AE CONCRETE PRODUCTS INC.
Pay transparency report

Established in 1972, AE Concrete is a leading Canadian manufacturer specializing in standard and custom precast concrete solutions. Now in Agassiz, British Columbia, we have over 50 years of experience serving the civil infrastructure sector. Our commitment to operational excellence is demonstrated through our certifications, including CPCQA, CSA, CWB and COR for Safety.

Our team is passionate about building more than just infrastructure. Our production processes are guided by precision, quality control, and a belief in continuous improvement to meet evolving industry demands.

AE Concrete is excited to provide employment opportunities in construction/manufacturing trades, administration, and management.

Employment opportunities include; concrete placement & finishing, welding, carpentry, maintenance, shipping, scheduling, inventory control, quality assurance/control, production supervision, process improvement, etc. AE Concrete also provides inhouse training and mentoring to all new and existing employees, including those with limited experience or education in construction.

Women play an important role in AE Concrete's success and contribute across many different areas of our organization. While the concrete industry has historically been male-dominated, we recognize the importance of increasing female representation and creating opportunities for women to succeed in roles throughout our business. We are committed to fostering a workplace where everyone has the opportunity to grow, contribute, and build a meaningful career.

How is AE Concrete supporting more women in the industry?

We know that building greater representation starts with creating opportunities. At AE Concrete, we provide hands-on, on-the-job training that gives women the opportunity to develop new skills, gain experience, and grow into higher-level roles within the company.
We're also looking beyond our own workforce. Through partnerships with local school districts and communities, we work to introduce young women to the possibilities of careers in the trades, manufacturing, and concrete industry.

Employer details

Employer:	AE CONCRETE PRODUCTS INC.
Address:	Suite 1700 - 1185 West Georgia Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	31-33 - Manufacturing
Number of Employees:	50-299

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Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 2% more than men's. For every dollar men earn in average hourly wages, women earn $1.02 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 cents in median hourly wages. *

Overtime pay

Mean overtime pay [3]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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.

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.
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.

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Bonus pay

Mean bonus pay [7]



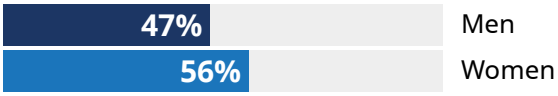
In this organization women's average bonus pay is 63% less than men's. For every dollar men earn in average bonus pay, women earn 37 cents in average bonus pay. *

Median bonus pay [8]

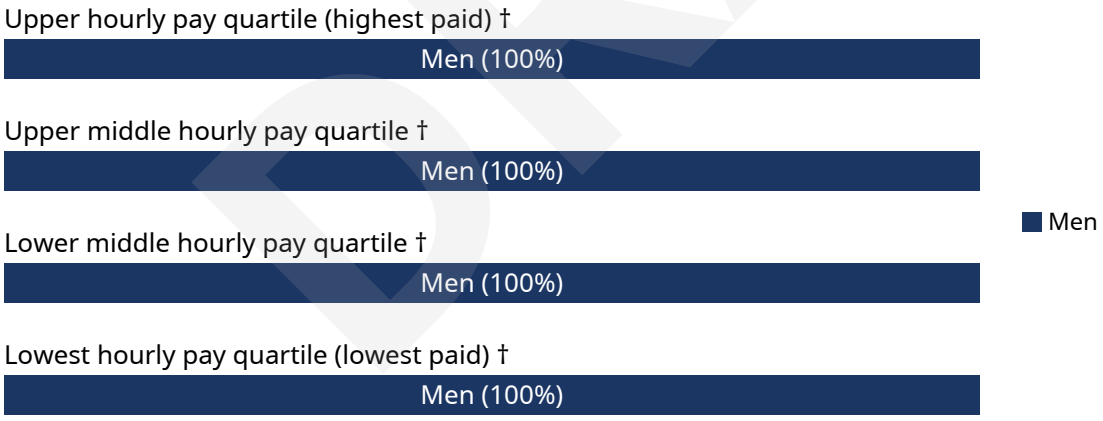


In this organization women's median bonus pay is 82% less than men's. For every dollar men earn in median bonus pay, women earn 18 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quartile [9]



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

Explanatory notes

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

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Data constraints

AE Concrete does not pay different bonus amounts based on gender. Employees in the same or comparable positions receive the same or similar bonus opportunities, subject to factors such as experience, responsibilities, and length of service.

The difference shown in the bonus pay data is largely influenced by the significantly smaller number of women within our workforce. As women remain underrepresented in the concrete trades, there are fewer women included in the bonus pay calculations, which impacts the resulting gender-based averages and medians.

During the reporting year, AE Concrete had recently relocated its operations from Surrey to Agassiz, BC. As a result of this relocation, the company experienced the departure of a number of longer-service employees and subsequently hired a significant number of newer, more junior employees. Many of these newly hired employees had not yet worked the required number of hours to qualify for bonus payments in accordance with the applicable Collective Agreement. This transition impacted the number of employees who were eligible to receive a bonus during the reporting period and, consequently, the bonus pay data and resulting averages and medians.

AE Concrete remains committed to fair and equitable compensation practices for all employees. As we continue working to increase the representation of women throughout our organization and within the concrete industry more broadly, we will continue to review our compensation practices and provide equitable opportunities for employees to grow, advance, and be recognized for their contributions.

* 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.

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