

Annual General Meeting

September 17, 2026

9:30 am – 10:00 am

BCCSA Boardroom
400, 625 Agnes Street
New Westminster, BC



B.C. Construction Safety Alliance

Annual General Meeting of Members - Agenda

Date:	September 17, 2026
Time:	9:30 a.m. - 10:00 a.m. Pacific Time
Physical Location:	BCCSA Boardroom, Suite 400, 625 Agnes Street, New Westminster
Electronic Participation:	Meeting link will be provided upon confirmation of registration
Registration Link:	Registration Link
Meeting Materials:	AGM Package

9:30 a.m. Call meeting to order (Kevin Moss, Chair)

Confirmation of Notice, Quorum and Meeting Procedures

Motion: That the minutes of the Annual General Meeting of Members of B.C. Construction Safety Alliance held on September 18, 2025 be approved.....p. 4

9:35 a.m. Treasurer's Report (Antonio Hsu, Treasurer)..... p. 6

Motion: That Enns & Company be appointed as auditor of B.C Construction Safety Alliance until the next Annual General Meeting of Members, at remuneration to be fixed by the Board of Directors.

9:40 a.m. Chair's Report (Kevin Moss, Chair)

9:45 a.m. Executive Director's Report (Mike McKenna)

9:50 a.m. Special Business – Approval of Amended and Restated Bylaws (Kevin Moss, Chair)

Special Resolution: BE IT RESOLVED, as a special resolution, that the amended and restated bylaws of B.C. Construction Safety Alliance, in the form made available to members with the notice of this meeting and presented to the meeting, are approved and adopted as the bylaws of the Society in substitution for and to the exclusion of the existing bylaws, effective upon filing with the Registrar of Companies..... p. 42

9:55 a.m. Other Business Properly Before the Meeting

10:00 a.m. Termination of Meeting

Information-Only Materials

The following materials are included with, or available through, the AGM meeting materials:

- Minutes of the prior Annual General Meeting
- Financial statements
- Clean copy of the proposed amended and restated bylaws
- Narrative summary of the principal bylaw changes
- Current 2026/27 Board of Directors list
- 2025 Annual Report



BCCSA Board of Directors

AGM MINUTES

Date: September 18, 2025
Time: 9:30 am to 9:50 am
Venue: BCCSA Boardroom
400, 625 Agnes Street, New Westminster

In Attendance:

Antonio Hsu, Treasurer	PCL Constructors Westcoast Inc.
Blaise McDonald	MAC Reno Design Build
Bobby Shauer	Greyback Construction
Brooks Patterson	
Doug Wilson	Peak Construction Group
Henri Belisle	TQ Construction
Jamie Stothert	Green Roads Recycling
Joe Wrobel, Secretary	JPW Earthworks Inc. - remote
Kevin Moss, Vice Chair	Marine Roofing
Rob Sims	Salit Steel BC - remote
Scott Torry	AFC Construction
Tyler Thorson	Heidelberg Materials
Wayne Fettback	Western Pacific Enterprises
Will Cook, Chair	Belfor Property Restoration

Non-Voting:

Michael Paine	WorkSafeBC
Mike McKenna	BC Construction Safety Alliance
Tammy Oliver	BC Construction Safety Alliance
Serena Lo	BC Construction Safety Alliance - Minute Taker

Regrets:

Jason Weaver	Bryant Electric Ltd.
Shayne Price	SKYGRiD Construction Western Canada

Meeting called to order: 9:30 am

MOTION: Approval of the September 18, 2024 AGM Minutes

Motion: Kevin Moss

Second: Scott Torry

Carried

Treasurer's Report (Antonio Hsu)

Two big takeaways are the \$2M in excess funding that has been transferred over, and the advance funding from WSBC of \$4.5M.

The Board approved the reappointment of Enns & Company as BCCSA's financial auditor for 2025. Enns & Company has been BCCSA's auditor since 2018. There was a recent RFP done for financial auditing services, and Enns & Company won that bid in 2023.

Governance documents state that Request for Proposals should be done at least once every 7 years. Bylaws state that appointments are made every year at the AGM, it is not assumed.

MOTION: Appointment of Enns & Company as BCCSA's 2025 Financial Auditor

Motion: Antonio Hsu

Second: Wayne Fettback

Carried

Chair's Report (Will Cook)

The Chair recounted his address to the Board when he was appointed as Chair 2 years ago, reiterating his pledge and dedication to construction workplace health and safety, due to his own experiences as a young worker at a workplace where there was a lack of health and safety. It was also noted his relationship regarding health and safety changed dramatically when his own kids entered the workforce in his own company.

His first HSA involvement was in 2004, and it has become a passion since then. It is now his 21st year being an advocate in health and safety in construction. It has been a long journey especially over the last 6 months, but he is proud to be safety partners with everyone around the Board table. The main focus needs to be safety, and the Board has got there.

The Chair thanked the Board and BCCSA staff and was presented with parting gifts and appreciation.

Executive Director's Report (Mike McKenna)

The Executive Director thanked the Board for all their time, effort, and perspective. He also thanked WorkSafeBC for their continued partnership, and BCCSA staff for everyone's commitment to consistency and support for the success of BCCSA. The outgoing Board Chair was also thanked for his dedication to BCCSA and to health and safety.

BCCSA's theme this year was investigating, improving, and delivering. Through various programs and offerings, BCCSA strives to do that. Many of the "holes" in the market are related to Quality Assurance standardization and creating programs and services that others are unable to offer. For example, the Silica Tool, CCPO, etc. These programs are now being used in multiple jurisdictions across Canada. There is also interest outside of the country.

The four new special projects all came into fruition in 2025. It was a team effort and Board sponsors are acknowledged.

Meeting adjourned: 9:50 am

Motion: Henri Belisle

Second: Tyler Thorson

Carried

B.C. CONSTRUCTION SAFETY ALLIANCE

New Westminster, B.C.

FINANCIAL STATEMENTS

DECEMBER 31, 2025

B.C. CONSTRUCTION SAFETY ALLIANCE**INDEX****DECEMBER 31, 2025**

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INDEPENDENT AUDITOR'S REPORT

To the Members of B.C. Construction Safety Alliance

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of B.C. Construction Safety Alliance ("the Alliance"), which comprise the statement of financial position as at December 31, 2025, and the statements of operations, statement of changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Alliance as at December 31, 2025, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Alliance in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Alliance's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Alliance or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Alliance's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

continued...

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Alliance's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Alliance's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Alliance to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that in our opinion, the accounting principles used in these financial statements have been applied on a basis consistent with that of the preceding year.

