Pay Transparency Report

McKESSON Canada

November 2026

Employer Details

Employer:	McKesson Canada
Main Address:	101 Warehouse & 102 Pharmacy, 3330 192 St, Surrey, BC V3Z 1A1
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	414510 - Pharmaceuticals and pharmacy supplies merchant wholesalers
Number of Employees:	233

Introduction

At McKesson Canada, we are committed to fostering a workplace grounded in fairness, transparency, and respect. As part of this commitment, we support initiatives that promote equitable pay practices and help address systemic pay disparities across the workforce.

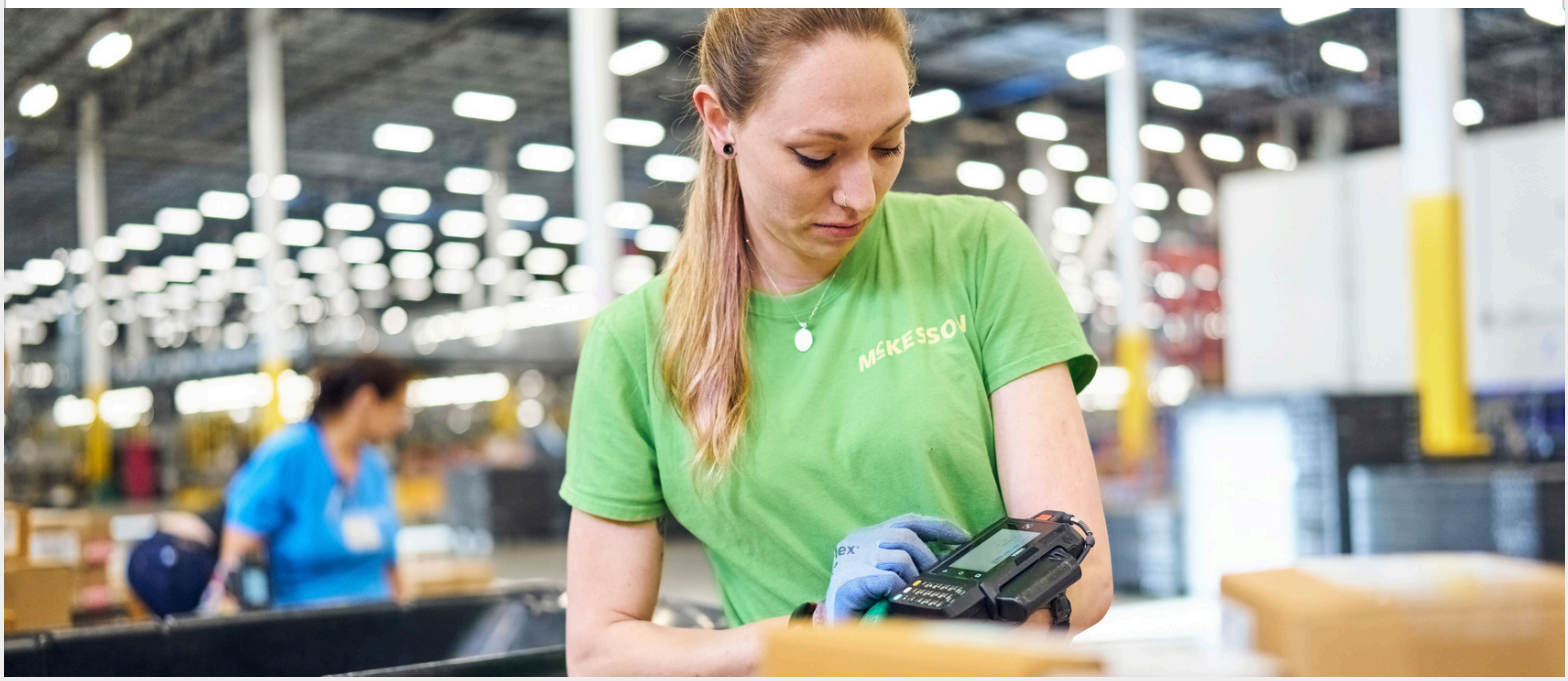
The British Columbia Pay Transparency Act is designed to increase awareness of gender-based pay gaps and to encourage employers to take meaningful steps toward greater pay equity. In alignment with this legislation, McKesson Canada has prepared this Pay Transparency Report to provide insight into our compensation practices for employees in British Columbia, using the prescribed methodology and reporting requirements set out by the Act.

