

PETER'S BROS. CONSTRUCTION LTD.

Pay transparency report

About Peter's Bros.

Peter's Bros. Construction Ltd. is a road construction employer with a workforce spanning operational, skilled trade, technical, administrative, supervisory and leadership positions. The company is committed to fair and equitable employment practices while recognizing that its 2025 workforce was predominantly male, particularly across hourly operational classifications.

Women currently represent a small proportion of our workforce, particularly within field and operational positions. This is a challenge shared more broadly across the construction industry. In 2025, women represented approximately 5.3% of the construction trades workforce in British Columbia, according to the BC Construction Association.

In 2026, Peter's Bros., as part of the Western Canada operations, implemented a Diversity, Equity and Inclusion Policy covering recruitment, compensation, promotion and training. The policy strengthens the company's approach to improving gender representation and supporting equitable access to employment and advancement opportunities.

Efforts to increase gender equality

- Use inclusive job descriptions and diversity-focused recruitment to broaden the candidate pool.
- Train hiring managers on unconscious bias and support objective hiring and promotion decisions.
- Apply standardized evaluation criteria and promote equitable access to development opportunities.
- Hold leaders accountable and review workforce representation, recruitment, promotion and retention.

Employer details

Employer:	PETER'S BROS. CONSTRUCTION LTD.
Address:	800 - 885 WEST GEORGIA STREET, WEST VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	23 - Construction
Number of Employees:	50-299

Gender pay gap reporting is not possible because there are fewer than two (2) gender groups with at least 10 employees. Due to the small number of women within Peter's Bros.' reporting population, certain gender-based measures cannot be publicly reported under B.C.'s Pay Transparency reporting requirements.

Our Employees

Peter's Bros. operates in the road construction industry, and compensation varies among the roles based on job classification, responsibilities, experience and the nature of the work. For employees covered by the collective agreement, wage scales are governed by the agreement and apply regardless of gender. Employees in the same classification and at the same applicable step are subject to the same negotiated wage scale.

Rates may differ according to job position or classification and, where provided for in the agreement, seniority or progression through the wage scale. Differences in the distribution of men and women across these positions and steps can therefore affect organization-wide pay results, even where the negotiated wage scales are gender-neutral.

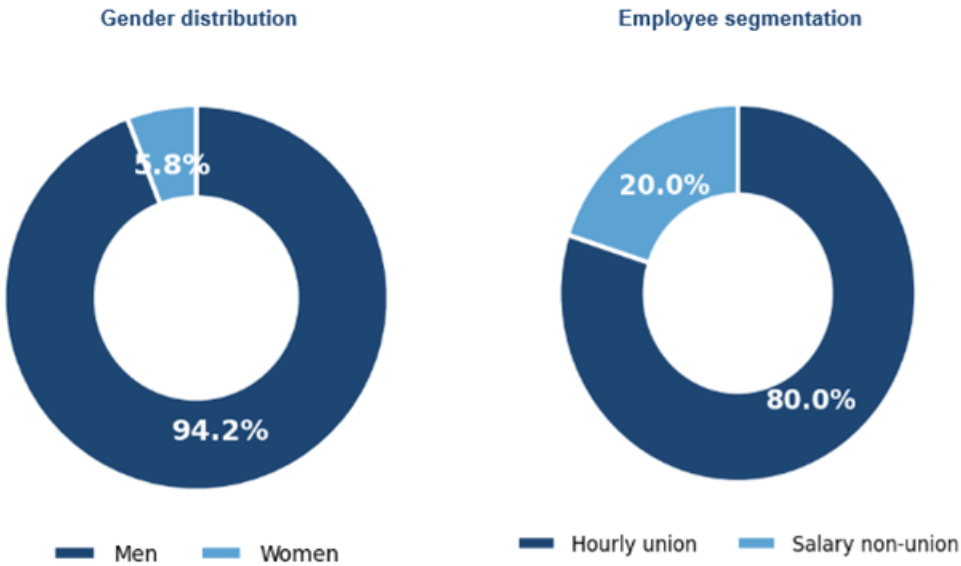
The 2025 workforce was predominantly male, particularly within the hourly workforce. Men were represented across a broader range of operational positions, including operators, mechanics, truck drivers, forepersons, superintendents, construction management, technical positions and senior operational leadership. Women were represented across a narrower range of occupational groups. As fewer than 10 women were included in the reporting population, gender-based pay measures could not be reported while meeting the required disclosure threshold.

Our Commitment to Continued Progress

In 2026, Peter's Bros., as part of the Western Canada operations, implemented a Diversity, Equity and Inclusion Policy covering recruitment, compensation, promotion and training. The policy strengthens the organization's approach to equitable and inclusive employment practices.

- Inclusive job descriptions and diversity-focused recruitment.
- Unconscious-bias training and objective hiring and promotion decisions.
- Standardized evaluation criteria and equitable access to development opportunities.
- Leadership accountability and ongoing review of workforce representation, recruitment, promotion and retention.

The workforce profile below provides context for the organization-wide pay results. Peter's Bros.' 2025 workforce men and women as well as the employee segmentation showing hourly union employees and salaried non-union employees.



Looking forward

While the required pay measures cannot be displayed, Peter's Bros. recognizes that increasing the representation of women within our workforce is an important opportunity. We are committed to creating a workplace where employment, development and advancement opportunities are accessible and equitable.