March 5, 2026
Burnaby, B.C., Canada



ENNS & COMPANY
Chartered Professional Accountants

**B.C. CONSTRUCTION SAFETY ALLIANCE
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2025**

	2025 \$	2024 \$
Program revenue		
Certificate of Recognition Program (Schedule 2)	2,813,142	2,785,742
Health and Safety Association Program (Schedule 3)	5,887,101	6,131,402
Traffic Control Program (Schedule 4)	981,529	1,027,976
High Angle Rope Rescue Program (Schedule 5)	912,275	912,094
Fire and Flood Restoration Program (Schedule 6)	155,986	143,390
Asbestos Certification Program (Schedule 7)	<u>261,905</u>	<u>883,640</u>
Gross revenues before deferrals	11,011,938	11,884,244
Transfer to deferred contributions	<u>(1,702,711)</u>	<u>(2,749,066)</u>
	<u>9,309,227</u>	<u>9,135,178</u>
Program expenditures		
Certificate of Recognition Program (Schedule 2)	2,776,430	2,605,754
Health and Safety Association Program (Schedule 3)	4,796,214	4,575,646
Traffic Control Program (Schedule 4)	672,876	742,206
High Angle Rope Rescue Program (Schedule 5)	845,932	813,785
Fire and Flood Restoration Program (Schedule 6)	105,295	129,325
Asbestos Certification Program (Schedule 7)	<u>112,480</u>	<u>268,462</u>
	<u>9,309,227</u>	<u>9,135,178</u>
Excess of revenues over expenditures before other items	<u>-</u>	<u>-</u>
Other income and expenditures		
Interest on short term investments	89,010	142,893
Retained surplus (Note 3)	2,382,740	1,381,935
Research, Development and Opportunity Fund (Schedule 8) (150,343)		(807,929)
Investment income	266,321	76,841
Unrealized fair market value adjustment	350,455	611,579
Excess of revenues over expenditures	<u>2,280,597</u>	<u>2,062,905</u>

The accompanying notes are an integral part of these statements

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**B.C. CONSTRUCTION SAFETY ALLIANCE
STATEMENT OF CHANGE IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2025**

	2025 \$	2024 \$
General fund		
Balance, beginning	1,606,792	-
Excess of revenues over expenditures	2,280,597	2,062,905
Transfer from the research, development and opportunity fund	807,929	150,343
To top up RDO fund	(807,929)	(150,343)
Transferred to/from BCCSA reserve fund	<u>11,230</u>	<u>(456,113)</u>
Balance, ending	<u>3,898,619</u>	<u>1,606,792</u>
Research, Development and Opportunity fund		
Balance, beginning	1,350,000	1,350,000
Transferred to the general fund	(807,929)	(150,343)
To top up RDO fund	<u>807,929</u>	<u>150,343</u>
Balance, ending	<u>1,350,000</u>	<u>1,350,000</u>
BCCSA Reserve fund		
Balance, beginning	2,507,448	2,051,335
Transferred from the general fund	-	456,113
Transferred to the general fund	<u>(11,230)</u>	<u>-</u>
Balance, ending	<u>2,496,218</u>	<u>2,507,448</u>
Total funds	<u>7,744,837</u>	<u>5,464,240</u>

The accompanying notes are an integral part of these statements

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**B.C. CONSTRUCTION SAFETY ALLIANCE
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2025**

	2025	2024
ASSETS		
CURRENT		
Cash (Note 3)	\$ 6,167,712	\$ 5,384,621
Investments - RDO fund	1,350,000	1,350,000
Receivables	181,248	128,937
Prepaid expenses	77,710	45,089
	7,776,670	6,908,647
Prepaid deposit	18,774	18,774
Property and equipment (Note 2)	66,559	93,330
Investments - General	3,835,582	3,714,215
Investments - Bursary fund	999,792	-
Investments - WorkSafeBC Reserve Fund	1,968,476	1,979,706
Investments - BCCSA Reserve Fund	2,496,218	2,507,448
	\$ 17,162,071	\$ 15,222,120
LIABILITIES		
CURRENT		
Payable and accruals	\$ 1,002,304	\$ 455,509
Deferred contributions (Note 3)	6,446,454	7,322,665
	7,448,758	7,778,174
DEFERRED REVENUE - RESERVES (Note 4)	1,968,476	1,979,706
	\$ 9,417,234	\$ 9,757,880
NET ASSETS		
GENERAL FUND	3,898,619	1,606,792
RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND	1,350,000	1,350,000
BCCSA RESERVE FUND	2,496,218	2,507,448
	7,744,837	5,464,240
	\$ 17,162,071	\$ 15,222,120

Commitments (Note 9)

APPROVED ON BEHALF OF THE BOARD:

Signed by: Kevin Moss Director

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Signed by: Antonio Asu Director

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The accompanying notes are an integral part of these statements

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**B.C. CONSTRUCTION SAFETY ALLIANCE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2025**

	2025	2024
OPERATING ACTIVITIES		
Working capital from operations		
Excess of revenues over expenditures	\$ 2,280,597	\$ 2,062,905
Adjustments for items not affecting cash		
Amortization of property and equipment	29,632	30,058
Unrealized fair market value adjustment	(350,455)	(611,579)
Net changes in non-cash working capital balances from operations		
Receivables	(52,311)	(58,423)
Prepaid expenses	(32,621)	33,990
Accounts payable	546,795	(601,506)
Deferred contributions	(887,441)	5,630,526
	1,534,196	6,485,971
INVESTING ACTIVITIES		
Purchase of property and equipment	(2,861)	(83,871)
Proceeds on sale of investments	7,308,658	5,455,127
Purchase of investments	(8,056,902)	(6,527,302)
	(751,105)	(1,156,046)
NET INCREASE IN CASH	783,091	5,329,925
NET CASH, BEGINNING OF YEAR	5,384,621	54,696
NET CASH, END OF YEAR	\$ 6,167,712	\$ 5,384,621

The accompanying notes are an integral part of these statements

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B.C. CONSTRUCTION SAFETY ALLIANCE
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025

On June 23, 2010, B.C. Road and Construction Safety Network ("CSN") and Construction Safety Association of B.C. ("CSABC") amalgamated to form the B.C. Construction Safety Alliance (the "Alliance"). The Alliance is a tax-exempt not-for-profit organization registered under the British Columbia Societies Act.

The purpose of the Alliance is to create a forum for and provide resources to employers, allowing them to collaborate with The Workers Compensation Board of British Columbia ("WorkSafeBC") to improve safety programs, reduce injury frequency and shorten WorkSafeBC claim duration.

Note 1 Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

Investments

Investments are made up of both short term deposits and equities that can be liquidated in one year or less and long term investments that have a term of greater than one year.

Property and Equipment

Property and equipment are carried at cost less accumulated amortization. Amortization is calculated annually as follows:

Leasehold improvements	-	5 years straight-line
Furniture and office equipment	-	5 years straight-line
Computer equipment	-	3 years straight-line
Software	-	2 years straight-line

Fund Accounting

The Alliance currently maintains five segregated investment funds, each dedicated to specific activities:

General Fund (#1): This fund holds the Alliance's operational revenue generated through its various programs and services. Research, Development, and Opportunity Fund (#2): An internally restricted fund, established through transfers of earned interest and surplus revenues. Its primary purpose is to enable the Alliance to proactively address emerging safety issues within the construction industry. WorkSafeBC Contingency Fund (#3): This is an internally restricted fund where WorkSafeBC specifically provides for three months of expenditures for the Health & Safety Association, Certificate of Recognition, and Traffic Control Person programs. These funds are designated for contingency, particularly in the event of program wind-down activities. BCCSA Reserve Fund (#4): This internally restricted fund, directed by the BCCSA Board of Directors, holds additional reserves. Its aim is to provide six months of expenditures for the High Angle Rope Rescue Program and the Fire and Flood Restoration Program, and three months of expenditures for the Certificate of Recognition Program, Health and Safety Association Program, and Traffic Control Program. Bursary Fund (#5): Established in 2025 with a \$1 million internal restriction, this fund is dedicated to supporting and financing the Alliance's bursary program.

**B.C. CONSTRUCTION SAFETY ALLIANCE
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025**

Note 1 Significant Accounting Policies (continued)

Revenue Recognition

The Alliance follows the deferral method of accounting for contributions. Restricted contributions are restricted to fund the following programs: Certificate of Recognition Program ("COR"), Health and Safety Association Program ("HSA"), Traffic Control Program ("TCP"), High Angle Rope Rescue Program ("THARRP"), Fire and Flood Restoration Program ("FFRP") and the Asbestos Certification Program (ACP)". They are recognized as revenue in the year in which the related expenditures for that program are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Course revenue and other revenue are recorded once the services have been performed. Interest income and other investment income are recognized on a time proportion basis.

