

2026 BC Pay Transparency Report

Qualico Pay Transparency

Employer Details

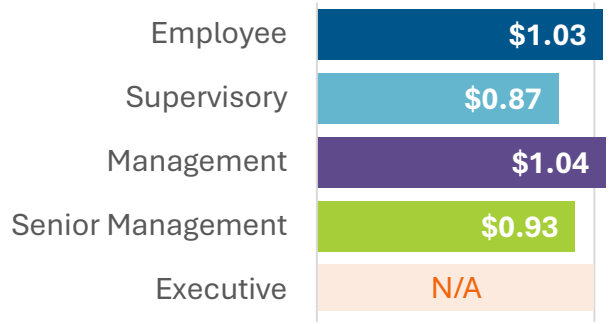
Employer	Qualico Developments Vancouver Inc.
Address	201 - 6525 177 B St., Surrey, BC
Reporting Year	2026
Time Period	January 1, 2025 – December 31, 2025
NAICS Code	23611 – Residential Building Construction
Number of Employees	126 - 136

Qualico Developments Vancouver Inc. operates within the single-family and multi-family homebuilding, community and commercial development industries.

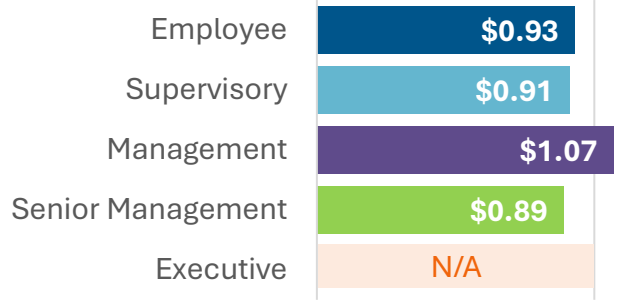
Hourly Pay

Comparison of Women's Earnings Per Every $1 Earned by Men, by Job Level

Mean Hourly Pay Gap



Median Hourly Pay Gap



- By job level, women's average hourly wages are 3-4% higher than men at the Employee and Management Level. The pay gap at the Supervisory and Senior Management levels is primarily driven by the higher proportion of men in construction roles vs. administrative roles. Executive-level pay cannot be compared because there are currently no women in Executive roles.
- Median hourly wages are 7% - 11% lower for women at the Employee, Supervisory, and Senior Management levels. However, women's median hourly wages are 7% higher at the Management level.
- Commissions earned by women in Sales Representative, Management, and Director roles significantly impacted the outcomes within the Mean and Median Hourly Pay Gap Analysis.

Explanatory Notes

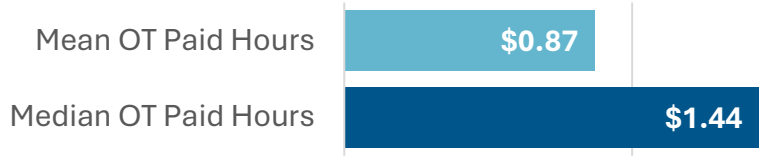
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

QUALICO 75 YEARS OF BUILDING BETTER CITIES

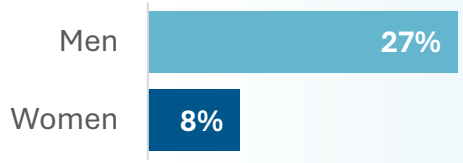
Overtime (OT) Pay

Comparison of Women's OT Pay Per Every $1 Earned by Men and OT Hours Worked

Mean & Median OT Pay Comparison



% Receiving OT Pay



Women OT Paid Hours Difference as Compared to Men

Hours Difference		Details
Mean	-26	Women worked an average of 26 fewer overtime hours than men.
Median	4	The median number of overtime hours worked by women was 4 more than men.

- Women's average overtime pay is 13% less than men's (for every $1.00 men earn in average overtime pay, women earn $0.87 cents).
- Women's median overtime pay is 44% more than men's.
- Women worked an average of 26 fewer overtime hours than men.
- Women's median overtime hours were 4 hours higher than men's.
- Overtime pay is most commonly associated with Labourer, Carpenter, Site Foreman, and Safety Officer roles.

