British Columbia Pay Transparency Report

January 1, 2025 - December 31, 2025

claimspro
A Davies Company

Introduction

A gender pay gap is a measure of the difference in the average pay of men and women across the entire organisation, regardless of the work they do. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value. For the purposes of the pay transparency reporting requirements, we refer to men and women. We recognise that gender is not a binary concept and we support transgender, gender non-conforming, non-binary and intersex colleagues alongside those who identify as male or female.

About ClaimsPro, a Davies Company

ClaimsPro was established in 1986 with the first office opening in Edmonton, AB, and through organic growth and strategic acquisitions, we have become the largest independent adjusting firm in Canada.

Our commitment to clients is demonstrated in our broad range of client-specific standards, protocols, reviews, and quality assurance audits. Through our long-standing partnerships with domestic and international insurers, private and public corporations, self-insured clients, brokerages, municipalities, governments, as well as the Lloyd's international insurance market, our claims professionals leverage years of experience to handle and settle claims efficiently, accurately, and fairly.

We provide clients with a consistent and standardized approach to claims adjusting that incorporates jurisdictional and local geographic coverage where claims occur. This translates into seamless service, efficiency, and cost savings for our clients through reduced Adjuster travel distance and time.

Following Davies' acquisition of ClaimsPro's parent company in November 2025, ClaimsPro became part of Davies. For clients, this has brought access to a broader international network and a wider set of specialist capabilities, with over 9,000 professionals operating in over 22 countries. As a Davies company, ClaimsPro benefits from global resources and specialized expertise while continuing to maintain operational centers across Canada and delivering best-in-class service.

We value the differences and benefits that a diverse workforce brings, and we are committed to creating and maintaining an environment where everyone is treated equitably. Supporting those guiding principles requires the contribution of everyone and we have launched specific groups with senior business sponsors as well as members and allies from across the group.

2026 marks the first year that ClaimsPro is required to publish a Pay Transparency Report for the Province of British Columbia. We welcome this opportunity to provide transparency on pay and reward, and to reflect on our progress and priorities as an employer committed to fairness and inclusion.

Our analysis covers all employees that worked in the province of British Columbia from January 1, 2025 to December 31, 2025. As ClaimsPro is a national company, not all roles are located in BC, and the data may not be fully representative of our wider operations.

1986
ClaimsPro established

9,000+
Professionals across the Davies network

22+
Countries worldwide

2026
First BC Pay Transparency Report

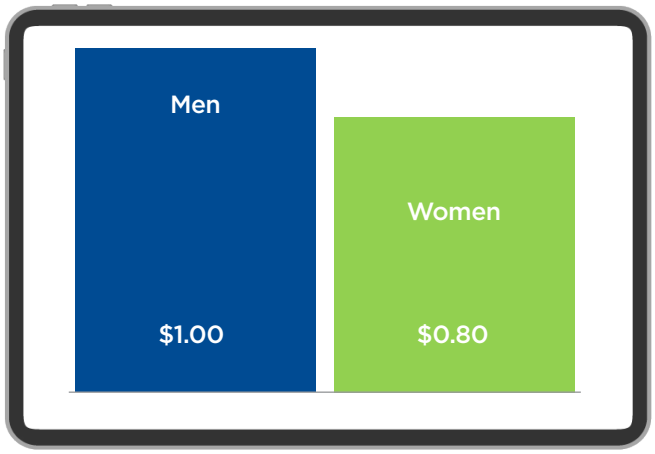
Employer details

Employer:	ClaimsPro LP
Address:	200 - 8560 Roper Rd NW, Edmonton, AB
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	52 - Finance and insurance
Number of Employees:	50-299

Hourly pay

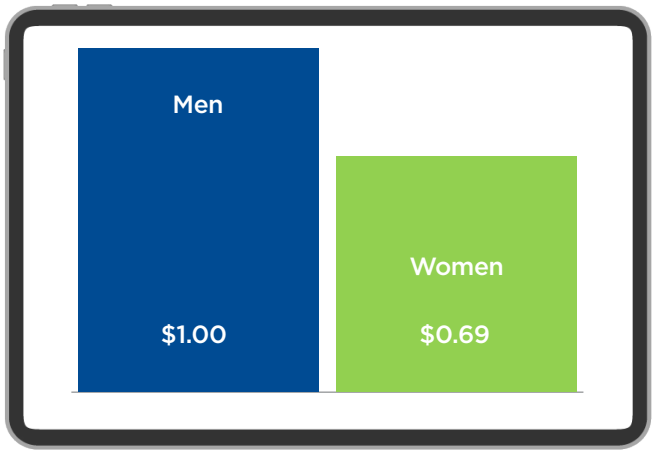
Key Men Women

Mean hourly pay gap[1]