Deferred contributions includes net surpluses / (deficits) from current year programs. Any surplus funds are either deducted from the following year's funding, repaid to WorkSafeBC, transferred to deferred revenue - reserves approved by WorkSafeBC, provided the reserve fund does not exceed the maximum amount allowed, or recognized as other income from WorkSafeBC.

Deferred revenue - reserves includes contributions received for certain programs held in reserve for unanticipated expenses in future periods. These amounts are transfers from deferred contributions approved by WorkSafeBC.

Contributed Services and Materials

A number of volunteers contribute a significant amount of their time and services to the Alliance each year. Because of the difficulty in determining fair value, these contributed services are not recognized in the financial statements. The Alliance records the fair value of contributed materials at the time of receipt, where such fair value is determinable, and the materials would otherwise have been purchased. During the year, the Alliance did not receive any such contributed materials.

Allocation of Expenditures

The Alliance operates the following programs: COR, HSA, TCP, THARRP, FFRP and the ACP. The costs of each program include the costs of personnel and premises and other expenditures that are directly related to providing the program. The Alliance also incurs a number of general support expenditures that are common to the administration of the organization and each of its programs.

The Alliance allocates its general support expenditures in proportion to the budget approved by the primary funder, WorkSafeBC.

B.C. CONSTRUCTION SAFETY ALLIANCE
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025

Note 1 Significant Accounting Policies (continued)

Financial Instruments

Measurement of financial instruments

The Alliance measures its financial assets and financial liabilities at fair value at the acquisition date, except for financial assets and financial liabilities acquired in related party transactions. Transaction costs related to the acquisition of financial instruments subsequently measured at fair value are recognized in excess of revenue over expenditures when incurred. The carrying amounts of financial instruments not subsequently measured at fair value are adjusted by the amount of transaction costs directly attributable to the acquisition of the instrument.

The Alliance subsequently measures all of its financial assets and financial liabilities at amortized cost.

Impairment

Financial assets measured at amortized cost are assessed for indications of impairment at the end of each reporting period. If impairment is identified, the amount of the write-down is recognized as an impairment loss in excess of revenue over expenditures. Previously recognized impairment losses are reversed when the extent of the impairment decreases, provided that the adjusted carrying amount is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess of revenue over expenditures.

Use of Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

Note 2 Property and Equipment

	Cost	Accumulated Amortization	2025 Net	2024 Net
Leasehold improvements	377,056	368,080	8,976	8,917
Furniture and office equipment	343,768	288,004	55,764	79,848
Computer equipment	152,933	151,114	1,819	4,565
Software	24,434	24,434	-	-
	898,191	831,632	66,559	93,330

**B.C. CONSTRUCTION SAFETY ALLIANCE
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025**

Note 3 Deferred Contributions

	Beginning Balance	Repayments/ Transfers	Advanced funding	Additions / Reductions	Ending Balance
Certificate of Recognition Program	1,641,922	(1,641,922)	1,293,055	36,713	1,329,768
Health and Safety Association Program	3,792,289	(3,792,289)	2,313,522	1,090,886	3,404,408
Traffic Control Program	721,100	(721,100)	457,682	308,653	766,335
High Angle Rope Rescue Program	733,640	(733,640)	607,935	66,343	674,278
Fire and Flood Restoration Program	89,347	(89,347)	71,551	50,691	122,242
Asbestos Certification Program	344,367	(344,367)	-	149,425	149,425
	7,322,665	(7,322,665)	4,743,745	1,702,711	6,446,456

Included in the current year repayments are \$2,382,740 (2024: \$1,381,935) relating to prior year's revenues that were originally deferred. This amount is recognized as other income as WorkSafeBC continues to permit the Alliance to retain it. Advanced funding was received in 2025 for 2026 funding (Note 10).

The breakdown of the Additions/Reductions Column are as follows:

	Advanced funding	Additions / Reductions	Total
Certificate of Recognition Program	8,209	28,504	36,713
Health and Safety Association Program	(536,149)	1,627,035	1,090,886
Traffic Control Program	156,324	152,329	308,653
High Angle Rope Rescue Program	66,162	181	66,343
Fire and Flood Restoration Program	38,095	12,596	50,691
Asbestos Certification Program	-	149,425	149,425
	(267,359)	1,970,070	1,702,711

(the above amounts do not include WorkSafeBC's calculation including adjusting for amortization and capital items).

B.C. CONSTRUCTION SAFETY ALLIANCE
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025

Note 4 Deferred Revenue - Reserves

	Beginning Balance	Current year transfers	Ending Net
Certificate of Recognition Program	696,159	-	696,159
Health and Safety Association Program	1,065,017	-	1,065,017
Traffic Control Program	218,530	(11,230)	207,300
	1,979,706	(11,230)	1,968,476

Note 5 Allocation of Expenditures

	COR	HSA	TCP	THARRP	FFRP	2025 Total	2024 Total
	45%	45%	8%	1%	1%		
Salaries	\$ 455,657	\$ 455,657	\$ 81,006	\$ 10,126	\$ 10,126	\$ 1,012,572	\$ 895,896
Benefits	62,011	62,011	11,024	1,378	1,378	137,802	118,817
Consultants and contractors	27,139	27,139	4,825	603	603	60,309	204,480
Accounting & Legal Fees	660	660	117	15	15	1,467	8,909
Advertising	24,759	24,759	4,402	550	550	55,020	20,963
Board expenditures	21,490	21,490	3,820	478	478	47,756	46,302
Building and services	2,244	2,244	399	50	50	4,987	1,067
Communications	21,252	21,252	3,778	472	472	47,226	45,569
Conferences and meetings	18,915	18,915	3,363	420	420	42,033	37,477
Furniture and equipment	10,615	10,615	1,887	236	236	23,589	16,505
Office supplies	11,463	11,463	2,038	255	255	25,474	27,276
Property taxes and insurance	27,869	27,869	4,955	619	619	61,931	52,570
Publication	6,870	6,870	1,221	153	153	15,267	22,757
Program Delivery	15,454	15,454	2,747	343	343	34,341	43,558
Rent	147,906	147,906	26,294	3,287	3,287	328,680	308,074
Technology	109,594	109,594	19,483	2,435	2,435	243,541	261,476
Training	589	589	105	13	13	1,309	1,131
Travel	60,555	60,555	10,765	1,346	1,346	134,567	121,612
Amortization	13,334	13,334	2,371	296	296	29,631	30,058
	\$ 1,038,376	\$ 1,038,376	\$184,600	\$ 23,075	\$ 23,075	\$ 2,307,502	\$ 2,264,497

**B.C. CONSTRUCTION SAFETY ALLIANCE
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025**

Note 6 Financial Instruments

Items that meet the definition of a financial instrument include cash, investments - RDO fund, investments - general, investments - bursary fund, investments - WorkSafeBC reserve fund, investments - BCCSA reserve fund and payables and accruals.

It is management's opinion that the Alliance is not exposed to significant liquidity risk or credit risk arising from these financial statements. The following is a summary of the significant financial instrument risks:

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.

Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Alliance undertakes investment transactions in foreign currencies and, consequently, certain of its financial instruments are exposed to foreign currency fluctuations. Financial instruments include the following amounts, presented in Canadian dollars, which are denominated in foreign currencies:

- Investments: \$2,567,231

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The fair values of fixed rate financial instruments are subject to change, since fair values fluctuate inversely with changes in market interest rates. The cash flows related to floating rate financial instruments change as market interest rates change. The Alliance is exposed to interest rate risk with respect to its investments.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Alliance is exposed to other price risk related to its investments.

