



Pay Transparency Report
For the Province of British Columbia
2026

Employer:	Emco Corporation
Address:	2124 Oxford St. E., London, Ontario
Reporting Year:	2026
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	41 – Wholesale Trade
Number of Employees in British Columbia	Over 300 and under 1,000

Introduction

Founded in 1906, Emco Corporation (“Emco”) is one of Canada’s largest integrated distributors of products for the construction industry, offering products in the plumbing, waterworks, industrial, and HVAC sectors. Emco operates through a network of over 300 profit centres, distribution warehouses, and showrooms across Canada, each of which is independently managed and uniquely situated to respond to local market needs.

Emco employs individuals in several roles such as managers, outside sales professionals, inside sales professionals, material handlers, drivers, operations managers, administrative professionals, quotation specialists, business development managers, procurement specialists, credit managers and specialists, technicians, project managers, showroom supervisors and consultants.

Background

The British Columbia *Pay Transparency Act* (the “Act”) requires employers to publish annual reports that include employer information and breakdowns by gender of pay gap calculations. The report required by the Act is called a Pay Transparency Report.

The Pay Transparency Report must show any pay gaps between certain designated groups: individuals who identify as “man”, “woman”, “non-binary” and “prefer not to say/unknown”. The “prefer not to say/unknown” category applies to individuals who do not identify with any of the other three categories, or those who do not wish to specify which gender category applies to them, or those who did not participate in the survey. For categories with fewer than 10 respondents, no data is presented, as required by the Act. For this reason, Emco has excluded the “non-binary” category from its Pay Transparency Report because the reporting threshold was not met.

Emco requested participation in a gender self-identification survey on a voluntary basis as required by the Act. In total, 15.4% of Emco’s teammates in British Columbia responded, with 41% of those who responded identifying as male, and 59% of those who responded identifying as female. The data presented in this report in the “prefer not to say/unknown” group represents the 84.3% of Emco’s teammates located in British Columbia who did not wish to participate or identify their gender.

Pay Gap Analysis

The following data presents the mandatory disclosures and methodology as required by the Act. All terminology used is as required by the Act. Where the term “men” is used, it is meant “individuals who responded to the survey and identify as male”. Where the term “woman” is used, it is meant “individuals who responded to the survey and identify as female”.

Mean and Median Hourly Pay Gap

In accordance with the Act, “Mean Hourly Pay Gap” means the difference in pay between gender groups calculated by average pay. It does not include bonuses and overtime. “Median Hourly Pay Gap” refers to the difference in pay between gender groups calculated by the mid range of pay for each group. It does not include bonuses and overtime.

The mean hourly pay gap is as follows:

\$1.00	Men
\$0.97	Women
\$0.97	Prefer not to say/Unknown

At Emco, women’s mean hourly wages are 3% less than men’s, and individuals who prefer not to say/unknown’s mean hourly wages are 3% less than men’s.

The median hourly pay gap is as follows:

\$1.00	Men
\$1.07	Women
\$1.02	Prefer not to say/Unknown

At Emco, women’s median hourly wages are 7% more than men’s, and individuals who prefer not to say/unknown’s median hourly wages are 2% more than men’s.

Overtime Pay Gap and Overtime Hours

In accordance with the Act, “Mean Overtime Pay Gap” means overtime pay gap when averaged for each group, and “Median Overtime Pay Gap” means the middle point of overtime for each group.

The mean overtime pay gap is as follows:

\$1.00	Men
\$1.10	Women
\$1.02	Prefer not to say/Unknown

At Emco, women's mean overtime pay is 10% more than men's, and individuals who prefer not to say/unknown's mean overtime pay is 2% more than men's.

The median overtime pay gap is as follows:

\$1.00	Men
\$1.02	Women
\$1.02	Prefer not to say/Unknown

At Emco, women's median overtime pay is 2% more than men's, and individuals who prefer not to say/unknown's median overtime pay is 2% more than men's.

In terms of mean overtime hours worked, for every 1 hour of overtime worked by men, the mean number of overtime hours worked by women was 0.58 hours, and the mean number of overtime hours worked by individuals who preferred not to say/unknown was 1.48 hours.

In terms of median overtime hours worked, for every 1 hour of overtime worked by men, the median number of overtime hours worked by women was 0.3 hours, and the median number of overtime hours worked by individuals who preferred not to say/unknown was 0.90 hours.

The percentage of teammates receiving overtime pay in each category is as follows:

Men	31%
Women	27%
Prefer not to say/Unknown	37%

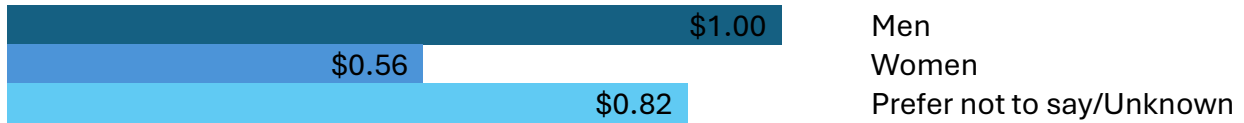
Bonus Pay Gap

Emco has a bonus (profit sharing) program designed to align with various performance metrics. The percentage of teammates receiving bonus pay in each category is as follows:

Men	80%
Women	73%
Prefer not to say/Unknown	82%

In accordance with the Act, "Mean Bonus Pay Gap" means the bonus pay when averaged for each group, and "Median Bonus Pay Gap" means the middle point of bonus pay for each group.

The mean bonus pay gap is as follows:



At Emco, women's mean bonus pay is 46% less than men's, and individuals who prefer not to say/unknown's mean bonus pay is 18% less than men.

The median bonus pay gap is as follows:



At Emco, women's median bonus pay is 10% less than men's, and individuals who prefer not to say/unknown's median bonus pay is 2% more than men's.

Percentage of Each Gender in Each Pay Quartile

Quartile 1, which is made up of the lowest hourly pay, is 9.62% men, 6.17% women, and 84.57% prefer not to say/unknown. In Quartile 2, which is comprised of lower middle hourly pay, 8.8% are men, 5.33% are women, and 85.21% prefer not to say/unknown. Quartile 3, comprised of upper middle hourly pay is 6.04% men, 7.14% women and 86.81% prefer not to say/unknown. Finally, Quartile 4 representing the upper hourly pay, is 13.53% men, 6.77% women, and 79.7% prefer not to say/unknown.

In Conclusion

Emco recognizes that women and non-binary individuals are typically underrepresented in leadership and higher-paying roles but is committed to promoting inclusion, equity and diversity with a goal of 50% women and non-binary individuals in leadership roles. While Emco has made reasonable efforts to gather gender identity information from our teammates, the results in this report are impacted by the voluntary nature of participation which is reflected in the large percentage of "prefer not to say/unknown" individuals.