

2025 Pay Transparency Report

BDHall Constructors Corp

Reporting Period: January 1, 2025 to December 31, 2025

NAICS Code: 23 — Construction | Employees in Scope: 854

Who We Are

BDHall Constructors Corp is a multi-division commercial construction contractor operating across British Columbia and Alberta. Our work spans heavy civil, excavation and shoring, mechanical, and related infrastructure services in a project-based environment.

Our organization operates with a focus on safety, accountability, integrity, and long-term partnership with employees, clients, and the communities in which we work. A significant portion of our workforce is field-based and engaged in skilled trade and operational roles.

Workforce Profile

The reporting population includes all employees who were employed at any time during the 2025 calendar year.

Total employees in scope: **854**

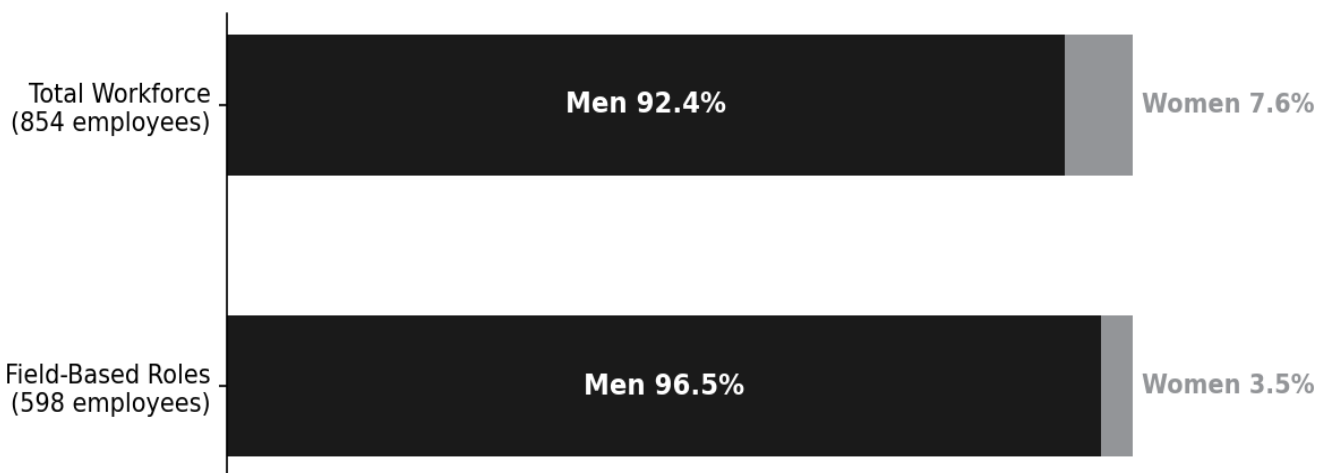
Men: **789 (92.4%)**

Women: **65 (7.6%)**

Of the 598 field-based, overtime-eligible roles in the organization:

Men: **577 (96.5%)**

Women: **21 (3.5%)**



A significant portion of the workforce is employed in field-based operational roles. Field roles represent a substantial share of total employment and are compensated in accordance with established wage structures and collective agreements within the construction industry.

Industry Context

The construction industry across British Columbia and Alberta continues to experience lower representation of women in skilled trades and field-based operational roles relative to other sectors. As a project-driven construction organization operating within this environment, workforce composition reflects the broader labour market from which skilled trades and operational roles are sourced.

Representation across occupational groupings influences both hourly pay distribution and exposure to overtime work within the organization.