Note 7 Director, Contractor and Employee Remuneration

On November 28, 2016, the new British Columbia Societies Act came into force. Included in the new Act is a requirement to disclose the remuneration paid to all directors, the ten highest paid employees and all contractors who are paid at least \$75,000 annually.

The Alliance does not pay any remuneration to any board directors. The Alliance has 10 employees and/or contractors earning \$75,000 or more. Their total remuneration is \$ 1,623,107.

B.C. CONSTRUCTION SAFETY ALLIANCE
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025

Note 8 Economic Dependence

The Alliance's funding is provided by WorkSafeBC. The Alliance is economically dependent upon this funding to continue its operations.

Note 9 Commitments

Obligations under various rental leases, including base rent and operating costs, are:

2026	\$ 264,170
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Note 10 Subsequent Events

As at or subsequent to year end, the Alliance entered into various agreements with WorkSafeBC to continue the COR, HSA, TCP, THARRP and FFRP programs for a period of one year from January 1, 2026 to December 31, 2026.

B.C. CONSTRUCTION SAFETY ALLIANCE**Schedule 1****SUMMARY SCHEDULE OF REVENUE AND EXPENDITURES**

For the year ended December 31, 2025

	2025	2024
	\$	\$
Revenue		
WorkSafeBC contributions	8,929,388	9,424,308
Courses	1,240,528	1,346,401
Manuals	6,051	7,044
Replacement cards	3,105	3,219
Event revenue	148,456	145,693
Silica tool	323,180	290,526
CCPO/Asbestos exams	178,100	521,405
Other revenue	183,129	145,648
	11,011,937	11,884,244
Gross revenues before deferrals	11,011,937	11,884,244
Transfer to deferred contributions	(1,702,711)	(2,749,066)
	9,309,226	9,135,178
Expenditures		
Salaries	2,966,187	2,732,420
Benefits	502,837	447,745
Consultants and contractors	2,218,950	2,346,306
Advertising	338,788	354,463
Bank charge	34,380	43,558
Board expenditures	47,755	46,302
Building and services	4,987	1,067
Communications	108,889	118,605
Conferences and meetings	229,988	306,716
Furniture and equipment	338,775	341,979
Office supplies	33,817	32,833
Professional fees	93,177	82,463
Property taxes and insurance	61,932	52,570
Publications	491,921	481,538
Rent	343,485	324,461
Technology	799,801	732,950
Training	129,363	130,556
Travel	534,562	528,588
Amortization	29,632	30,058
	9,309,226	9,135,178
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

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B.C. CONSTRUCTION SAFETY ALLIANCE**Schedule 2****CERTIFICATE OF RECOGNITION PROGRAM (COR)**

For the year ended December 31, 2025

	2025	2024
	\$	\$
Revenue		
WorkSafeBC contributions	2,784,638	2,784,638
Courses	15,000	-
Other revenue	13,504	1,104
Gross revenues before deferrals	2,813,142	2,785,742
Transfer to deferred contributions	(36,712)	(179,988)
	2,776,430	2,605,754
Expenditures		
Salaries	1,133,510	1,056,318
Benefits	191,744	173,195
Consultants and contractors	507,870	537,139
Advertising	144,518	110,960
Board expenditures	21,490	20,836
Building and services	2,244	480
Communications	30,153	28,468
Conferences and meetings	28,045	25,991
Furniture and equipment	11,887	10,411
Office supplies	13,850	12,674
Professional fees	67,456	44,143
Property taxes and insurance	27,869	23,657
Bank charges	15,454	19,601
Publications	13,793	22,580
Rent	147,906	138,633
Technology	270,568	251,276
Training	613	891
Travel	134,126	114,975
Amortization	13,334	13,526
	2,776,430	2,605,754
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

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B.C. CONSTRUCTION SAFETY ALLIANCE**Schedule 3****HEALTH AND SAFETY ASSOCIATION PROGRAM (HSA)**

For the year ended December 31, 2025

	2025	2024
	\$	\$
Revenue		
WorkSafeBC contributions	4,260,066	4,260,066
Courses	886,698	851,215
Manuals	6,051	7,044
Event revenue	148,456	145,693
Silica tool	323,180	290,526
CCPO exams	178,100	516,970
Other revenue	84,550	59,888
	5,887,101	6,131,402
Gross revenues before deferrals	(1,090,887)	(1,555,756)
Transfer to deferred contributions	4,796,214	4,575,646
Expenditures		
Salaries	1,446,188	1,306,490
Benefits	245,678	212,236
Consultants and contractors	1,271,618	1,297,670
Advertising	160,953	168,391
Board expenditures	21,490	20,836
Building and services	2,244	480
Communications	67,000	77,936
Conferences and meetings	184,803	217,798
Bank charges	15,454	19,601
Furniture and equipment	13,052	12,451
Office supplies	15,542	13,851
Professional fees	21,810	26,379
Property taxes and insurance	27,869	23,657
Publications	311,253	295,979
Rent	147,906	138,633
Technology	483,973	397,838
Training	3,441	1,410
Travel	342,606	330,484
Amortization	13,334	13,526
	4,796,214	4,575,646
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

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B.C. CONSTRUCTION SAFETY ALLIANCE**Schedule 4****TRAFFIC CONTROL PROGRAM (TCP)**

For the year ended December 31, 2025

	2025	2024
	\$	\$
Revenue		
WorkSafeBC contributions	829,200	874,120
Courses	64,545	65,980
Replacement cards	3,105	3,219
Other revenue	84,679	84,657
Gross revenues before deferrals	981,529	1,027,976
Transfer to deferred contributions	(308,653)	(285,770)
	672,876	742,206
Expenditures		
Salaries	274,978	259,245
Benefits	46,287	43,406
Consultants and contractors	50,193	110,100
Advertising	26,460	65,623
Board expenditures	3,820	3,704
Building and services	399	85
Communications	8,073	8,717
Conferences and meetings	4,172	27,259
Bank charges	2,783	3,484
Furniture and equipment	5,465	1,596
Office supplies	3,239	4,825
Professional fees	3,402	10,989
Property taxes and insurance	4,955	4,206
Publications	159,889	114,498
Rent	26,294	24,645
Technology	26,272	24,117
Training	434	600
Travel	23,390	32,702
Amortization	2,371	2,405
	672,876	742,206
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

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B.C. CONSTRUCTION SAFETY ALLIANCE**Schedule 5****HIGH ANGLE ROPE RESCUE PROGRAM (THARRP)**

For the year ended December 31, 2025

	2025	2024
	\$	\$
Revenue		
WorkSafeBC contributions	912,094	912,094
Other revenue	181	-
Gross revenues before deferrals	912,275	912,094
Transfer to deferred contributions	(66,343)	(98,309)
	845,932	813,785
Expenditures		
Salaries	58,303	55,047
Benefits	9,110	8,510
Consultants and contractors	299,153	279,040
Advertising	3,346	2,353
Board expenditures	478	463
Building and services	50	11
Communications	887	800
Conferences and meetings	807	625
Bank charges	343	436
Furniture and equipment	307,522	313,201
Office supplies	326	305
Professional fees	255	339
Property taxes and insurance	619	526
Publications	1,133	366
Rent	3,287	3,081
Technology	14,731	7,073
Training	124,813	127,561
Travel	20,473	13,748
Amortization	296	300
	845,932	813,785
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

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B.C. CONSTRUCTION SAFETY ALLIANCE**Schedule 6****FIRE AND FLOOD RESTORATION PROGRAM (FFRP)**