We will continue to monitor workforce trends, promote opportunities for career growth and advancement, and use insights from this report to help inform our ongoing efforts to further strenghten an inclusive and equitable workplace.

Data used in this report

This report covers the period from April 1, 2025, to March 31, 2026, and reviews a variety of compensation indicators. The report uses employee compensation data to calculate pay gap metrics related to hourly pay, overtime pay, bonus pay, overtime hours, and representation across pay quartiles. Compensation data included in the analysis consists of ordinary pay, overtime pay, bonus pay, hours worked, and overtime hours, as defined by the provincial reporting guidelines.

Gender information used in this report was collected through employee self-identification. In accordance with provincial reporting requirements, employees may identify as a man, woman, non-binary person, or choose not to disclose their gender. Employees who did not provide gender information are included in the "Prefer not to say/Unknown" category. To protect employee confidentiality, results for this category are not reported when the number of employees falls below the minimum reporting threshold. Participation in the self-identification process is voluntary, and reasonable efforts have been made to collect this information in a respectful, inclusive, and privacy-compliant manner.



Glossary

The following definitions explain key terminology used throughout this report and are intended to assist in interpreting the results.

Career stream
Jobs are grouped under a classification system that groups roles according to their primary responsibilities and scope of work. Job classifications include management, professional, administrative support, operations, and sales roles.

Mean hourly pay
The average hourly rate of pay across all employees in the organization, calculated by dividing total hourly compensation by the number of employees.

Median hourly pay
The hourly rate of pay that represents the midpoint of the organization's compensation distribution, meaning that 50% of employees earn above this rate and 50% earn below it.

Mean overtime pay
The average overtime compensation received by employees, calculated by dividing total overtime pay by the number of employees who received overtime earnings during the reporting period.

Median overtime pay
The overtime compensation amount that represents the midpoint of the organization's overtime pay distribution, with 50% of employees receiving more and 50% receiving less.

Mean overtime paid hours
The average number of overtime hours compensated, calculated by dividing the total overtime hours paid by the number of employees who received overtime pay during the reporting period.

Median overtime paid hours
The overtime compensation in hours that represents the midpoint of the organization's overtime paid hours distribution, with 50% of employees receiving more and 50% receiving less.

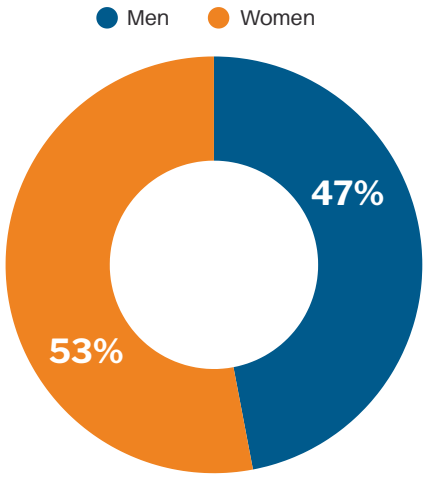
Mean bonus pay
The average value of bonus compensation received by employees, calculated by dividing total bonus payments by the number of employees who received a bonus during the reporting period.

Median bonus pay
The bonus compensation amount that represents the midpoint of the organization's bonus pay distribution, with 50% of employees receiving more and 50% receiving less.

Pay quartile
A pay distribution grouping that divides employees into four equal segments based on hourly pay levels, used to assess representation and pay distribution across the organization.

Employee Population Breakdown

Breakdown by Gender and Job Function



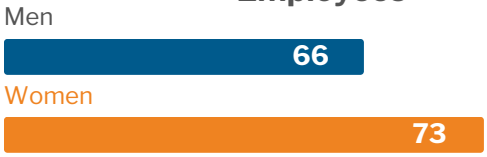
Job Function	Men	Women	Total
Operations - Union	66	73	139
Pharmacy	11	22	33
Operations - Non-Union	21	8	29
Other Functions	11	15	26
Nurses	0	5	5