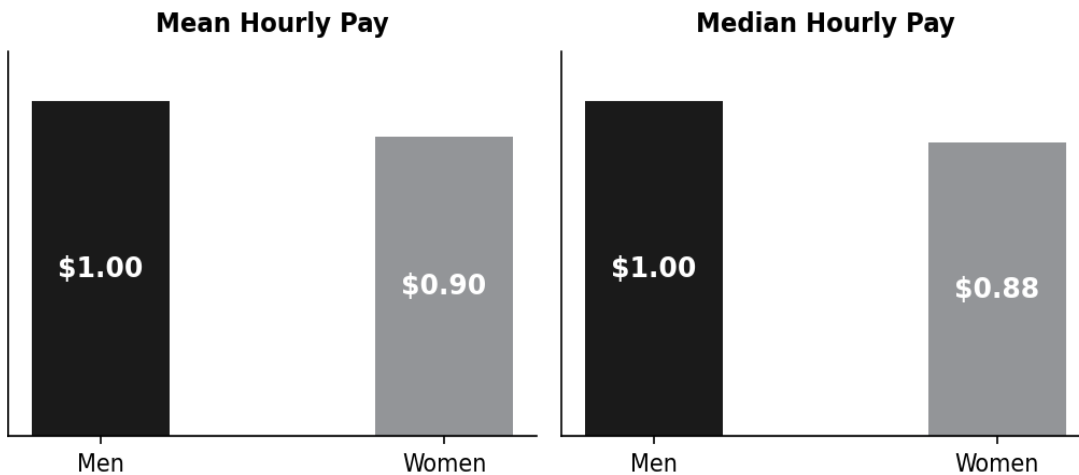
Women represent approximately 3.5% of the field-based workforce at BDHall Constructors Corp. This reflects the available talent pool within the regional construction labour market, where women comprise a similarly small proportion of qualified tradespeople and equipment operators. The overall pay gap reported below is a direct result of this workforce composition, not differences in pay within the same roles.

Hourly Pay Gap Results

Hourly rate is calculated as Ordinary Pay divided by Regular Hours worked. Figures do not include overtime pay.

Mean hourly rate gap: **Women’s mean hourly rate is 10.4% lower than men’s.**

Median hourly rate gap: **Women’s median hourly rate is 12.2% lower than men’s.**



Figures do not include overtime pay.

The hourly rate gap reflects differences in representation across occupational groupings within the organization. Skilled trades, project supervision, and senior leadership roles carry higher market-based compensation levels in the construction sector and represent a significant portion of the workforce. This role distribution influences overall pay distribution outcomes.

Pay Comparison Within the Same Role

The overall pay gap reported above is driven by the distribution of men and women across different roles — not by differences in pay within the same role. The following examples illustrate hourly rate parity across a cross-section of role types, from field operations to project management and health and safety.

Average Hourly Rate — Selected Role Classifications



In every role classification examined, men and women earn the same or comparable hourly rates. Among Project Coordinators, women average slightly higher than men. Pay rates within role classifications are determined by established wage structures, collective agreements, and experience — not by gender.

The pay gap at BDHall Constructors Corp is a workforce composition story, not a compensation equity issue. Where men and women work in the same roles, they are paid the same.

Overtime Results

Overtime metrics include only employees who received overtime pay or worked overtime hours during the reporting period.

Overtime Pay Gap

Among employees who received overtime pay in 2025:

Mean overtime pay gap: **Women's mean overtime pay is 30.8% lower than men's.**

Median overtime pay gap: **Women's median overtime pay is 43.9% lower than men's.**

Overtime Hours Gap

Among employees who worked overtime hours in 2025:

Mean overtime hours gap: **Women's mean overtime hours are 21.4% lower than men's.**

Median overtime hours gap: **Women's median overtime hours are 23.7% lower than men's.**