For the year ended December 31, 2025

	2025	2024
	\$	\$
Revenue		
WorkSafeBC contributions	143,390	143,390
Courses	12,415	-
Other revenue	181	-
Gross revenues before deferrals	155,986	143,390
Transfer to deferred contributions	(50,691)	(14,065)
	105,295	129,325
Expenditures		
Salaries	27,475	31,283
Benefits	4,175	4,799
Consultants and contractors	54,349	25,391
Advertising	3,511	2,504
Board expenditures	478	463
Building and services	50	11
Communications	2,297	732
Conferences and meetings	937	1,356
Furniture and equipment	236	199
Office supplies	348	311
Professional fees	255	339
Property taxes and insurance	619	526
Bank charges	343	436
Publications	2,102	44,344
Rent	3,287	3,081
Technology	2,739	11,554
Training	62	94
Travel	1,736	1,601
Amortization	296	301
	105,295	129,325
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

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B.C. CONSTRUCTION SAFETY ALLIANCE**Schedule 7****ASBESTOS CERTIFICATION PROGRAM (ACP)**

For the year ended December 31, 2025

	2025	2024
	\$	\$
Revenue		
WorkSafeBC contributions	-	450,000
Courses	261,870	429,205
CCPO/Asbestos exams	-	4,435
Other revenue	35	-
Gross revenues before deferrals	261,905	883,640
Transfer to deferred contributions	(149,425)	(615,178)
	112,480	268,462
Expenditures		
Advertising	-	4,632
Benefits	5,844	5,598
Communication	478	1,952
Conferences and meetings	11,224	33,688
Consultants and contractors	35,766	96,965
Furniture and equipment	613	4,122
Office supplies	512	869
Professional fees	-	273
Publication	3,752	3,772
Rent	14,805	16,387
Salary	25,734	24,035
Technology	1,518	41,091
Travel	-	35,078
	112,480	268,462
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

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B.C. CONSTRUCTION SAFETY ALLIANCE**Schedule 8****RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND**

For the year ended December 31, 2025

	2025	2024
	\$	\$
Expenditures		
Consultants and contractors	584,310	91,818
Communications	947	235
Conferences and meetings	15,370	229
Furniture and equipment	95,742	-
Professional fees	1,728	-
Property taxes and insurance	4,228	-
Publications	40,056	4,380
Travel	13,397	501
Office supplies	744	-
Advertising	3,640	-
Salaries	26,250	-
Technology	-	53,180
Miscellaneous	21,517	-
	807,929	150,343
Deficiency of revenue over expenditures	807,929	150,343

The accompanying notes are an integral part of these statements

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SCHEDULE A

B.C. CONSTRUCTION SAFETY ALLIANCE

CONSTITUTION

1. The name of the Society is B.C. CONSTRUCTION SAFETY ALLIANCE.
2. The purposes of the Society are
 - (a) to establish and carry out construction industry specific research programs and services to promote health and safety in the construction industry;
 - (b) to promote and provide construction industry specific health and safety services and programs to foster a positive construction industry safety culture;
 - (c) to provide information and assistance respecting obligations arising under the *Workers' Compensation Act*, its regulations and guidelines and other applicable enactments;
 - (d) to build a partnership with the Workers' Compensation Board of BC through communication, co-operation and consultation;
 - (e) to act as the construction industry's apolitical public spokesperson on construction health and safety issues.
3. This society is a member-funded society. It is funded primarily by its members to carry on activities for the benefit of its members. On its liquidation or dissolution, this society may distribute its money and other property to its members

- END OF CONSTITUTION -

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SCHEDULE B

B.C. CONSTRUCTION SAFETY ALLIANCE BYLAWS

PART 1 – INTERPRETATION

1. In these Bylaws, unless the context otherwise requires:

- (a) “Act” means the *Workers’ Compensation Act* of the Province of British Columbia as enacted from time to time and includes its regulations;
- (b) “board” means the board of directors of BCCSA;
- (c) “BCCSA” means the B.C. Construction Safety Alliance;
- (d) “chairperson” means the chairperson of the board;
- (e) “director” means a board director of BCCSA;
- (f) “electronic meeting” means a meeting held entirely by telephone, video conference or other electronic means permitted under the *Societies Act*; “partially electronic meeting” means a meeting held partly in person and partly by electronic means permitted under the *Societies Act*; “present” at a meeting means physically present at the meeting location or participating by electronic means in accordance with these Bylaws;
- (g) “employer” means an employer within the meaning of the *Act*;
- (h) “executive director” means the executive director of the BCCSA appointed as required in these Bylaws;
- (i) “member” means a person or company that qualifies for membership under Bylaws 3 and 4;
- (j) “*Societies Act*” means the *Societies Act* of the Province of British Columbia as enacted from time to time and includes its regulations;
- (k) “spokesperson” means the chairperson or the executive director, when assigned to speak on behalf of BCCSA;
- (l) “Supporting Organization” in relation to a person, means an organization described in Bylaws 34 and 35 of which that person is a member;
- (m) “unanimous resolution” means a resolution that is either (i) passed unanimously by all directors present at a properly constituted quorate board meeting, or (ii) signed in writing by all directors then in office in accordance with Bylaw 57; and
- (n) “vice chairperson” means the vice chairperson of the board.

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2. In these Bylaws, singular words include the plural and vice versa, gender-specific words include all genders, and "person" includes an individual, partnership, association and corporation.

PART 2 – MEMBERSHIP

3. The following persons are members of BCCSA:

- (a) a contractor who is an employer registered with the Workers' Compensation Board and rated under:
 - (i) Construction, All CUs 721xxx, 722xxx, 723xxx
 - (ii) Primary Resources (Aggregate Producers), CU 704008
 - (iii) Manufacturing (Ready-Mixed Concrete), CU 712003
 - (iv) any other classification unit acceptable to the Workers' Compensation Board and approved by the board.

A member automatically ceases to be a member of BCCSA on ceasing to be registered with the Workers' Compensation Board under any of the classification units set out in Bylaws 3(a)(i) to (iv).

PART 3 – MEETINGS OF MEMBERS

4. Subject to the *Societies Act*, general meetings of BCCSA must be held at the time, date and place that the board decides.
5. Every general meeting, other than an annual general meeting, is an extraordinary general meeting.
6. The board may convene an extraordinary general meeting at any time.
7. Notice of a general meeting must specify the place, day and hour of the meeting and, if the meeting involves special business, the general nature of that business. If the meeting is to be held as an electronic or partially electronic meeting, the notice must also include instructions for attending, participating and voting electronically.
8. A general meeting may be held in person, as an electronic meeting, or as a partially electronic meeting. The board must take reasonable steps to ensure all participants can communicate and participate, including that remote participants can do so on a comparable basis to those attending in person. A person participating electronically in accordance with these Bylaws is deemed present at the meeting for all purposes, including quorum and voting. The board may establish policies for electronic attendance, pre-registration and electronic voting procedures, and may waive any pre-registration requirement for a particular meeting by resolution.
9. The accidental omission to give notice of a general meeting to, or the non-receipt of a notice by, any of the members entitled to receive notice does not in itself invalidate proceedings at that meeting.

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10. The annual general meeting of the members of the BCCSA shall be held at least once in every calendar year and not more than 15 months after the adjournment of the previous annual meeting.
11. If at least 1,000 members submit a written request, the chairperson must convene a general meeting of BCCSA within 21 days of receiving it. The request must state the purpose of the meeting, be signed by all requesting members, and be delivered or sent to BCCSA's registered office. The notice of the meeting must include the stated purpose.

