Devon Properties Ltd.
Pay Transparency Report

Devon Properties Ltd. is committed to pay transparency and fair, equitable pay for all employees.

Employer details

Employer:	Devon Properties Ltd.
Address:	990 Fort Street, Victoria, BC
Reporting Year:	2026
Time Period:	October 1, 2025 - September 30, 2026
NAICS Code:	53 - Real estate and rental and leasing
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 4% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages.

Median hourly pay gap[2]



In this organization women's median hourly wages are equal to men's. For every dollar men earn in median hourly wages, women earn $1.00 in median hourly wages.

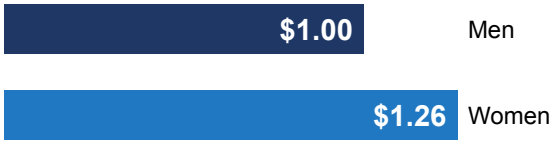
Explanatory notes

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.

Results for the Non-binary and Prefer not to say / Unknown categories are not shown in this report because there are fewer than 10 employees in these categories.

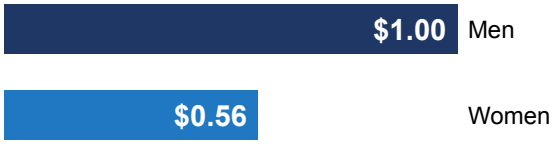
Overtime pay

Mean overtime pay[3]



In this organization women's average overtime pay is 26% more than men's. For every dollar men earn in average overtime pay, women earn $1.26 in average overtime pay.

Median overtime pay[4]



In this organization women's median overtime pay is 44% less than men's. For every dollar men earn in median overtime pay, women earn 56 cents in median overtime pay.

Mean overtime paid hours[5]

Difference as compared to reference group (Men)

Women	+3

In this organization the average number of overtime hours worked by women was 3 more than by men.

Median overtime paid hours[6]

Difference as compared to reference group (Men)

Women	-9

In this organization the median number of overtime hours worked by women was 9 less than by men.

Percentage of employees in each gender category receiving overtime pay



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.

Bonus pay

Mean bonus pay[7]



In this organization women's average bonus pay is 156% more than men's. For every dollar men earn in average bonus pay, women earn $2.56 in average bonus pay.

Median bonus pay[8]



In this organization women's median bonus pay is equal to men's. For every dollar men earn in median bonus pay, women earn $1.00 in median bonus bonus pay.

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

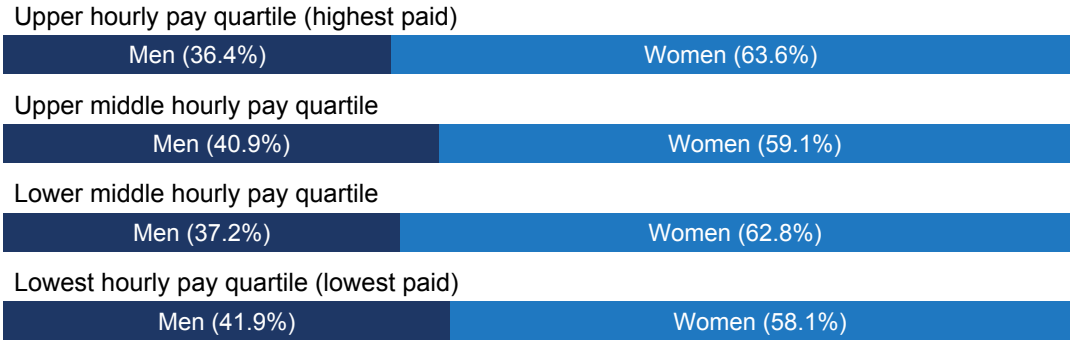
7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

Workforce gender representation



Of the 174 employees paid during the reporting period, women made up 60.9% (106 employees) and men made up 39.1% (68 employees). As required by the Pay Transparency Act, this includes all employees paid at any time during the period, including part-time and temporary employees and those who joined or left part-way through the year. It is not a count of current active employees.

Percentage of each gender in each pay quartile



In this organization, women occupy 63.6% of the highest paid jobs and 58.1% of the lowest paid jobs. Men occupy 36.4% of the highest paid jobs and 41.9% of the lowest paid jobs.

Explanatory notes

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

Employer statement

Devon Properties is a Victoria-based property management company. Our team includes office-based professionals and property managers.

We are committed to fair and equitable pay for all employees, regardless of gender. Pay at Devon is based on the role, its responsibilities, and the skills and experience it requires. We are pleased that this report shows median hourly pay for women and men is equal.

We welcome the transparency this report provides and will use these results to continue reviewing our pay practices, including working toward a consistent pay structure across roles and improving how we collect voluntary, confidential gender information from employees.

Questions about this report can be directed to Human Resources.