Starbucks Coffee Canada
2026 British Columbia (BC) Pay Transparency Report

Starbucks Canada is committed to Pay Transparency and helping close the gender pay gap. Furthermore, we are enhancing Pay Transparency to help partners (employees) navigate their career and better understand how experience, capabilities, and performance can shape compensation.

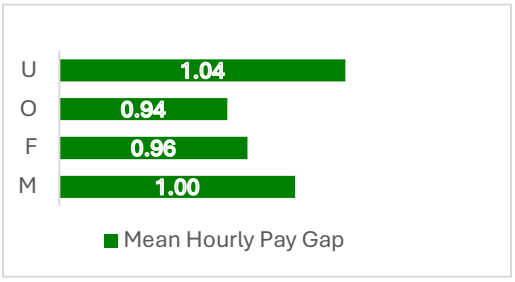
Employer details

Employer:	**Starbucks Coffee Canada, Inc.**
Address:	**5160 Yonge St Suite 1700, Toronto, ON, M2N 6L9**
Reporting Year:	**2026**
Time Period:	**September 29th, 2025, to September 27, 2026**
NAICS Code:	**81 – Other services (except public administration)**
Number of Employees:	**5, 032**

As gender identity information is collected on a voluntary basis through self-identification (self-ID), there is a sizeable portion of partners (~22%) whose gender could not be determined. This can include partners who may have declined to complete their self-ID.

Hourly Pay

Mean Hourly Pay Gap:

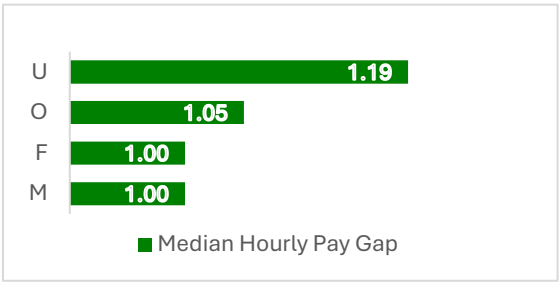


Mean hourly pay gap refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.

For all BC partners, female average hourly wages are 4% less than male and non-binary partner average hourly wages are 5.8% less than male. For every dollar male partners earn in average hourly wages, female partners earn $0.96 and non-binary partners earn $0.94 in average hourly wages.

When we isolate for hourly store partners, which make up around 92.1% of our partner base, the average wage for females is 1.8% below males, and non-binary partners earn 1.9% more than males.

Median Hourly Pay Gap:

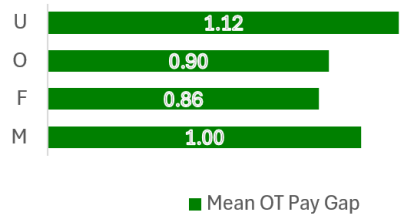


Median hourly pay gap refers to the differences in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

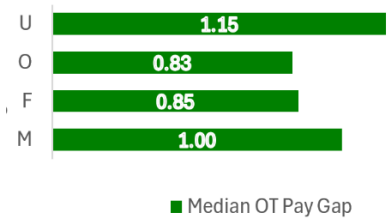
For all BC partners, female and male partners have the same median hourly-equivalent wage. The median hourly pay gap for non-binary people and unknown/undisclosed partners are 5.1% and 19.4% more than males, respectively. For every dollar male partners earn in median hourly wages, female partners earn $1.00, other/non-binary partners earn $1.05, and partners classified as unknown, undisclosed or not answered earn $1.19.

Overtime Pay[1]

Mean Overtime Pay Gap



Median Overtime Pay Gap



Mean Overtime Pay refers to overtime pay when averaged for each group.

Female mean overtime pay is 13.6% lower than male mean overtime pay, and non-binary people mean overtime pay is 10.2% lower than male mean overtime pay. For every dollar of overtime male partners earn on average, female partners earn $0.14 less and non-binary partners earn $0.10 less.