PART 4 – PROCEEDINGS AT GENERAL MEETINGS

12. For purposes of these Bylaws, special business is
 - (a) all business at an extraordinary general meeting except the adoption of rules of order; and
 - (b) all business conducted at an annual general meeting, except the following:
 - (i) the adoption of rules of order;
 - (ii) the consideration of the audited financial statements;
 - (iii) the report of the board;
 - (iv) the report of the auditor;
 - (v) the appointment or election of directors;
 - (vi) the appointment of the auditor; and
 - (vii) any other business required under these Bylaws, or included in the board's report accompanying the notice of meeting.
13. No business may be conducted at a general meeting without a quorum, except for electing a chairperson and adjourning or terminating the meeting.
14. If quorum is lost during a general meeting, business must be suspended until quorum is restored or the meeting is adjourned or terminated.
15. A quorum for a general meeting is 8 members. The board may by policy set a higher quorum, but may not set it below 8 members.
16. If a quorum is not present within 30 minutes of the scheduled start time, the meeting must be terminated if it was convened on the request of members. In any other case, the meeting must be adjourned to the same day the following week at the same time and place. If quorum is again not present within 30 minutes at the adjourned meeting, the members present constitute a quorum.

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17. Subject to Bylaw 21, the chairperson must preside at general meetings. In the chairperson's absence, the vice chairperson must preside.
18. If at a general meeting
 - (a) neither the chairperson nor the vice chairperson is present within 10 minutes after the time appointed for holding the meeting, or
 - (b) the chairperson, the vice chairperson and all other directors present are unwilling to act as the chairperson, then, the members present must choose a member to be the chairperson.
19. A general meeting may be adjourned to another time or place. At an adjourned meeting, only the unfinished business from the original meeting may be conducted.
20. If a general meeting is adjourned for 10 or more days, notice of the adjourned meeting must be given in the same manner as for the original meeting.
21. Unless otherwise provided in these Bylaws, no notice is required for an adjournment or for the business to be conducted at an adjourned general meeting.
22. A resolution proposed at a general meeting requires seconding.
23. The chairperson of a general meeting may move or propose a resolution.
24. A member present at a meeting of members is entitled to one vote.
25. Voting is by show of hands unless the members decide otherwise. For electronic or partially electronic meetings, the board may by policy set the method of electronic voting, including polling software or online ballot systems, in a way that best reflects each member's intent.
26. A member may vote by proxy. A proxy must be a director or another member of BCCSA. A member may also submit a vote in advance of a general meeting through a secure online platform or other means determined by the board. The form of proxy and submission procedures are determined by the board.
27. A member may vote through an authorized representative. That representative may speak, vote and otherwise exercise all of the member's rights, and is treated as a member for all purposes at a BCCSA meeting.
28. An ordinary resolution is passed by a simple majority of members voting in favour. A special resolution is passed by a two-thirds (2/3) majority of members voting in favour.
29. In the case of a tie vote, the chairperson does not have a casting or second vote, and the proposed resolution does not pass.

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30. Member proposals are governed by the Societies Act. The board may by resolution decline to include a proposal that is frivolous, vexatious or defamatory, and must promptly notify the proposing members in writing of its decision and reasons.

PART 5 – DIRECTORS AND OFFICERS

31. The board may exercise all powers of BCCSA that are not required by these Bylaws or applicable law to be exercised by members at a general meeting. This authority is subject to:
- (a) all laws affecting BCCSA,
 - (b) these Bylaws, and
 - (c) rules made by BCCSA in a general meeting, provided those rules are consistent with these Bylaws.
32. A rule made by BCCSA in a general meeting does not invalidate a prior act of the board that would have been valid before that rule was made.
33. The board must have a minimum of fourteen (14) and a maximum of seventeen (17) directors, all nominated by Supporting Organizations recognized by the board. The initial allocation of director seats is set out in Bylaws 34(a) to 34(k) below. The board may amend this allocation by unanimous resolution on the recommendation of the Governance Committee, within those limits, without further amendment to these Bylaws:
- (a) 4 individuals nominated by the British Columbia Construction Association;
 - (b) 2 individuals nominated by the B.C. Road Builders & Heavy Construction Association;
 - (c) 2 individuals nominated by the Independent Contractors and Business Association;
 - (d) 2 individuals nominated by the Canadian Home Builders' Association of British Columbia;
 - (e) 1 individual nominated by Concrete BC;
 - (f) 1 individual nominated by the BC Stone, Sand & Gravel Association;
 - (g) 1 individual nominated by the BC Association of Restoration Contractors;
 - (h) 1 individual nominated by the Electrical Contractors Association of BC (ECABC);
 - (i) 1 individual nominated by the Mechanical Contractors Association of BC (MCABC);
 - (j) 1 individual nominated by the Roofing Contractors Association of BC (RCABC); and
 - (k) 1 individual nominated by a vote of two-thirds (2/3) of the directors then in office (if desired).

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34. The board may, by unanimous resolution on the recommendation of the Governance Committee, recognize additional or substitute Supporting Organizations, provided the total number of directors remains within the limits in the Bylaws. The board must maintain a current schedule of all recognized Supporting Organizations and their director seat allocations and make it available to members on request.
35. The board may, by resolution, adopt and amend policies and procedures governing the nomination and election of directors by Supporting Organizations. Without limiting the generality of the foregoing, such policies may govern: (a) nomination requirements, deadlines and qualification criteria for candidates; (b) the role of the Governance Committee in reviewing, vetting and recommending nominees; (c) election procedures, including voting method (including by secret ballot if requested by a director) and communication of results; (d) term renewal and re-nomination requirements; (e) consequences for a Supporting Organization's failure to submit nominations, including temporary or permanent loss of nomination rights; and (f) vacancy nomination timelines and procedures, which may differ from those set out in Bylaw 41 to the extent expressly provided in such policy. In the event of any conflict between such a policy and these Bylaws, these Bylaws prevail.
36. If a director's term as a director would otherwise expire while that individual is serving as a member of the Executive Committee (being the chairperson, vice chairperson, secretary or treasurer) or as the chairperson of a board committee, that director's term shall be automatically extended until the expiry of their term in that Executive Committee or committee chair position. An extended term under this Bylaw does not constitute a new or separate director term for the purposes of Bylaw 40, but the period of extension shall not count toward the maximum consecutive years of service under that Bylaw.
37. Nominees to the board and all Board directors must be a member of the BCCSA or an employee of a member.
38. Each director serves a three (3) year term and may be re-appointed for up to three (3) consecutive terms, for a maximum of nine (9) consecutive years. A director who has reached this limit may only be re-appointed after a minimum absence of one (1) full term.
39. If a director resigns or is incapacitated and unable to act,
 - (a) the Supporting Organization that nominated the director may nominate a replacement to complete the remaining term. If the Supporting Organization fails to do so within six (6) months of the vacancy arising, the board may by resolution appoint any eligible person for the remainder of the term.
40. The directors may remove any director before their term expires by special resolution.
41. A director must
 - (a) act honestly and in good faith and in the best interests of BCCSA,
 - (b) exercise the care, diligence and skill of a reasonably prudent person when acting as a director, and

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- (c) make all reasonable efforts to attend all board and committee meetings and to prepare adequately for them.
- 42. If a director misses three (3) consecutive meetings without excuse, this will be treated as the director tendering their resignation. The Executive Committee may accept or reject that resignation.
- 43. A director with a direct or indirect interest in a proposed contract or transaction with BCCSA must comply with the conflict of interest provisions of the Societies Act. This includes promptly disclosing the nature and extent of the interest to the board, abstaining from voting on any related decision, and not being counted toward quorum when that decision is before the board.
- 44. At least once a year, the directors must elect from among themselves a chairperson, vice chairperson, secretary and treasurer. This election shall take place at the annual general meeting or, if not conducted at that meeting, at a board meeting held as soon as practicable thereafter. These officers hold office until the next election and form the Executive Committee. One person may hold both the secretary and treasurer roles. The immediate past chairperson remains an officer until a new chairperson is elected.
- 45. Directors are not remunerated for their service but must be reimbursed for all reasonable and necessary expenses incurred in the affairs of BCCSA.