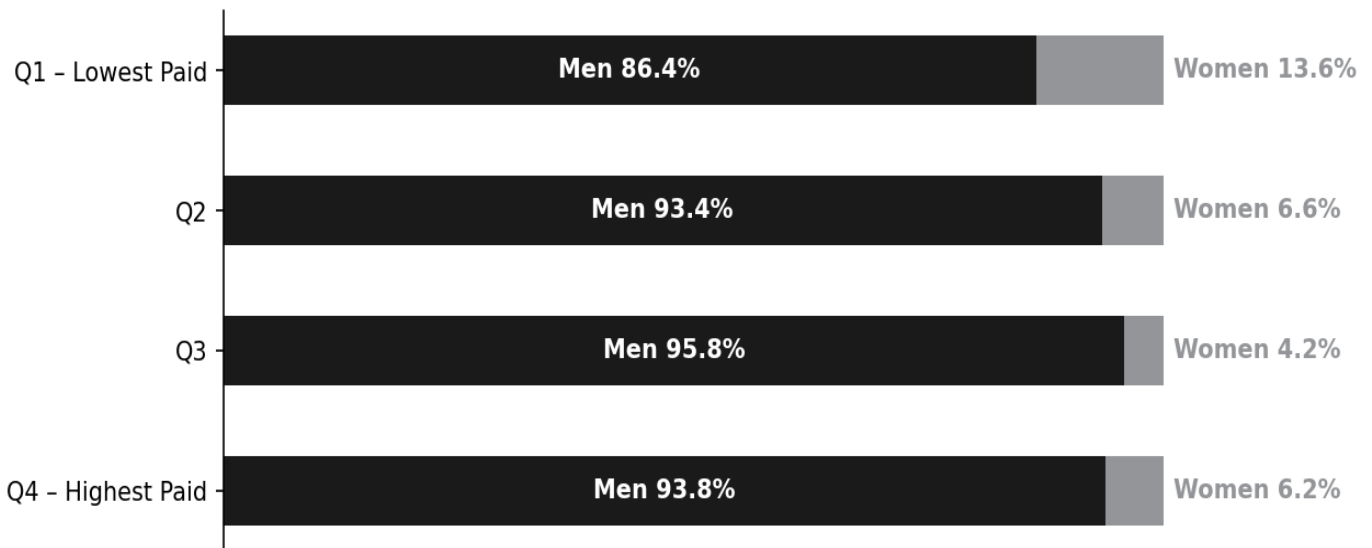
Overtime Context

A significant portion of overtime hours and overtime pay in 2025 were generated within field-based, overtime-eligible roles. Overtime exposure is influenced by role type, project assignment, geographic location, client requirements, and construction scheduling demands. Field-based operational roles are more likely to experience variable overtime patterns due to the nature of project delivery.

Observed differences in average overtime pay and hours reflect workforce composition and distribution across overtime-eligible roles rather than differences in pay within the same role classifications. Overtime premiums and wage rates are applied consistently within the same role classifications.

Pay Quartile Distribution

Hourly pay quartiles are based on ordinary hourly rate. Each quartile contains approximately one quarter of the workforce.



Quartile distribution reflects the distribution of occupational roles within the organization rather than differences in pay within the same role classifications. Higher quartiles include a greater concentration of skilled trade, supervisory, and senior leadership positions, which carry higher market-based wage rates in the construction sector. Lower quartiles include a higher proportion of administrative and support roles. Compensation within the same job classifications follows established wage structures and is not determined by gender.

Internal Development and Career Progression

BDHall Constructors Corp has implemented a competency-based training framework across operational roles. This system documents skill development, supports upskilling, and provides structured pathways for employees to advance into higher-skilled classifications and supervisory roles.

The organization is also implementing a more structured annual salary review process aligned with performance management practices. These systems support transparency, role clarity, and progression across the workforce.

Meaningful shifts in compensation distribution are directly tied to representation within higher-skilled trade classifications, supervisory positions, and senior leadership roles. Long-term workforce development and clear progression pathways remain central to organizational planning.

Industry Engagement and Community Outreach

BDHall Constructors Corp sponsors and participates in Women in Road Building initiatives, with senior team members contributing to industry committees that support increased participation of women in construction.

The organization also sponsors internship programs and engages with schools and community initiatives to increase awareness of construction career pathways among young people. These efforts are intended to strengthen the long-term talent pipeline across the industry.

BDHall Constructors Corp will continue to monitor workforce composition and compensation distribution annually in accordance with the British Columbia Pay Transparency Act.