Breakdown by Unionized vs Non-Unionized

Number of Non-Unionized Employees

Total of 93 employees

Number of Unionized Employees



Total of 139 employees

Breakdown by Gender and Years of Service - Non-Unionized Employees

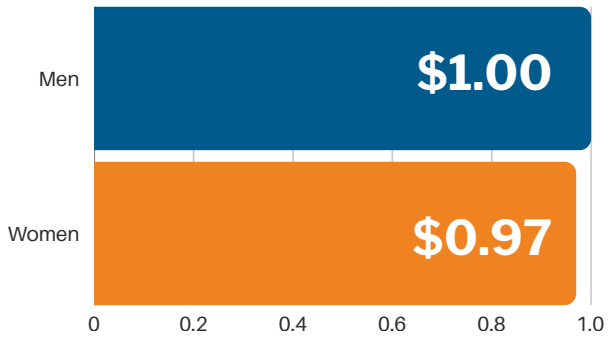
Years of Service	Men	Women	Total
0-1	7	1	8
1-2	5	10	15
2-3	9	5	14
3+	22	34	56

Breakdown by Gender and Years of Service - Unionized Employees

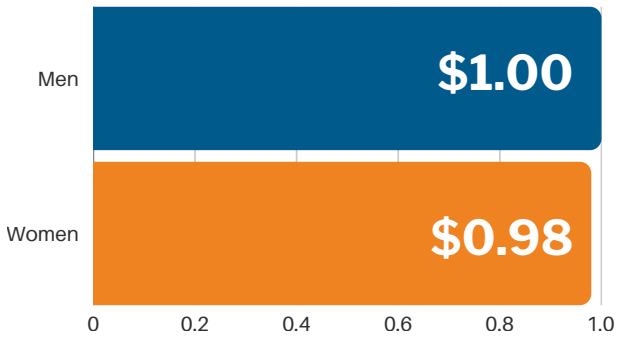
Years of Service	Men	Women	Total
0-1	9	8	17
1-2	6	9	15
2-3	4	1	5
3+	47	55	102

Hourly Pay

Mean hourly pay



Median hourly pay



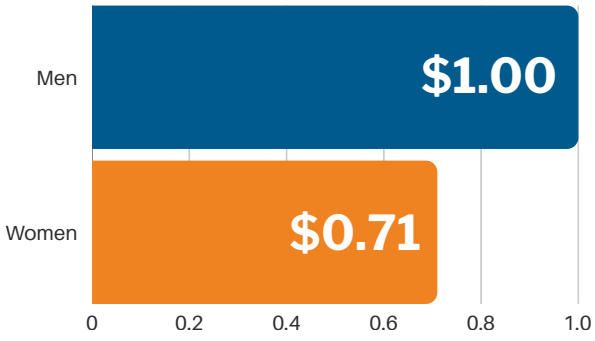
Mean hourly pay
Women's mean hourly wages are approximately 3% lower than men.

Median hourly pay
At the median, women's hourly pay is 2% lower than men's.

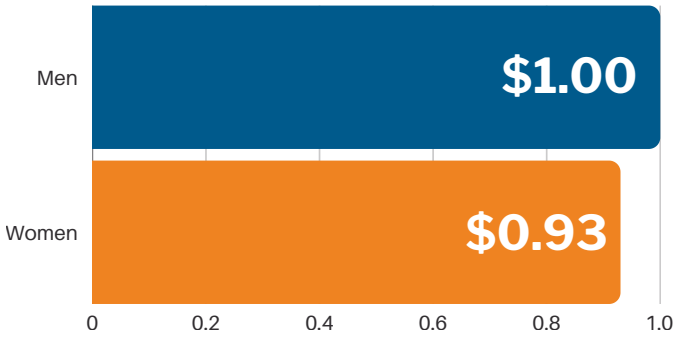
The analysis shows a minimal difference in hourly wages between men and women across the organization. If the top leadership and sales positions were excluded, there would be no gap. In addition, most employees in British Columbia are part of the union, which follows a structured, step-based salary progression framework which supports consistent compensation practices and internal equity.