PART 6 – PROCEEDINGS OF THE BOARD

- 46. The board may meet at any location and may adjourn and otherwise regulate its meetings as it considers appropriate. Meetings may be held in whole or in part by telephone, video conference or any other electronic means by which all participants can communicate with one another.
- 47. The board may set the quorum required to transact business. Unless otherwise set, quorum is a majority of directors then in office.
- 48. The chairperson presides at all board meetings. If the chairperson is not present within 10 minutes of the scheduled start time, the vice chairperson must act as chair. If neither is present, the directors present may choose one director to chair the meeting.
- 49. The chairperson may convene a board meeting at any time and must do so at least four times a year.
- 50. If three directors request it, the chairperson must convene a board meeting.
- 51. When directors are newly appointed, no notice need be given to them for the first board meeting following their appointment, provided a quorum of directors is present.
- 52. Questions arising at a board meeting are decided by a simple majority of votes cast by directors present.
- 53. Questions arising at a committee meeting are decided by a simple majority of votes cast by committee members present.

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54. In the case of a tie vote at a board or committee meeting, the chairperson does not have a second or casting vote.
55. A resolution signed in writing by all directors then in office and placed with the board minutes constitutes a unanimous resolution and is as valid as if passed at a board meeting. Digital signatures are acceptable.
56. A resolution proposed at a board or committee meeting need not be seconded. The chairperson may move or propose a resolution.
57. An act or proceeding of the board is not invalid merely because fewer than the required number of directors are in office.

PART 7 - COMMITTEES

58. The board may establish committees, including sector-specific and general advisory committees, to provide advice and make recommendations to the board. The committees established by these Bylaws are the minimum required standing committees; the board may by resolution create additional committees as needed without further amendment to these Bylaws. The board must establish terms of reference for each committee.
59. The board must establish a Finance, Audit & Risk Committee of three directors, including the treasurer, who acts as its committee chairperson. This Committee is responsible for:
 - (a) maintaining effective relations with the external auditor and monitoring the quality of that relationship,
 - (b) overseeing the external audit process and making recommendations to the board on the conduct of the audit and preparation of the audited financial statements,
 - (c) overseeing management compliance with board policies on financial management, information systems and internal controls, and monitoring the effectiveness of those controls,
 - (d) overseeing management compliance with laws and regulations applicable to BCCSA's financial operations,
 - (e) reviewing and recommending the audited financial statements to the board for approval, and
 - (f) making recommendations to the board on director expense policies and on any financial management, information systems or internal controls on which it wishes to comment.
60. The board must establish a Governance Committee of at least three (3) directors. The Governance Committee is responsible for: (a) developing and reviewing governance policies and procedures for BCCSA; (b) overseeing the director nomination process and liaising with Supporting Organizations; (c) recommending practices for director orientation, education and performance assessment; and (d) such other governance matters as the board refers to the Committee.

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61. When exercising delegated powers, a committee must comply with any rules set by the board and must report all actions taken under those powers at the next board meeting.
62. The board must appoint the chairperson of each committee it establishes. If the chairperson of a committee is not present within 10 minutes of the scheduled start time of a meeting, the committee members must choose one of their number to chair that meeting.
63. Subject to any terms of reference or rules set by the board, committee members may conduct their business, meet and adjourn as they consider appropriate.
64. The chairperson is an ex officio member of all committees established under these Bylaws, unless the board resolves to exclude the chairperson from a particular committee meeting.

PART 8 – NOTICE TO ATTEND

65. If the Workers' Compensation Board names a representative, that representative must be given notice of all board meetings and may attend but not vote.
66. The executive director must attend all board meetings unless excused or asked to leave all or part of a meeting.
67. No person other than those authorized under these Bylaws may attend a board meeting unless invited by the board.

PART 9 – DUTIES OF OFFICERS

68. The chairperson presides at all general and special meetings of members and board meetings.
69. The vice chairperson performs the chairperson's duties during the chairperson's absence.
70. The secretary is responsible for ensuring that:
 - (a) all required meeting notices are given,
 - (b) minutes of all general meetings and board meetings are kept,
 - (c) all BCCSA records and documents, except those kept by the treasurer, are maintained as required by the *Societies Act*, and
 - (d) the register of members is maintained.
71. The treasurer is responsible for ensuring that:
 - (a) all financial records, including books of account, are maintained as required by the *Societies Act*,
 - (b) the audited annual financial statements are, after review by the Finance, Audit & Risk Committee, presented to the board for approval and for presentation to the members, and

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- (c) the annual audit plan and process are, after review by the Finance, Audit & Risk Committee, presented to the board for approval.

72. The board must employ an executive director. Subject to board policies and the approved annual budget, the executive director has the authority and responsibility

- (a) to support the officers of the board by providing staff resources,
- (b) to manage BCCSA's day-to-day operations,
- (c) to hire, direct and supervise BCCSA employees,
- (d) to retain and oversee BCCSA's contractors and consultants, and
- (e) to carry out all other duties set out in the executive director's contract of employment with BCCSA.

The executive director must report to the board.

73. The board is responsible for overseeing the executive director and setting general policies for the management and operations of BCCSA.

74. The board may assign further duties to any officer, provided those duties are consistent with the officer's responsibilities under these Bylaws.

75. The chairperson communicates on behalf of and represents the board of directors. The executive director is the primary spokesperson for and representative of BCCSA.

PART 10 – INDEMNITY AND PROTECTION OF DIRECTORS AND OFFICERS

76. Subject to the Societies Act, BCCSA must indemnify its current and former directors, officers and senior managers (including the executive director), and their heirs and personal representatives, against all costs, charges and expenses reasonably incurred, including amounts paid to settle an action or satisfy a judgment, arising from their role with BCCSA or from functions assigned to them under the *Societies Act* or these Bylaws. Indemnification is subject to the conditions that: (a) the person acted honestly and in good faith in the best interests of BCCSA; and (b) in the case of a criminal or administrative proceeding, the person had reasonable grounds for believing their conduct was lawful.

77. The outcome of any action, suit or proceeding - whether by judgment, order, settlement, conviction or otherwise - does not by itself create a presumption that the person failed to act honestly, in good faith or in the best interests of BCCSA, or failed to exercise the care, diligence and skill of a reasonably prudent person, or (in the case of a criminal or administrative proceeding) lacked reasonable grounds to believe their conduct was lawful.

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78. To the fullest extent permitted by the Societies Act, no director, officer or senior manager is personally liable to BCCSA or its members for any act or omission in performing their duties, provided they acted honestly and in good faith in the best interests of BCCSA.
79. BCCSA *must* purchase and maintain insurance for the benefit of *its current and former directors, officers and senior managers*, and their heirs *and* personal representatives, against liability incurred *in those roles or in* performing functions assigned under the *Societies Act* or these Bylaws. The Finance, Audit & Risk Committee must review the type and amount of coverage at least annually to ensure it remains adequate *given* the nature and scale of BCCSA's activities and the potential exposure of its directors, officers and senior managers, and must present its findings and recommendations to the board for approval.

PART 11 – BOARD POLICIES AND PROCEDURES

80. Subject to these Bylaws and the Societies Act, the board may by resolution establish, amend and repeal policies governing any aspect of BCCSA's management, operations and affairs, including governance, membership services, electronic meetings and communications, financial management and director conduct. These policies are binding on all directors, officers, committees, the executive director and staff. If any policy conflicts with these Bylaws, these Bylaws prevail. The board may by resolution authorize the executive director to establish operational procedures consistent with board policy, subject to ongoing board oversight.

