PAY TRANSPARENCY REPORT

Employer	NPC Northland Builders
Address	310-1755 Broadway W Vancouver BC V6J 4S5
Report Issued	2026
Reporting Dates	January 1, 2025 - December 31, 2025
NAICS Code	72
Number of Employees	300-999

This report focuses on gender pay equity and is an important step in identifying and addressing potential pay gaps. [1] to have one of the highest gender pay gaps in Canada, with 2025 numbers showing that women earned 14.5% less, or .85 cents, on average for every dollar men earned. We recognize that the wage gap reflects structural inequities, and we are committed to continuing to develop and support a formal approach to close it. The insights in this report will guide and strengthen our ongoing efforts to achieve pay equity.

Average and medians are reported for hourly rates of pay, overtime pay, number of overtime hours and extra pay, comparing genders. These differences are important as few high earners (specialized trades or executives) can pull the average up where the median helps focus on typical pay outside of these extremes; helping show what a typical employee experiences, allowing for a clear and credible picture of pay equity. Pay gaps are shown as a percentage difference calculated with the baseline of male pay rates. In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, results are suppressed where cohort counts are under minimum threshold requirements.

WORKFORCE COUNTS

TOTAL	402	
W	38	9%
M	364	91%

HOURLY PAY

AVERAGE



Women earn $0.89 for every dollar men earn in average hourly wages; a 12% difference.

MEDIAN



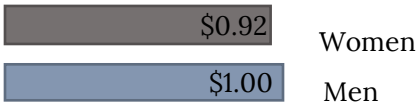
At the median, Women earn $0.90 for every dollar men earn; a 11% difference.

OVERTIME PAY

[1] https://www2.gov.bc.ca/gov/content/governments/about-the-bc-government/gender-equity/pay-transparency-in-bc

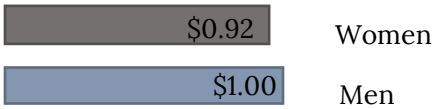
Overtime (OT) pay reflects pay received for hours worked beyond regular schedules. It excludes base hourly pay and extra pay. The below metrics for overtime pay have only been reported on employees earning OT pay.

AVERAGE



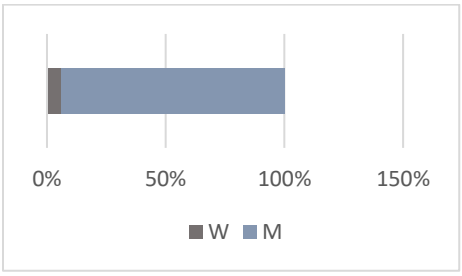
Women's average OT pay is $0.92 for every $1.00 earned by men. Average OT hours are 16 for women and 24 for men. Women work 8 fewer hours of OT on average.

MEDIAN



At the median, women earn $0.92 for every $1.00 men earn in OT pay. Median OT paid hours are 27 for women, 20 for men. Women work 7 more OT hours at the median than men.

PERCENTAGE OF GENDER RECEIVING OVERTIME PAY



46% of the population received OT, 6% are women and 94% men. Men make up for 91% of the team, their larger share of the workforce explains most of the overall OT distribution. However, when adjusted for workforce composition, average OT hours per male employee are 1.55 that per female employee.

EXTRA PAY

Extra pay is reported in three ways: (1) Total Extra Pay (bonus + special), (2) Bonus and (3) Special Pay. Bonus is employer funded and role specific; Special covers incentives, allowances and service fees. We separate them because they are governed differently and reflect different realities. Bonuses follow plan rules (eligibility, targets, proration) while Special Pay follows shift schedules, operational judgement and business peaks.

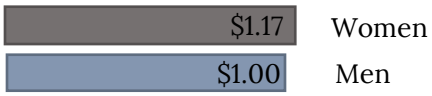
A gap in bonus points to plan design, eligibility or manager discretion. A gap in Special Pay could point to scheduling or role assignment. Our determination of action requires different fixes with bonus gaps identifying a need for changes in plan design, eligibility, calibration whereas special pay fixes could mean adjusting scheduling transparency, station/section rotation, and peak shift access.

