The Walt Disney Company

THE BRITISH COLUMBIA PAY TRANSPARENCY REPORT 2025

BEAR CLAW PRODUCTIONS, LTD

© DISNEY

Employer Details

EMPLOYER	Bear Claw Productions, Ltd
ADDRESS	Royal Centre, Suite 1500, 1055 West Georgia Street, P.O. Box 11117, Vancouver BC V6E 4N7, Canada
REPORTING YEAR	2025
TIME PERIOD	January 1, 2025 - December 31, 2025
NAICS CODE	512110
NUMBER OF EMPLOYESS	1000+

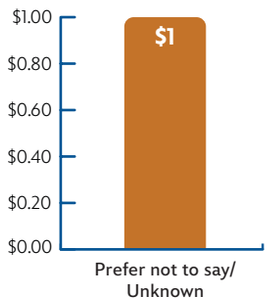
These pay ratios compare the average difference in pay between gender categories without adjusting for factors such as role, experience, or location and in accordance with the Pay Transparency Act (“Act”) and Pay Transparency Regulation (“Regulation”).

The gender data presented in this report has been provided voluntarily by employees using the classifications man, woman, non-binary, or prefer not to say/unknown.

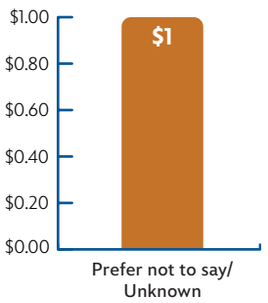
In accordance with the Act and Regulation, in order to preserve privacy, all but one gender category have been excluded as only one gender category meets the disclosure requirements.

Hourly Pay

Mean Hourly Pay Ratio[1]



Median Hourly Pay Ratio[2]



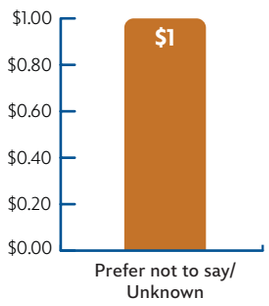
Explanatory Notes

1. “Mean Hourly Pay Ratio” 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 Ratio” 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.

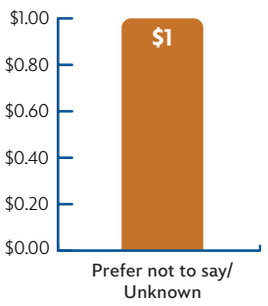
© DISNEY

Overtime Pay*

Mean Overtime Pay[3]



Median Overtime Pay[4]

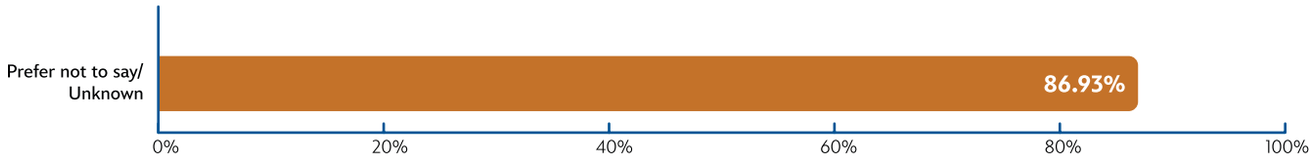


Explanatory Notes

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.

Percentage of Employees in Each Gender Category Receiving Overtime Pay



Bonus Pay

In accordance with relevant portions of the Act and Regulation, in order to preserve privacy, this section does not include bonus pay information for one or more gender categories, including mean bonus pay, median bonus pay, and percentage of employees receiving bonus pay due to insufficient numbers to meet disclosure requirements

Percentage of Each Gender in Each Pay Quartile

In accordance with relevant portions of the Act and Regulation, this section does not include details related to the percentage of each gender in each pay quartile due to insufficient numbers to meet disclosure requirements.

© DISNEY