Overtime Pay

Mean overtime pay



Median overtime pay

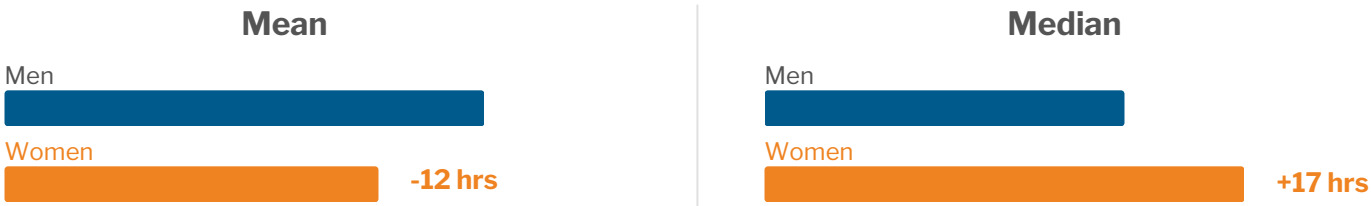


Mean overtime pay
Women's overtime pay represents approximately 71% of men's overtime pay.

Median overtime pay
At the median, women's overtime pay is 7% lower than men's.

Two employees worked an exceptionally high number of overtime hours during the reporting period due to the nature of their roles, which had a disproportionate impact on the average overtime pay results. Excluding these two employees, no meaningful gap in overtime pay exists. The smaller median gap (93% versus 71% on a mean basis) indicates that the reported difference is driven primarily by a small number of outlier cases rather than a broad-based difference in overtime pay.

Overtime Paid Hours

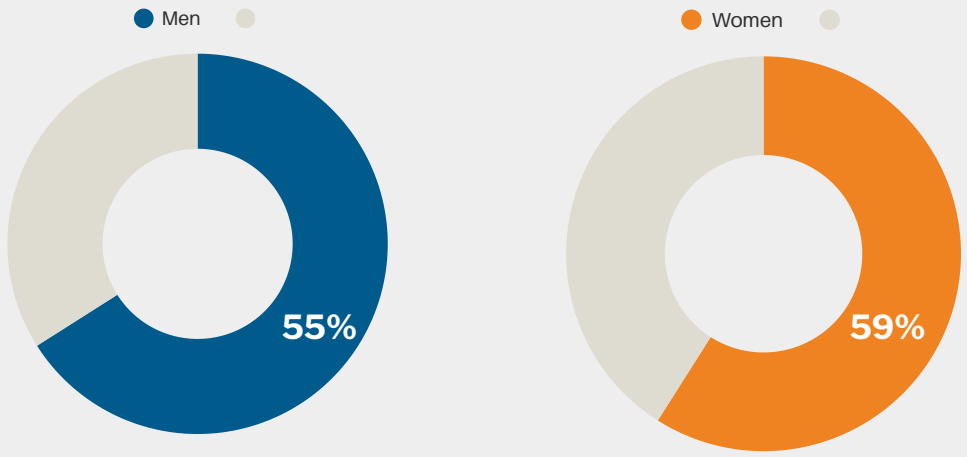


Mean overtime paid hours
The average number of paid overtime hours worked by women was 12 hours less than men.

Median overtime paid hours
The median number of paid overtime hours worked by women was 17 hours more than men.

Although the mean overtime hours are higher for men than for women, the median overtime hours indicate the reverse. This disparity reflects the impact of a small number of employees who worked unusually high overtime hours during the reporting period. Because the mean is sensitive to extreme values, it can overstate differences between groups. The median is less affected by outliers and therefore provides a better representation of the overtime hours worked by the typical employee.