We show Total Extra Pay for overall impact, then split into Bonus and Special with both average and median total amount and an hour-normalized metrics. Read together, these views indicate whether a gap is driven by plan design/discretion or operational exposure and which lever to pull.

Extra Pay is not a significant metric of pay representing 12% of the population receiving extra pay and 1.3% of payroll. Of those receiving extra pay 18% are women and 82% are men. As men make up 91% of the workforce, women are twice (2.2) as represented among extra pay recipients as their workforce share.

AVERAGE

Women earn $1.17 for every $1.00 men earn in total extra pay.



MEDIAN

Women earn $5.62 for every $1.00 men earn in total extra pay.



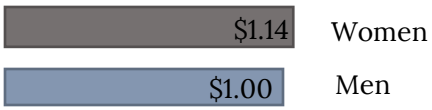
BONUS PAY

Bonus pay is not a significant element of the total rewards offer, accounting for approximately 12% of team members receiving bonus pay and 1.25% of total payroll.

Of that 18% are women, and 82% are men. With over 40% of those receiving bonus pay sitting in the top pay quartile. Because the number of recipients is limited, this result should be interpreted with the underlying population counts.

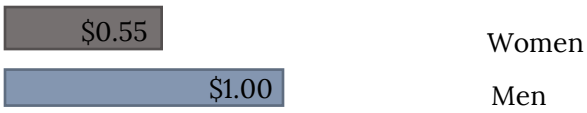
AVERAGE

Women earn $1.14 for every $1.00 men earn in total bonus pay.



MEDIAN

Women earn $0.55 for every $1.00 men earn in total bonus pay. Due to the difference in population, the median is skewed and should not be considered.

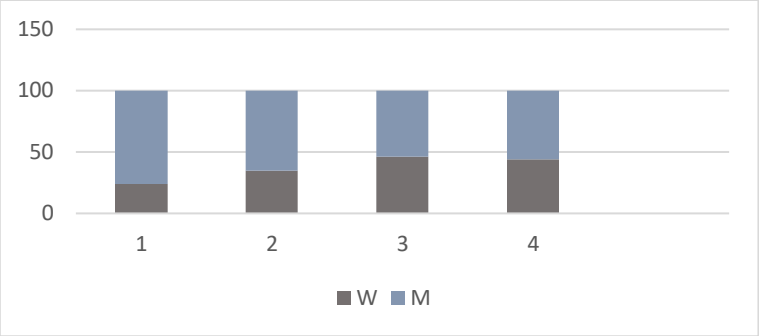


SPECIAL PAY

There was only one special pay instance in this reporting year representing .01% of payroll. With only one instance, there is not enough information to make a meaningful gender comparison or draw conclusions about access to special pay.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE

The following data illustrates the distribution of women and men across each pay quartile. In the upper pay quartile the top 25% earners, women represent 44% and men, 56% and in the lower pay quartile the bottom 25% earners, women represent 24% and men 76%.



COMMITMENT TO ENHANCE TRANSPARENCY AND ACCOUNTABILITY

Our workforce was 91% male and 9% female. This imbalance means raw counts and shares should be read against each group's workforce representation. When done so, it elevates women's access to the same pay, but they are still underrepresented in the population.

Hourly pay comparisons show women receive $0.89 for every $1.00 men receive on average and $0.90 at the median. These workforce level comparisons do not establish whether differences are due to role mix, hours, tenure or pay setting.

We are committed to fair, transparent compensation and to creating more opportunities for women to build and advance their careers in construction. With women only representing 9% of our workforce, attracting, retaining and supporting the progression of women remains an important focus. We are using these findings to strengthen consistent pay practices, improve our understanding of how compensation opportunities are accessed and guide meaningful progress over time.