2026 British Columbia Pay Transparency Report

British Columbia | Reporting year 2026 | January 1 to December 31, 2025

EMPLOYER DETAILS

Employer	ROBERT HALF CANADA INC.
Address	2900 - 550 Burrard Street, Vancouver, BC
NAICS code	561310 - Employment Staffing Agencies
Number of employees	50 to 299

OUR COMMITMENT TO PAY TRANSPARENCY

At Robert Half Canada, our employees embody our core values of integrity, inclusion, innovation and commitment to success. These principles guide everything we do for our clients, candidates, one another and the communities where we live and work. As a business, we strive to nurture an inclusive workplace that recognizes and addresses inequity, creating an environment where all employees can connect, thrive and grow.

This commitment drives us to consistently evolve and enhance the workplace experience by supporting employees, empowering their career growth and attracting and retaining talent through clear pathways for progression. Our inclusive work culture aims to make sure every employee feels supported and respected. By fostering a strong sense of belonging, we can create an environment where all voices can be heard and mutual respect and trust can thrive.

We are committed to implementing initiatives that establish and promote practices to improve pay equity and transparency. Our remuneration strategy is designed to attract, engage and retain top talent in recruitment and corporate services. We benchmark our roles against industry standards and offer a transparent, performance-based compensation package. While our data for the reporting period shows positive progress, we recognize there is still more to be done. We understand that valued and engaged employees perform better, benefiting themselves and the company. By focusing on these areas, developing and enhancing our inclusion programs, and leveraging all available data and feedback, we believe we can achieve even greater results in the future.

INCLUSION OF OUR CONTRACT WORKFORCE

Robert Half actively supports our clients in identifying contract talent and staffing these workers in temporary jobs. The pay rates paid to our contract workforce are determined by our clients; however, Robert Half takes steps to make sure that the rates paid to our contract talent comply with local laws and any applicable requirements. This practice significantly influences the reporting distribution across our base pay and total remuneration, given the blended model of internal employees and contract talent within our operations.

OUR INCLUSION STRATEGY

Fostering a gender-inclusive workplace goes beyond pay equity and transparency. Taking affirmative steps to enhance our company's inclusivity for female talent is just one facet of our broader initiative to cultivate an inclusive workplace for all employees. Robert Half is committed to treating all our employees fairly.

Our organizational journey toward greater inclusivity is ongoing and requires sustained efforts through programs that positively impact individuals from all backgrounds. Our dedication to narrowing the gender pay gap is an integral part of our broader inclusion strategy, centered around three pillars: attraction, retention, and the development and advancement of our employees.

ATTRACTION	RETENTION	DEVELOPMENT & ADVANCEMENT
We benchmark our roles against industry standards and offer a transparent, performance-based compensation	We are committed to implementing initiatives that establish and promote practices to improve pay equity and transparency.	We support employees, empower their career growth and provide clear pathways for progression.

UNDERSTANDING THE REPORTED POPULATION

REPORTING POPULATION	CONTRACT TALENT SHARE
817 individuals who worked in BC in 2025	**90.7%** of the reported population

As the world's first and largest specialized talent solutions firm, Robert Half connects highly skilled job seekers with opportunities at great companies. The reported figures reflect the blended model of internal employees and hourly-paid contract talent workers, whose salaries are set by our clients.

We are committed to implementing initiatives that establish and promote practices to improve pay equity and transparency. While our data for the reporting period shows positive progress, we recognize there is still more work to be done. By focusing on these areas, developing and enhancing our inclusion programs and leveraging all available data and employee feedback, we believe we can achieve even greater results in the future.

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SPOTLIGHT ON THE NUMBERS

Hourly pay

MEAN HOURLY PAY GAP

$0.88 Women

$1.00 Men

$0.97 Prefer not to say/Unknown

MEDIAN HOURLY PAY GAP

$0.87 Women

$1.00 Men

$0.95 Prefer not to say/Unknown

WHAT THE RESULTS SHOW

The 2025 results show women's average hourly wages were 12% lower than men's. For every $1.00 men earned in average hourly wages, women earned $0.88 in average hourly wages.

The gap between men and those who did not disclose their gender is much smaller, with unknown gender individuals earning $0.97 in average hourly wages.

Women's median hourly wages are 13% lower than men's. For every $1.00 men earned in median hourly wages, women earned $0.87 in median hourly wages.

Individuals whose gender is unknown earned $0.95 in median hourly wages for each $1.00 men earned 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 midrange of pay for each group. Hourly pay does not include bonuses and overtime.