Percentage of employees in each gender category receiving overtime pay

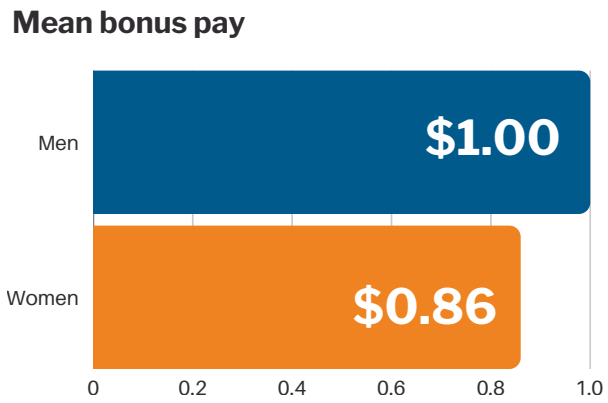


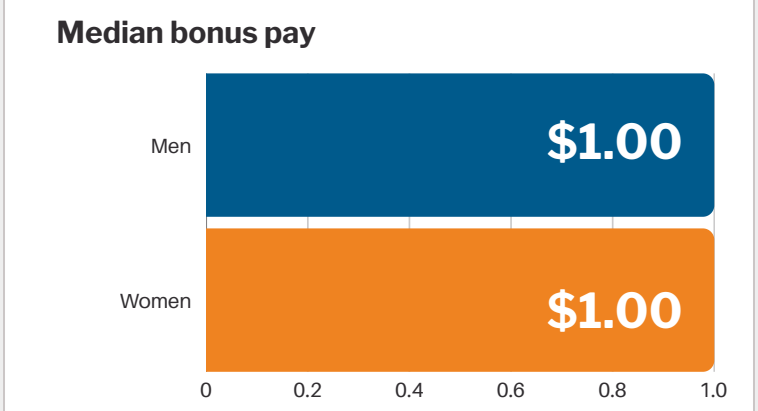
Overtime eligibility
At McKesson Canada, overtime pay is not a standard element of compensation for all employees. Eligibility is determined by the nature of the role, and overtime opportunities are therefore concentrated within specific functions and employee groups.

On average, 55% of men and 59% of women receive overtime pay. The circular charts indicate that the allocation of overtime opportunities is not skewed toward any specific gender.

It is important to note that most overtime worked at McKesson Canada is voluntary, with employees generally having the discretion to decide whether to work additional hours beyond their regular schedules.

Bonus Pay



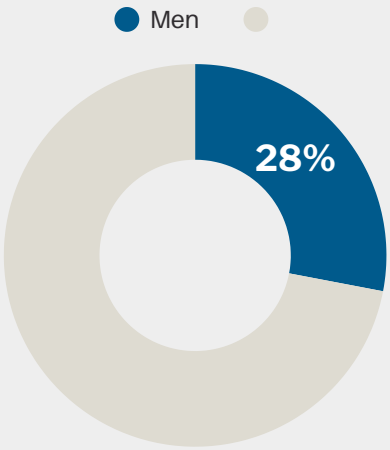


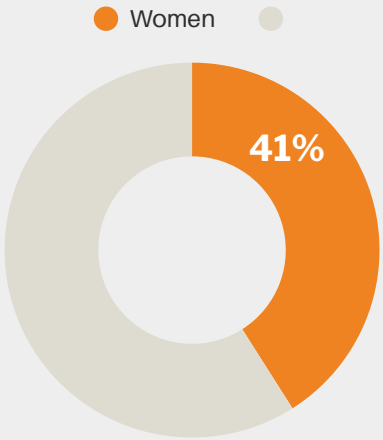
Mean bonus pay
Women's bonus pay represents approximately 86% of men's bonus pay.

Median bonus pay
The median bonus pay for women and men is broadly comparable.

The majority of employees received comparable bonus amounts during the reporting period. The difference observed in mean bonus pay is primarily driven by a small number of employees who received significantly higher bonus awards. When these outlier cases are excluded from the analysis, there is no meaningful difference in mean bonus pay between women and men.

