

KNAPPETT PROJECTS INC.

Pay transparency report

Knappett Projects Inc. is a construction management and general contracting company operating on Vancouver Island since 1983. Headquartered in Victoria, BC, we have completed more than 700 projects, serving public and private sector clients in institutional, commercial, industrial, civil, infrastructure, and multi-residential construction.

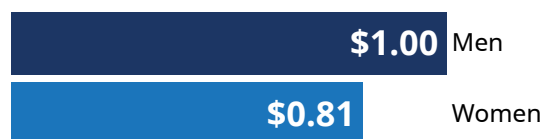
Employer details

Employer:	KNAPPETT PROJECTS INC.
Address:	204 - 655 TYEE ROAD, VICTORIA, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	23 - Construction
Number of Employees:	50-299



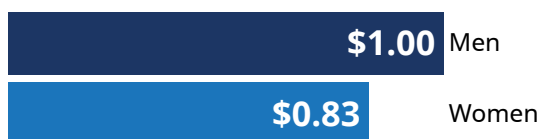
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 17% less than men's. For every dollar men earn in median hourly wages, women earn 83 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 pay³

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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

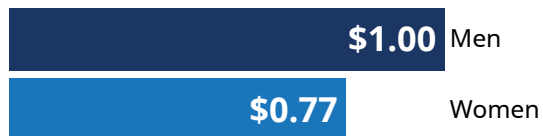
Percentage of employees in each gender category receiving overtime pay

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



Bonus pay

Mean bonus pay⁷



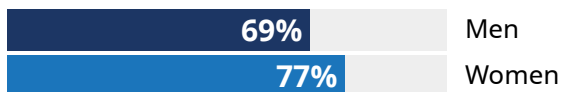
In this organization women's average bonus pay is 23% less than men's. For every dollar men earn in average bonus pay, women earn 77 cents in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 275% more than men's. For every dollar men earn in median bonus pay, women earn \$3.75 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 ⁹

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

While the report implies that a gender pay gap is present, the results are shaped by the composition of our workforce rather than differences in pay for employees performing the same work. Our workforce reflects the broader construction industry's demographics, where men make up much of the workforce, particularly in supervisory roles. Pay transparency reporting does not consider the distribution of employees across different positions nor levels of responsibility.

Most of our employees are covered by a collective agreement where wage rates are established through the collective bargaining process. Employees performing the same job classification are paid according to the negotiated wage scale, regardless of gender. For employees who are not covered by a collective agreement (i.e. office staff), compensation is determined using objective factors such as the responsibilities of the role, qualifications, skills, experience, and performance.

We are committed to fair and equitable compensation practices and to providing equal opportunities for recruitment, development, and advancement. We continue to support initiatives that encourage greater workforce diversity and increased representation across all areas of our organization.

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.