CORPORATE OFFICE 11285 274 Street, Acheson, AB Canada T7X 6P9
Tel: 780 948 2200 | Toll Free: 1 866 458 0101 | Fax: 780 960 0561

SMS Equipment Inc./Equipment SMS Inc.

BC Pay Transparency Report – 2024

Employer:	SMS Equipment Inc./Equipment SMS Inc.
Address:	11285 274 St, Acheson AB T7X 6P9
Reporting Year:	2025
Reporting Time Period:	January 1, 2024 – December 31, 2024
NAICS Code:	44-45 – Retail Trade
Number of Employees:	300-999

About SMS Equipment Inc.

SMS Equipment is a global leader for equipment distribution dedicated to continuously evolving our services and product offerings to deliver value and meet the unique requirements of customers. Partnering with leading manufacturers and customers, SMS Equipment is committed to being the number one solutions provider in the construction, forestry, and mining industries.

Our BC Workforce

In British Columbia, SMS Equipment employs approximately 630 employees across a broad range of disciplines, including many highly technical and skilled trades roles required to safely service customer equipment. 74 of those employees are women.

Women represent 4.7% of employees in skilled trades roles within British Columbia.

Workforce Representation and Pay Context

Compensation at SMS Equipment Inc. is structured to ensure equitable pay for the same work.

As reflected in this report, an overall average pay difference between men and women is observed. This difference is primarily influenced by workforce composition, including the distribution of employees across different roles and occupational groups.

Women are underrepresented in higher-paying technical roles, such as skilled trades positions, within the British Columbia workforce. As a result, average pay outcomes differ at an aggregate level, even where pay rates for comparable roles are applied consistently.

This pattern reflects broader labour market trends in British Columbia. According to Statistics Canada labour force data for BC, women represent approximately 7.7% of workers in Trades, Transport, and Equipment Operators and Related Occupations (excluding management)[1](Stats Can, Jan 2025).

[1] Proportion of women and men employed in occupations, annual

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Disclaimer: Limitations and Data Considerations

- This pay transparency report is prepared in accordance with the British Columbia Pay Transparency Act and reflects compensation data for employees located in British Columbia during the reporting period.
- The information presented is based on the prescribed reporting methodology and includes:
  - Hourly pay
  - Overtime pay
  - Bonus pay
- The results do not account for individual factors such as:
  - Job classification and role scope
  - Union status
  - Experience, qualifications, performance, or tenure
- Hourly pay includes regular wages and salaries and excludes overtime and bonus pay.
- Overtime pay refers to compensation paid for hours worked in excess of an employee's regular hours of work and is paid at a premium rate in accordance with applicable employment standards and collective agreements.
  - Overtime eligibility varies by role and is not available to all employees.
- This report includes employees who worked any paid hours during the reporting period.
- All data is presented in aggregate form to protect employee privacy and should not be interpreted as reflecting individual pay practices.

This report is published in accordance with the British Columbia Pay Transparency Act and provides information on differences in hourly pay, overtime pay, and bonus pay between gender groups for employees located in British Columbia. The results reflect aggregate workforce outcomes and are intended to support transparency and understanding.

*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 to insufficient numbers to meet disclosure requirements.

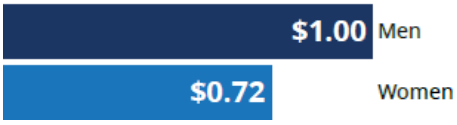
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Hourly pay

SMS Equipment Inc. is committed to paying equitably. Differences in hourly pay rate can exist for several reasons, such as union status, relevant experience, qualifications, performance, and tenure. For non-union employees, these may influence compensation but are not reflected in this report.

As a result, differences in average hourly pay outcomes are observed at an aggregate level. These results reflect aggregate workforce outcomes and do not indicate differences in pay for comparable roles.

Mean hourly pay gap[1]



Women's average hourly wages are 28% less than men's. For every dollar men earn in average hourly wages, women earn 72 cents in average hourly wages. *

Median hourly pay gap[2]



Women's median hourly wages are 38% less than men's. For every dollar men earn in median hourly wages, women earn 62 cents in median hourly wages. *

Explanatory Notes: Hourly Pay Rate

1. "Mean hourly pay" 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.

Women are underrepresented in higher-paying technical and skilled trades jobs, with women representing 4.7% of employees in skilled trades roles within our BC workforce.

To illustrate, the following graphs show the average hourly pay difference between two common roles within our workforce (Heavy Equipment Technician (HET), Journeyperson and administrators) and the gender representation in each.