Percentage of employees in each gender category receiving bonus pay

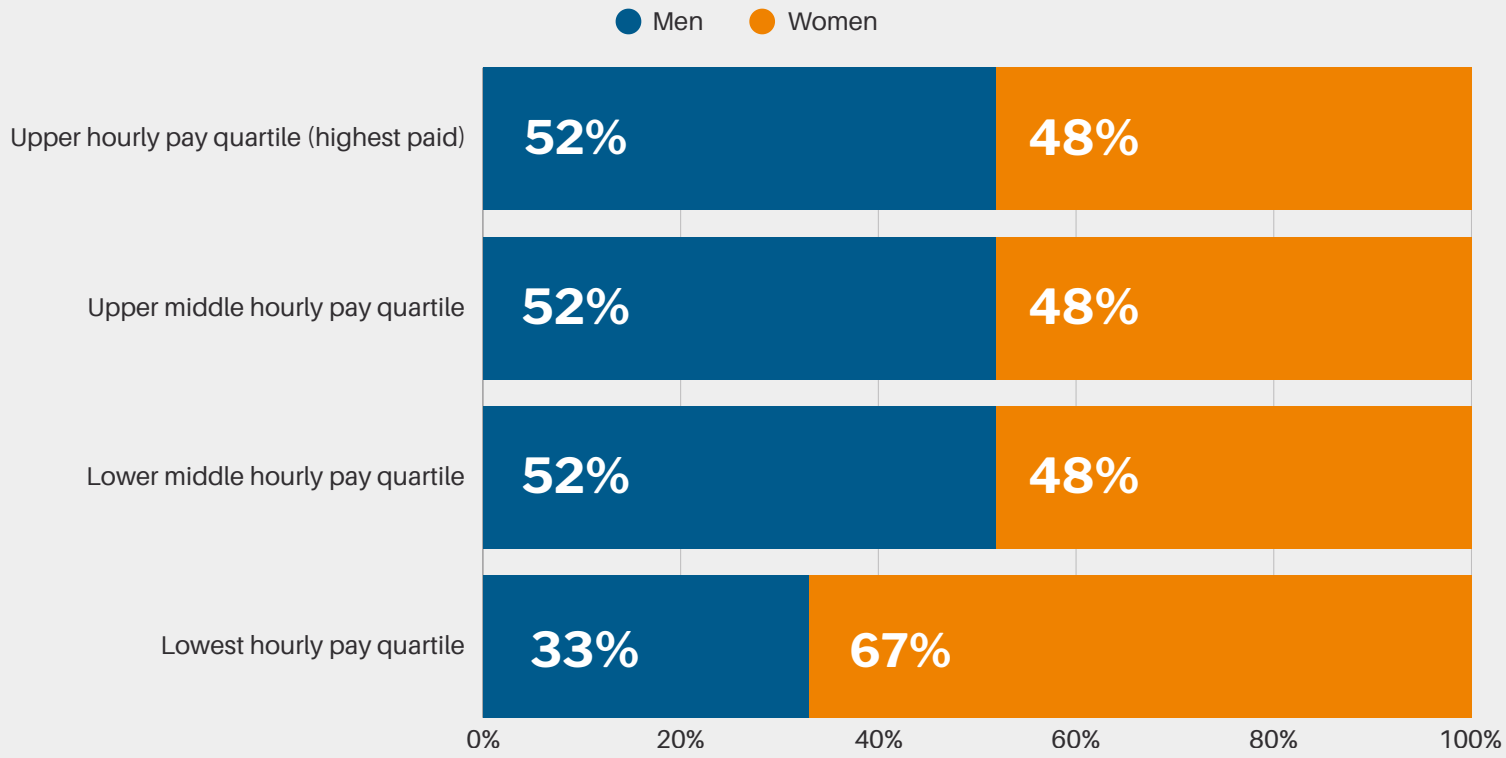




Bonus pay is not available to all employees in British Columbia. Eligibility varies based on role, career stream, and union status.

Approximately 60% of employees in British Columbia are unionized and therefore not eligible to participate in bonus programs. As a result, bonus pay was received by a minority of employees, with 28% of men and 41% of women receiving a bonus during the reporting period. These results are largely attributable to workforce composition and plan eligibility rules rather than differences in bonus opportunities or bonus practices between men and women.

Percentage of each gender in each pay quartile



A pay quartile divides employees into four equal groups based on their hourly pay to show how pay is distributed across the organization.

Women make up a larger share of the workforce in British Columbia. Women account for a larger proportion of employees in the lowest pay quartile (67%). Employees in this quartile are predominantly in entry-level non-unionized roles or at the first step of the unionized wage grid.

Importantly, the pay quartile analysis shows a balanced distribution of men and women across the upper three pay quartiles, with women representing 48% of employees in each group. These results support the relatively small hourly pay gap observed in this report and indicate broad representation of women throughout the organization's pay structure.

Conclusion

McKesson Canada recognizes that pay transparency is an important contributor to building trust, accountability, and fairness in the workplace. This report reflects our commitment to complying with the requirements of the British Columbia Pay Transparency Act and providing meaningful insights into our compensation practices within the province.

The results of this analysis indicate that compensation outcomes are generally consistent with our compensation philosophy and established pay practices.

We recognize that equitable pay outcomes are influenced by a range of factors and require ongoing attention. McKesson Canada remains committed to applying its compensation programs consistently, regularly monitoring outcomes, and taking action where appropriate to support fair and equitable compensation practices.

We view pay transparency reporting as an important component of our broader commitment to fostering an inclusive, equitable, and respectful workplace where employees are recognized and compensated fairly for the work they perform.