In this organization women's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 80 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 31% less than men's. For every dollar men earn in median hourly wages, women earn 69 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 pay[3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay[4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours[5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours[6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

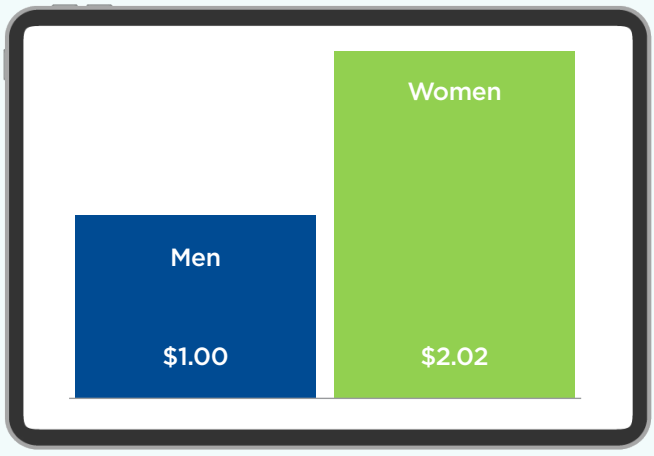
Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Bonus pay

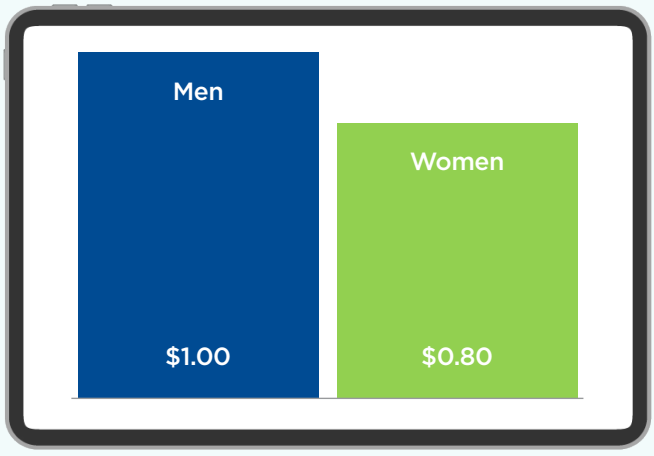
Key — Men — Women

Mean bonus pay[7]



In this organization women's average bonus pay is 102% more than men's. For every dollar men earn in average bonus pay, women earn $2.02 in average bonus pay. *

Median bonus pay[8]



In this organization women's median bonus pay is 20% less than men's. For every dollar men earn in median bonus pay, women earn 80 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



20%



27%

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.
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]

Key Men Women

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 46% of the highest paid jobs and 100% of the lowest paid jobs.

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

Data constraints

We are a part of a Global company and not all level of roles are located in British Columbia.

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.

Our commitment to diversity, equity and inclusion

ClaimsPro is committed to creating an inclusive workplace where people are respected, supported, and valued as individuals. We recognize the importance of different perspectives and experiences in strengthening our organization and culture. Through our policies, employee benefits, and well-being initiatives, we aim to support our people throughout their careers and promote an environment where everyone has the opportunity to contribute and thrive.

Over the last few years, we have invested heavily in diversity, equity and inclusion. ClaimsPro values diversity of thought and the benefits that a diverse workforce brings to the business. We continuously work on our approach and culture to ensure the support of a diverse workforce. We are confident that progressing our commitments and having a continued focus in this area will ensure that we continue to make positive changes that are sustainable for our business and the communities we operate in.

Our actions to close the gender pay gap

We are committed to understanding and addressing the factors behind our gender pay gap. As this is our first year of reporting, we will use these insights to take the following actions:

- Offer recruitment and selection training for all hiring managers, with a focus on unconscious bias.
- Create inclusive recruitment programmes.
- Develop inclusive employment policies and wrap-around support.
- Improve our reward processes and principles that will continue to promote a fair and equitable reward offering.

We recognise that closing the gender pay gap is a long-term challenge that requires sustained focus and action. Publishing our first report is an important step in our journey. We are committed to building a more inclusive workplace where everyone can thrive and be rewarded fairly.

Looking ahead, as ClaimsPro is now part of Davies, we will be aligning with its commitment to responsible business and gender equality. As Davies continues to strengthen its focus on inclusive leadership, equitable career development, employee wellbeing and representation at all levels, we will seek to embed these principles within ClaimsPro through our people, recruitment and reward practices. By aligning with the wider Davies' inclusion initiatives and long-term responsible business objectives, we aim to create meaningful and sustainable progress towards greater gender balance, fair reward and equitable opportunities for all colleagues.



Wendy Scott
President, ClaimsPro

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