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Mean Hourly Pay Difference



Women's average hourly wages are 54% less than men's. For every dollar men earn in average hourly wages, women earn 46 cents in average hourly wages.

Gender Representation



Only one per cent of heavy equipment technicians are women, while no administrators are male.

This comparison illustrates how differences in average hourly pay are driven by the distribution of employees across higher- and lower-paid roles, rather than differences in pay for the same work.

There is no difference in average hourly pay between men and women Heavy Equipment Technicians (Journeyperson), which is a common job at SMS Equipment Inc. Our union employees are paid the same pay rates in accordance with the wage rates and salary scales of their collective agreements.

Heavy Equipment Technicians (Journeyperson) Mean Hourly Rate Pay



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Overtime pay

At SMS Equipment, paid overtime is not available to all employees, and men are overrepresented in positions that are eligible for overtime. Consequently, a higher percentage of men receive overtime pay and often earn more total overtime pay than women. 'Total overtime pay' refers to the total amount of overtime paid to an employee, not the hourly pay for each hour of overtime.

Percentage of employees in each gender category receiving overtime pay



Mean overtime pay [3]



Women's average overtime pay is 71% less than men's. Every dollar men earn in average overtime pay, women earn 29 cents in average overtime pay. *

Median overtime pay [4]



Women's median overtime pay is 84% less than men's. For every dollar men earn in median overtime pay, women earn 16 cents in median overtime pay.

Mean overtime paid hours [5]
Difference as compared to reference group (Men)

Women	-178

The average number of overtime hours worked by women was 178 less than by men. *

Median overtime paid hours [6]
Difference as compared to reference group (Men)

Women	-180

The median number of overtime hours worked by women was 180 less than by men. *

Explanatory Notes: Overtime Pay

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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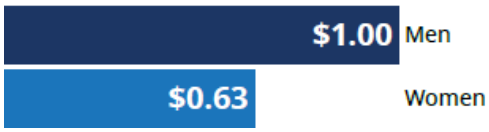
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Bonus pay

Analysis indicates that the observed bonus pay differences are influenced by factors such as the higher representation of men in more senior operational roles, which have higher bonus and incentive targets.

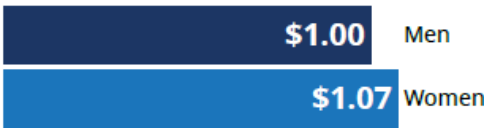
Bonus pay can include a referral bonus as a recruitment incentive to address staffing challenges.

Mean bonus pay [7]



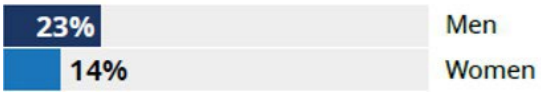
Women's average bonus pay is 37% less than men's. For every dollar men earn in average bonus pay, women earn 63 cents in average bonus pay. *

Median bonus pay [8]



Women's median bonus pay is 7% more than men's. For every dollar men earn in median bonus pay, women earn $1.07 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes: Bonus Pay

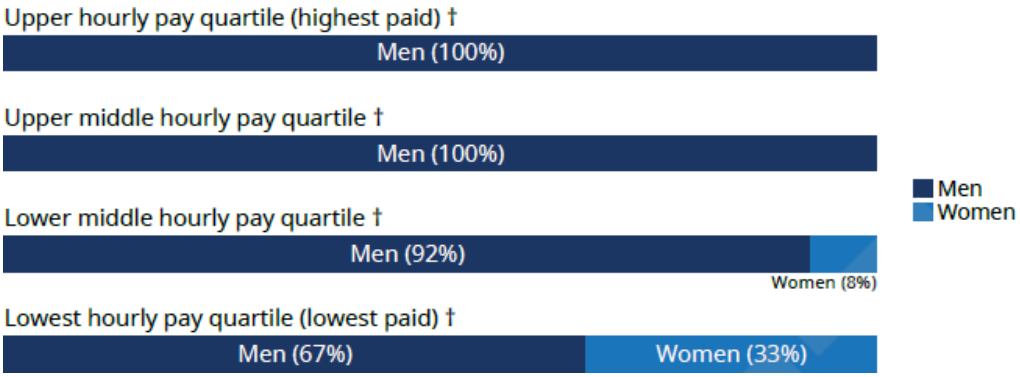
7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

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Percentage of each gender in each pay quartile [9]

SMS Equipment data shows a higher representation of men than women in the highest paid quartile. Our analysis indicates that this is likely driven by several factors, including the higher representation of men in higher-paying roles.



Explanatory Notes: Percentage of each gender in each pay quartile

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

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