Explanatory Notes

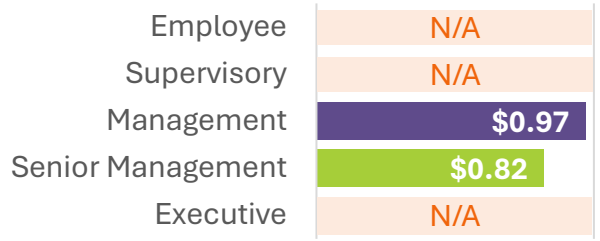
1. "Mean OT pay" refers to overtime pay when averaged for each group.
2. "Median OT pay" refers to the middle point of overtime pay for each group.
3. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
4. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

QUALICO 75 YEARS OF BUILDING BETTER CITIES

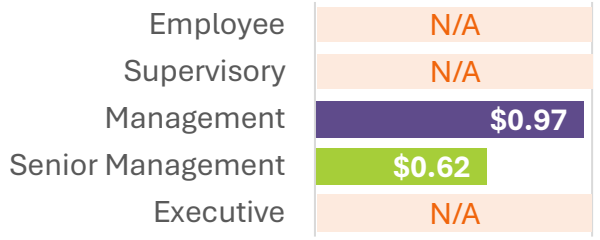
Bonus Pay

Comparison of Women's Bonus Pay Per Every $1 Earned by Men, by Job Level

Mean Bonus Pay



Median Bonus Pay



% Receiving Bonus Pay



- Management: Women's mean and median bonus pay are both 3% less than men's.
- Senior Management: Women's mean bonus pay is 18% less, and median bonus pay is 38% less than men's. Results are impacted by women in Senior Management positions earning commissions vs. bonus dollars, as well as recent promotions to Senior Management level.
- Employee, supervisory, and executive bonus pay cannot be compared because women in these roles did not receive bonus pay.

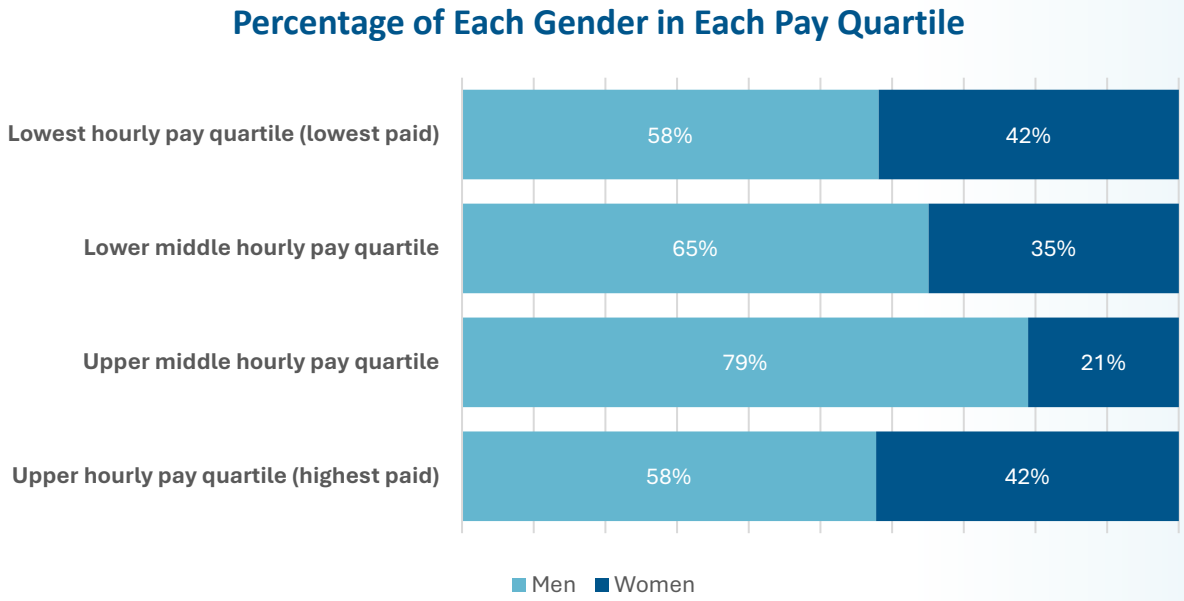
Explanatory Notes

1. "Mean bonus pay" refers to bonus pay when averaged for each group.
2. "Median bonus pay" refers to the middle point of bonus pay for each group.

QUALICO 75 YEARS OF BUILDING BETTER CITIES

Pay Quartiles

High Level Overview



- Women occupy 42% of the highest paid jobs and lowest paid jobs.

Explanatory Notes

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