

# WALES MCLELLAND CONSTRUCTION COMPANY (1988) LIMITED

## Pay transparency report

Wales McLelland is a general contractor providing development, pre-construction, design-build, construction management, and general contracting services for industrial, commercial, and institutional projects across Western Canada.

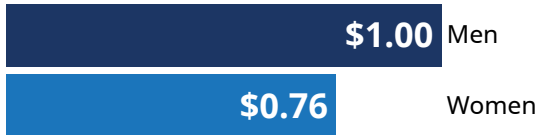
### Employer details

|                      |                                                     |
|----------------------|-----------------------------------------------------|
| Employer:            | WALES MCLELLAND CONSTRUCTION COMPANY (1988) LIMITED |
| Address:             | 6211 FRASERWOOD PLACE, RICHMOND, BC                 |
| Reporting Year:      | 2026                                                |
| Time Period:         | July 1, 2025 - June 30, 2026                        |
| NAICS Code:          | 23 - Construction                                   |
| Number of Employees: | 50-299                                              |



### Hourly pay

#### Mean hourly pay gap<sup>1</sup>



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<sup>2</sup>



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. \*

#### 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.



## Overtime pay

### Mean overtime pay<sup>3</sup>

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Median overtime pay<sup>4</sup>

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Mean overtime paid hours<sup>5</sup>

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

### Median overtime paid hours<sup>6</sup>

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.



## Bonus pay

### Mean bonus pay<sup>7</sup>



In this organization women's average bonus pay is 51% less than men's. For every dollar men earn in average bonus pay, women earn 49 cents in average bonus pay. \*

### Median bonus pay<sup>8</sup>



In this organization women's median bonus pay is 47% less than men's. For every dollar men earn in median bonus pay, women earn 53 cents in median bonus pay. \*

### Percentage of employees in each gender category receiving bonus pay



#### Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



## Percentage of each gender in each pay quartile <sup>9</sup>

Upper hourly pay quartile (highest paid) †

Men (100%)

Upper middle hourly pay quartile †

Men (100%)

Lower middle hourly pay quartile †

Men (100%)

Lowest hourly pay quartile (lowest paid) †

Men (100%)

■ Men

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

### Data constraints

The overall pay figures presented in this report reflect the composition of the Company's workforce, including the distribution of men and women across different occupations, levels of responsibility and leadership positions. These aggregate figures do not adjust for differences in occupation, responsibilities, seniority, experience, qualifications, performance, or other factors relevant to compensation. Accordingly, the reported differences do not, on their own, establish whether pay differences exist between individuals performing comparable work.

The Company's compensation practices are based on the requirements and responsibilities of each position, together with relevant merit-based factors, including experience, qualifications, seniority and performance, and not on gender.

### Explanatory notes

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

\* 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.