this organization the average number of overtime hours worked by women was 88 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	24
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In this organization the median number of overtime hours worked by women was 24 more than by men. *

Percentage of employees in each gender category receiving overtime pay



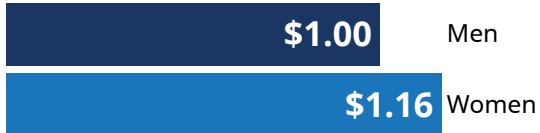
Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



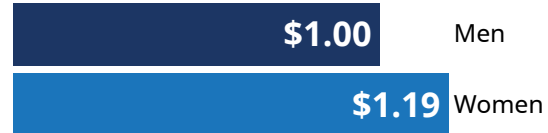
Bonus pay

Mean bonus pay ⁷



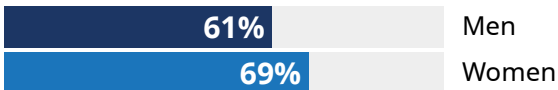
In this organization women's average bonus pay is 16% more than men's. For every dollar men earn in average bonus pay, women earn \$1.16 in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 19% more than men's. For every dollar men earn in median bonus pay, women earn \$1.19 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.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 51% of the lowest paid jobs. Prefer not to say / Unknown occupy 38% of the highest paid jobs.

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

Data constraints

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.

Data Constraints

It is important to acknowledge that some employees were included in the "Prefer not to say / Unknown" gender category. RAM respects the voluntary nature of employee self-identification and recognizes that reporting limitations can affect how workforce representation is interpreted.

Understanding RAM's Results

RAM's 2026 Pay Transparency Report, reflecting compensation data from January 1 to December 31, 2025, identifies an 18% mean hourly pay gap and a 17% median hourly pay gap between women and men. These findings provide an opportunity to better understand compensation trends across our organization and identify areas where further review may be beneficial.

The results also highlight differences in gender representation across compensation levels. Women represent 51% of employees in the lowest pay quartile, 44% in the lower-middle quartile, and 37% in the upper-middle quartile. Gender information within the highest pay quartile is partially suppressed to protect employee privacy. These findings highlight the importance of continuing to review workforce representation, career development opportunities, and progression into higher-paying positions.

Overtime compensation presents additional areas for consideration. During the reporting period, 40% of men and 33% of women received overtime pay. Women's average overtime earnings were 51% lower than men's, while their median overtime earnings were 7% higher. The report also identifies differences in overtime hours worked. These variations highlight an opportunity to further assess how overtime opportunities are distributed across roles, departments, and employee groups.

Bonus compensation showed a different trend. Women received 16% higher average bonus payments and 19% higher median bonus payments compared with men. Additionally, 69% of women received bonus payments, compared with 61% of men. While these findings are encouraging, RAM recognizes the importance of reviewing compensation practices collectively rather than relying on any single measure.

Overall, these findings provide a valuable starting point for continued review. While the data does not independently explain the reasons behind compensation differences, it helps identify where further analysis may be appropriate. RAM remains committed to reviewing compensation practices, supporting fair and consistent decision-making, and ensuring employees have equitable opportunities for development and advancement.

Our Commitment

At RAM, we know our success is driven by our people. We have always aimed to hold ourselves to a high standard in the work we deliver, the relationships we build, and the way we support our employees.

We place significant value on fostering a workplace where employees are treated fairly, have opportunities to grow, and feel supported throughout their careers.

Pay transparency is another way we can strengthen this commitment. This report helps us better understand our workforce, identify areas that warrant further review, and support compensation practices that are fair, consistent, and aligned with our values.

Based on the findings of this year's report, RAM is committed to the following actions:

Annual Compensation Review

Review compensation data annually to better understand pay trends and identify potential differences across roles, levels, and workforce groups.

Review Overtime and Additional Earning Opportunities

Assess overtime and other variable earning opportunities to better understand how they are distributed across the organization and identify areas for further review or improvement.

Support Fair and Consistent Decision-Making

Provide managers with guidance and resources to support equitable and consistent compensation and promotion decisions.

Improve Workforce Data

Encourage participation in voluntary self-identification initiatives to improve our understanding of workforce representation and strengthen future reporting.

Monitor and Report Progress

Continue publishing our Pay Transparency Report annually and use the results to track trends and inform future actions.

Looking Ahead

We recognize that creating and maintaining equitable workplace practices requires ongoing review and attention.

As RAM continues to grow, we will continue reviewing our practices, listening to feedback, and using the information in this report to help guide our decisions. We remain committed to fostering a workplace where employees are recognized for their contributions, supported in their development, and provided equitable opportunities to succeed.