Dawson CIVIL

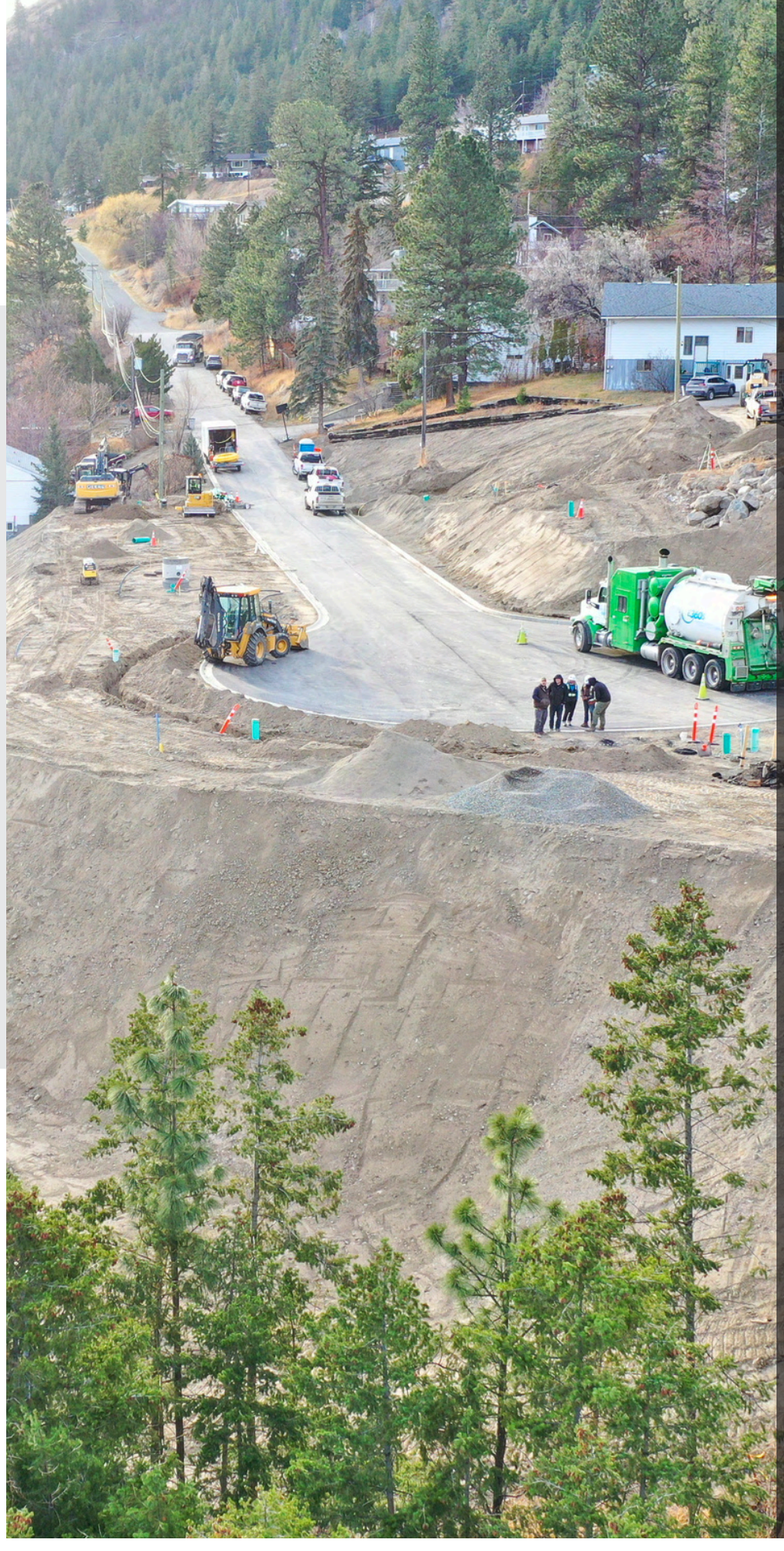


BC PAY TRANSPARENCY REPORT

JANUARY 1, 2025 TO DECEMBER 31, 2025

EMPLOYER DETAILS

Employer	Dawson Civil
Address	6-1540 Springhill Drive, Kamloops, BC V2E 2H1
Reporting Year	2026
Time Period	January 1, 2025 to December 31, 2025
NAICS Code	23 – Construction
Number of Employees	50 – 299



