Cassels

Cassels Brock & Blackwell LLP Pay Transparency Report

Cassels is committed to promoting gender equity and fair compensation practices across the Firm. As part of this commitment, we recognize the importance of understanding gender-based differences in compensation and identifying potential barriers to equitable outcomes. Pay transparency provides an opportunity to better understand these differences and supports our continued focus on fair and equitable compensation.

Our employees work across a wide range of professional and support functions, including Lawyers, Legal Support and Operations roles. Compensation reflects the varied nature of these positions, including differences in responsibilities, experience, seniority and the scope of individual roles. The gender composition of these groups also differs across the Firm. Men represent a greater proportion of employees in Lawyer positions, while women represent a greater proportion of employees in Legal Support and Operations positions. Because compensation levels also differ among these groups, the overall gender pay results are influenced by the composition of our workforce.

The report reflects employees of the Firm only and does not include Partners, who are owners of the Firm, or other non-employees. Gender information is based on voluntary employee self-identification. Where gender information has not been disclosed or confirmed, the employee is reported as “Unknown,” and no assumptions are made.

EMPLOYER DETAILS

Employer: CASSELS BROCK & BLACKWELL LLP
Address: Suite 3100, Park Place 666 Burrard Street, VANCOUVER, BC
Reporting Year: 2026
Time Period: January 1, 2025 - December 31, 2025
NAICS Code: 54 - Professional, scientific and technical services
Number of Employees: 50-299

HOURLY PAY

Women Men Prefer not to say / Unknown

Mean Hourly Pay Gap[1]



In this organization women's average hourly wages are 24% less than men's. For every dollar men earn in average hourly wages, women earn 76 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.*

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.

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.
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 79% less than men's. For every dollar men earn in average bonus pay, women earn 21 cents in average bonus pay.*

Median Bonus Pay[8]



In this organization women's median bonus pay is 89% less than men's. For every dollar men earn in median bonus pay, women earn 11 cents in median bonus pay.*

Percentage of Employees in Each Gender Category Receiving Bonus Pay



PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE[9]

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 100% of the lowest paid jobs. Prefer not to say / Unknown occupy 100% of the highest paid jobs.

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

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