Median overtime pay refers to the middle point of overtime pay for each group.

Female median overtime pay is 15% lower than male median overtime pay, and non-binary people mean overtime pay is 17.1% lower. For every dollar of male median overtime pay, a female earns $0.15 less and non-binary partners receive $0.17 less.

Mean Overtime Paid Hours:
Difference as compared to reference group (M)

Female (F)	-4.5
Non-binary (O)	-4.7
Prefer not to say / Unknown (U)	2.1

Median Overtime Paid Hours:
Difference as compared to reference group (M)

Female (F)	-3.7
Non-binary (O)	-4.4
Prefer not to say / Unknown (U)	3.8

Mean overtime paid hours refers to the average number of hours of overtime worked for each group.

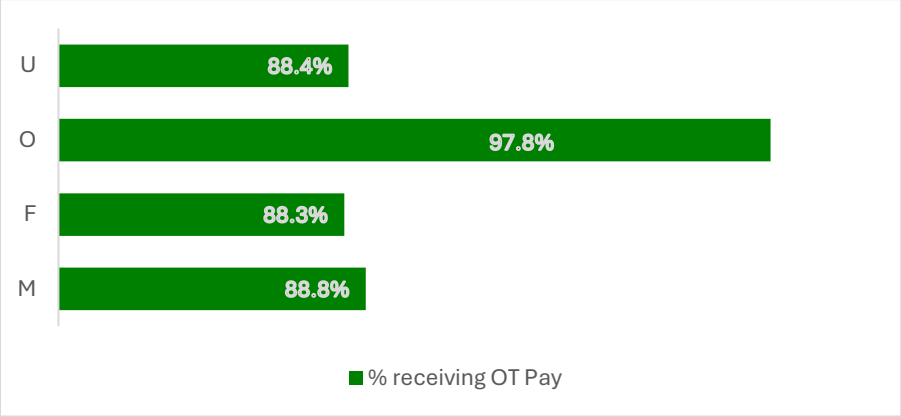
The table above shows how many additional overtime hours (on average) partners in a gender group would need to work to be on par

Median overtime paid hours refers to the middle point of number of overtime hours worked for each group.

The table above shows how many additional overtime hours the median partners in a gender group would need to work to be on par

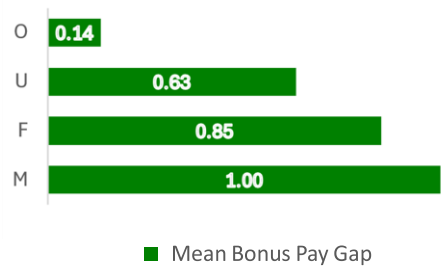
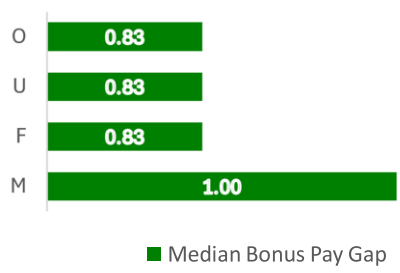
with males. This summary includes only those partners who received overtime pay. In this case, female partners would need to work 4.5 more overtime hours (on average) to be on par with male partners; non-binary partners would need to work 4.7 more overtime hours (on average) to be on par with male partners.	with males. This summary includes only those partners who received overtime pay. In this case, the median amount of overtime for female partners would need to increase by 3.7 hours to be on par with male partners; the median amount of overtime for non-binary partners would need to increase by 4.4 hours to be on par with male partners.