LAND ACKNOWLEDGEMENT

Dawson Civil is based in Kamloops, on Tk'emlúps te Secwépemc territory, within the unceded ancestral lands of the Secwépemc Nation. We acknowledge with gratitude the Indigenous peoples who have cared for these lands and waters for countless generations. With crews working on projects across Western Canada, we also recognize the many Indigenous Nations whose traditional territories we work on each day.

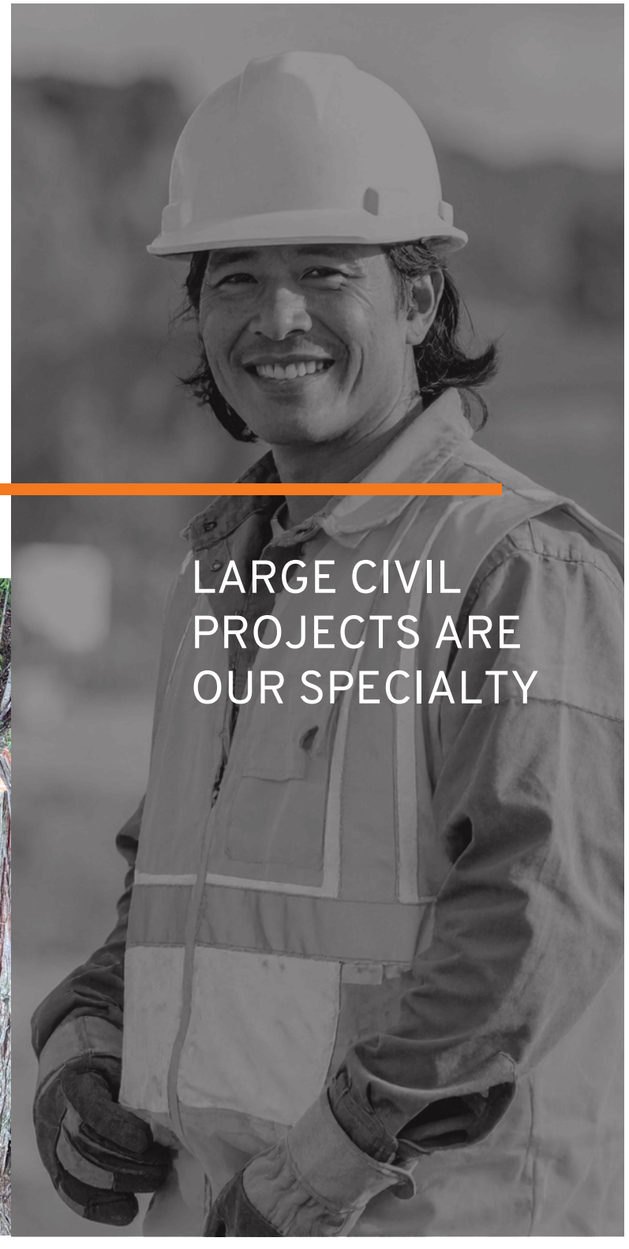
Indigenous communities continue to play a vital role in the stewardship of the places where we live and work. Through collaboration and partnership with First Nations, we are proud to share knowledge, resources, and opportunities that strengthen our local communities. Together, we are working toward a future built on mutual respect, shared prosperity, and sustainability for all people.

WHO WE ARE

Dawson Civil delivers heavy civil and industrial construction projects across British Columbia and Western Canada. Our crews build roads and municipal infrastructure, install and repair underground utilities, and construct mining infrastructure, from dams and tailings storage to spillways and access roads.

With in-house surveying, drafting, drone technology, materials testing, and project management, our teams support each project from planning to completion for provincial, municipal, commercial, residential, and industrial clients.

Part of the Dawson Group family of companies, Dawson Civil continues a century-long legacy of connecting communities across B.C. What began with the construction of some of the province's most iconic highways and bridges has evolved into a group of companies dedicated to maintaining, building, and supporting the infrastructure that keeps communities connected.