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SPOTLIGHT ON THE NUMBERS

Overtime pay

MEAN OVERTIME PAY

$1.00 Women

$1.00 Men

$1.97 Prefer not to say/Unknown

MEDIAN OVERTIME PAY

$0.84 Women

$1.00 Men

$1.07 Prefer not to say/Unknown

Overtime pay reflects additional compensation associated with overtime hours worked. Mean overtime pay was equal between women and men, while median overtime pay was lower for women. Average overtime pay for individuals whose gender is unknown was $1.97 for every $1.00 men earned in average overtime pay.

The results were influenced by a small number of contract talent employees who received substantial overtime earnings in 2025. For contract talent, job requirements and pay rates are determined by clients and may influence aggregate overtime outcomes.

OVERTIME PAID HOURS

MEAN HOURS - DIFFERENCE VS. MEN

0 Women

8 Prefer not to say/Unknown

MEDIAN HOURS - DIFFERENCE VS. MEN

-1 Women

-1 Prefer not to say/Unknown

RECEIVING OVERTIME PAY

28% Men

27% Women

29% Prefer not to say/Unknown

At Robert Half, women and men worked the same average number of overtime hours. The median number of overtime hours worked by women was 1 hour less than worked by men.

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.

SPOTLIGHT ON THE NUMBERS

Bonus pay

Bonus pay is reported separately from hourly and overtime pay. Women received bonus pay at a slightly higher rate than men, with 14% of women receiving bonus pay compared with 11% of men. However, average and median bonus amounts were lower for women in the reported data. Participation rates and bonus amounts are different measures and should be reviewed together.

MEAN BONUS PAY	MEDIAN BONUS PAY	RECEIVING BONUS PAY
$0.49 Women	$0.27 Women	14% Women
$1.00 Men	$1.00 Men	11% Men

WHAT THE RESULTS SHOW

At Robert Half, women's average bonus pay was 51% lower than men's. For every $1.00 earned by men in average bonus pay, women earned $0.49.

Women's median bonus pay is 73% lower than men's. For every $1.00 earned by men in median bonus pay, women earned $0.27.

The alignment of the median bonus pay gap with the median hourly and overtime pay gap reflects the higher proportion of men in senior recruitment positions. In these roles, bonuses are calculated based on revenue earned. In contrast, our corporate and administration support employees operate under distinct bonus plans tied to individual and company performance.

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.

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SPOTLIGHT ON THE NUMBERS

Pay quartiles

The pay quartile analysis divides the reported employee population into 4 groups based on hourly pay. Women represent 29% of employees in the highest hourly pay quartile and 47% in the lowest hourly pay quartile.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE

Upper (highest paid)	**Women 29%**	**Men 32%**	**Unknown 39%**
Upper middle	**Women 42%**	**Men 30%**	**Unknown 28%**
Lower middle	**Women 45%**	**Men 24%**	**Unknown 31%**
Lowest paid	**Women 47%**	**Men 20%**	**Unknown 32%**

At Robert Half, women occupy 29% of the highest paid jobs and 47% of the lowest paid jobs.

This distribution reflects the blended population of internal employees and contract talent. Given the structure of our business, which involves staffing a significant number of contract talent workers in temporary jobs with our clients, we understand this dynamic impacts our average total remuneration.

We are confident our permanent (non-contract employees are paid equally regardless of gender, with our pay gap reflecting a lower proportion of females in senior-level roles and a higher proportion in lower-paid positions.

EXPLANATORY NOTES

9. “Pay quartile” refers to the percentage of each gender within 4 equal sized groups based on their hourly pay.

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

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.

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Conclusion and data constraints

CONTINUED FOCUS

Robert Half remains committed to attracting, retaining, developing and advancing talent. We will continue to review workforce data, monitor representation across pay levels and support initiatives that promote an inclusive workplace where all employees have opportunities to develop and succeed.

DATA CONSTRAINTS

These results reflect the employee population and compensation information required under British Columbia reporting rules for the stated reporting period. Hourly pay excludes bonuses and overtime, which are reported separately. The figures compare aggregated outcomes and do not, on their own, measure equal pay for the same or comparable work.

Where the gender category contained too few employees for disclosure, the category was excluded or the applicable quartile was reduced. The Prefer not to say/Unknown category combines employees who selected that response with records for which gender information was not available.

Robert Half engages in staffing contract talent with clients in temporary jobs. While pay rates paid to our contract workforce are determined by our clients, Robert Half takes steps to help make sure the rates paid comply with local laws and applicable requirements.

CLOSING PERSPECTIVE

Pay transparency provides a consistent framework for reviewing outcomes and identifying areas requiring further attention. Robert Half will use this report as one source of information to support continued progress toward an equitable and inclusive workplace.