Percentage of BC partners in each gender category receiving Overtime Pay[1]



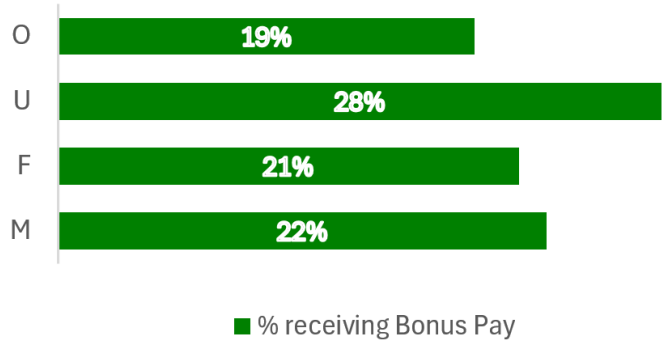
1 *Overtime pay applies to non-exempt jobs only*

Bonus Pay[2]

Mean Bonus Pay Gap:	**Median Bonus Pay Gap:**
	

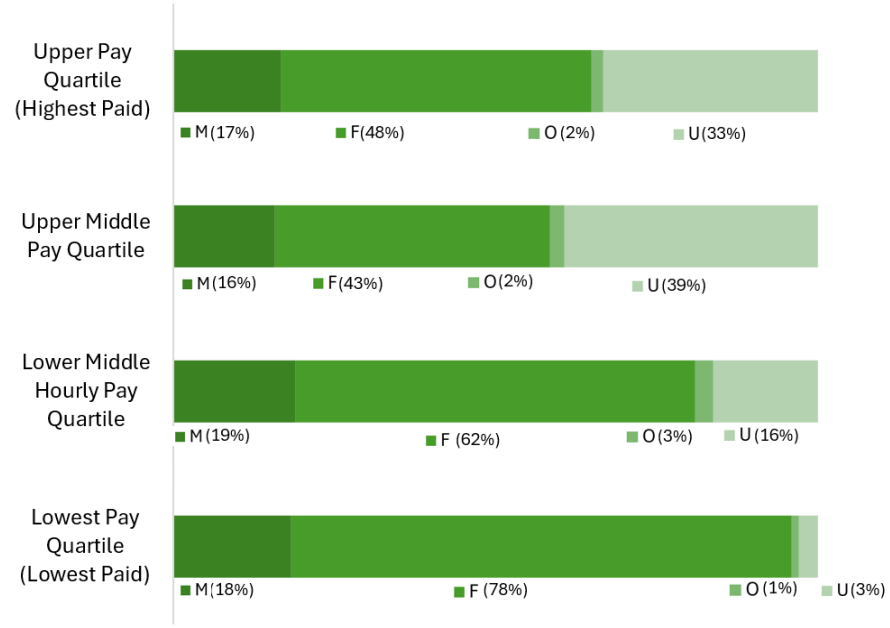
Mean bonus pay refers to bonus pay when averaged for each group. Female mean bonus pay is 15% lower than male mean bonus pay. For every dollar male partners earn in average bonus pay, female partners earn $0.15 less.	Median bonus pay refers to the middle point of bonus pay for each group. Female median bonus pay is 16.7% lower than male median bonus pay. For every dollar male partners earn in median bonus pay, female partners earn $0.17 less.

Percentage of partners in each gender category receiving Bonus Pay[2]:



2 Bonus pay applies to eligible partners who earned a bonus payout from 9/29/2025 to 9/27/2026

Percentage of each gender in each pay quartile:



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

In the Upper Pay Quartile, female partners occupy 48% and non-binary partners occupy 2%. In the Lowest Pay Quartile, female partners occupy 78% and non-binary partners occupy 1%. 76% of our new hires within the time period reported as female.

Explanatory Notes:

1. Hourly, overtime, and bonus pay data, as well as data regarding regular and overtime work hours was derived from payroll systems administered by Starbucks Coffee Company. While data was examined to isolate and address obvious errors, there may be errors that were not able to be identified or verified prior to reporting. However, any existing errors are unlikely to have a substantial impact on the patterns of results.
2. Gender data was retrieved from Starbucks Coffee Canada self-ID process. Partners can voluntarily identify as being male (M), non-binary (O), Female (F), or choose to not answer the question. Aligning with the standards set out by the provincial government, individuals who do not list their gender as "male," "non-binary," or "female" are counted in the present data as "unknown (U)."