100+

YEARS OF EXPERIENCE

A family-owned legacy of building and maintaining B.C. infrastructure that dates back to 1922.

70+

EMPLOYEES

More than 70 skilled employees deliver safe, high-quality infrastructure in communities across B.C.

20+

TRADES AND PROFESSIONS

From equipment operators, pipelayers, and labourers to surveyors, foremen, and project managers, our teams bring a wide range of skills to every project.

INTRODUCTION



Under the B.C. Pay Transparency Act, employers with more than 50 employees are required to publish annual pay transparency reports beginning in November 2026. This report provides insight into where we stand today and how we can continue improving representation, equity, and opportunity within our organization.

At Dawson Civil, we view transparency as our responsibility, one that helps build stronger teams, fairer workplaces, and more connected communities across British Columbia.

WORKFORCE OVERVIEW

As of December 31, 2025, Dawson Civil employed 74 team members across B.C.

Our B.C. workforce consisted of the following gender categories:
Male: 86 % Female: 14 %

All employees have the opportunity to self-identify their gender. Although most of our workforce identifies as male, women continue to play vital roles across our organization — from operations and maintenance to leadership and administration. We remain committed to creating a workplace where every employee, regardless of gender, has equitable access to opportunity, pay, and professional growth.



OUR COMMITMENT TO

PAY EQUITY

As part of our ongoing commitment to pay equity and inclusion, Dawson Civil continues to take meaningful action to build a fair, welcoming, and representative workplace. These initiatives help us ensure our policies, programs, and culture reflect our values and support long-term equity across the organization and the communities we serve.



KEY ACTIONS INCLUDE:

- Partnering with First Nations, local communities, schools, and industry organizations to promote careers in transportation and construction — creating fair access to meaningful employment, supporting local talent development, and strengthening communities across B.C.
- Providing flexibility to help employees balance work and home. Whether on the road, in the office, working from home, or through a blended schedule, we work with eligible employees to create arrangements that meet operational needs and personal priorities.
- Investing in our people through mentorship, training, and career development opportunities that help employees reach their goals and build lasting careers.
- Listening to employees through employee meetings, safety meetings, direction communication with our CEO, and open discussions to identify areas for improvement and ensure our actions reflect the needs and voices of our teams.
- Collaborating with an external consulting firm to develop and implement a new compensation system that ensures our pay practices remain competitive, fair, and reflective of the value our employees bring. The new system will also include personalized performance-based elements that recognize hard work and dedication across all roles.

Our progress is measured not only by numbers, but by the everyday actions we take to build trust, opportunity, and inclusion at every level of our organization.

HOURLY PAY

Mean hourly pay gap[1]



Median hourly pay gap[2]



Our analysis of hourly pay for the 2025 reporting year shows a mean pay gap of 7%, with women earning $0.93 for every $1.00 earned by men, and a median pay gap of 6%, with women earning $0.94 for every $1.00 earned by men.*

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

There is insufficient data to report on overtime pay for the 2025 reporting year. In accordance with the B.C. Pay Transparency Act, data that does not meet the required thresholds for disclosure is not reported for mean[3] or median overtime pay[4], mean[5] or median overtime paid hours[6], or the percentage of employees in each gender category receiving overtime pay.

BONUS PAY

There is insufficient data to report on bonus pay for the 2025 reporting year. In accordance with the B.C. Pay Transparency Act, data that does not meet the required thresholds for disclosure is not reported for mean[7] or median bonus pay[8].

Explanatory notes:

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
7. “Mean bonus pay” refers to bonus pay when averaged for each group.
8. “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)†



Upper middle hourly pay quartile†



Lower middle hourly pay quartile†



Lowest hourly pay quartile (lowest paid)†



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

Explanatory notes:

9. “Pay quartiles” 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.

LOOKING AHEAD

Equity and inclusion strengthen not only our teams but the communities we serve. As we look ahead, Dawson Civil will keep fostering an environment where opportunity is shared, contributions are recognized, and our collective success supports stronger, more connected communities across B.C.