PART 12 – FISCAL YEAR

81. BCCSA's fiscal year runs from January 1 to December 31.

PART 13 – AUDITOR

82. At each annual general meeting BCCSA must appoint an independent auditor to hold office until the auditor is reappointed or a successor is appointed at the next annual general meeting.
83. The members may remove the auditor by ordinary resolution and must replace any auditor they have removed.
84. The auditor must be promptly notified in writing of their appointment or removal.

PART 14 - INSPECTION OF BOOKS

85. Members and their authorized representatives may inspect BCCSA's financial accounts and records at any time and place determined by the board.

PART 15 – NOTICES TO MEMBERS

86. Notice may be given to members by: (a) email to the address of each member for whom BCCSA holds an email address, using commercially reasonable efforts to identify and send to all such members; and (b) prominent posting on the BCCSA website or such other electronic means of communication facilitating broad dissemination to all members, for the full duration of the

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applicable notice period. The email required under (a) must be sent no later than the time the notice is posted under (b). If notice is given for a general meeting to be held as an electronic or partially electronic meeting, the notice must also include instructions for attending, participating and voting electronically. The failure to send email notice to a member for whom BCCSA does not hold an email address, or the inability to contact a member despite commercially reasonable efforts, does not invalidate any proceedings at that meeting. A member may at any time opt out of receiving notice of meetings by written notice to BCCSA. Such opt-out remains valid and binding on the member until rescinded by written notice to BCCSA. A member who has opted out is not entitled to receive notice of any general meeting during the period the opt-out is in effect, and the failure to give notice to such a member does not invalidate any proceedings at that meeting.

87. In addition to individual notice given under Bylaw 89, BCCSA must post notice of each annual general meeting and extraordinary general meeting, together with any relevant meeting materials, on its website or such other electronic means of communication facilitating broad dissemination to all members, for the full duration of the applicable notice period.

88. A notice posted on the BCCSA website or by other electronic means of communication facilitating broad dissemination to all members is considered properly given on the date it was first posted. A notice sent by email or other electronic communication is considered to have been properly given on the date it was sent.

89. Notice of a general meeting must be given to

- (a) every member shown on the register of members on the day notice is given,
- (b) every director,
- (c) the auditor of BCCSA, and
- (d) a named representative of the Workers' Compensation Board referred to in Bylaw 67.

90. No other person is entitled to receive notice of a general meeting.

PART 16 – BYLAWS

91. These Bylaws may only be amended by special resolution

92. All of BCCSA's investments and property, including income, must be applied solely to further BCCSA's purposes as set out in its Constitution. No part of BCCSA's income or property may be paid to or otherwise used for the personal benefit of any member or director.

93. On the dissolution or winding up of BCCSA under the Societies Act, all remaining assets after payment of liabilities must be transferred to the Workers' Compensation Board of BC for distribution to members in accordance with each member's classification unit participation at the time of dissolution.

- END OF BYLAWS -

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BCCSA Memo to Members Regarding Proposed Amended and Restated Bylaws

Date: September 2, 2026

To: Members of B.C. Construction Safety Alliance

From: Board of Directors of B.C. Construction Safety Alliance

Re: Proposed Amended and Restated Bylaws

Purpose of This Memo

The Board of Directors of B.C. Construction Safety Alliance (" **BCCSA** ") recommends that members approve the proposed amended and restated bylaws at BCCSA's upcoming Annual General Meeting of Members (the " **AGM** ").

BCCSA is proposing to modernize its bylaws so they better reflect BCCSA's current operations, the size and geographic distribution of its membership, and practical meeting administration.

The proposed bylaws are intended to make the rules easier to administer, support member participation, and update governance procedures that apply to members, directors, officers and committees.

Summary of Principal Changes

The principal changes fall into the following categories:

- membership clarification;
- electronic and partially electronic meetings and participation;
- notice to members and access to meeting materials;
- voting and administrative procedures for member meetings;
- board and committee governance updates; and
- housekeeping and consistency changes.

Clean Copy of Proposed Bylaws

A clean copy of the proposed amended and restated bylaws is included above in this AGM package.

Members are encouraged to review the complete proposed amended and restated bylaws before voting.

Special Resolution

At the AGM, members will be asked to consider and, if thought appropriate, approve the following special resolution:

Approval of Amended and Restated Bylaws

BE IT RESOLVED, as a special resolution, that the amended and restated bylaws of B.C. Construction Safety Alliance, in the form made available to members with the notice of this meeting and presented to the meeting, are approved and adopted as the bylaws of the Society in substitution for and to the exclusion of the existing bylaws, effective upon filing with the Registrar of Companies.

The special resolution requires at least **75% of the votes cast on the resolution to be in favour** in order to pass.

Effective Date

Member approval is an important step, but the new bylaws will not take effect immediately upon the vote.

If the special resolution is approved, the amended and restated bylaws will take effect when they are filed with the **Registrar of Companies**.

Important Notice About This Summary

This memo is only a summary for members' convenience. It does not describe every change and does not replace the proposed amended and restated bylaws.

Members should review the complete clean copy before voting. If this memo is inconsistent with the proposed amended and restated bylaws, the proposed amended and restated bylaws govern.

Board Recommendation

The Board believes the proposed amended and restated bylaws will better support BCCSA's current operations, membership and governance needs.

The Board of Directors recommends that members vote **IN FAVOUR** of the special resolution.

BOARD OF DIRECTORS

B.C. CONSTRUCTION SAFETY ALLIANCE

Current 2026/27 BCCSA Board of Directors

Appointed by Supporting Organizations

8 INDIVIDUALS APPOINTED BY THE BRITISH COLUMBIA CONSTRUCTION ASSOCIATION

1. ANTONIO HSU
2. BOBBY SHAUER
3. BROOKS PATTERSON
4. JASON WEAVER
5. KEVIN MOSS
6. SCOTT TORRY
7. SHANE PRICE
8. VACANT

2 INDIVIDUALS APPOINTED BY THE B.C. ROAD BUILDERS & HEAVY CONSTRUCTION ASSOCIATION

9. JAMIE STOTHERT
10. JOE WROBEL

2 INDIVIDUALS APPOINTED BY THE INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION

11. DOUG WILSON
12. ROB SIMS

2 INDIVIDUALS APPOINTED BY THE CANADIAN HOME BUILDERS' ASSOCIATION OF BRITISH COLUMBIA

13. HENRI BELISLE
14. BLAISE MCDONALD

1 INDIVIDUAL APPOINTED BY CONCRETE BC

15. TYLER THORSON

1 INDIVIDUAL APPOINTED BY THE BC STONE, SAND & GRAVEL ASSOCIATION

16. VACANT

1 INDIVIDUAL APPOINTED BY THE BC ASSOCIATION OF RESTORATION CONTRACTORS

17. WILL COOK

1 INDIVIDUAL APPOINTED BY A SUPER MAJORITY VOTE OF THE DIRECTORS (IF DESIRED)

18. VACANT

ANNUAL REPORT 2025



The BCCSA, investing now for the future

BCCSA

BC Construction Safety Alliance



Who we are

The BC Construction Safety Alliance is a not-for-profit association that provides services to its members — more than 57,000 construction employers, large and small, who employ 220,000 workers across the province. We are funded by the construction industry itself through annual assessments by WorkSafeBC. Working on behalf of the construction industry, we are answerable to it, reporting to a Board of Directors which represents workers and employers in every sector of our industry, from residential, road building, aggregate and ready-mixed, to industrial, commercial, institutional, and heavy construction.

What we do

We exist to promote the safety of the workers employed by our members. We deliver on that mandate by offering a range of member services and supports for construction (Sector 72) and select aggregate and ready-mixed employers. Our efforts are focused on injury prevention and building or enhancing a culture of safety on construction sites. We strive to meet a diversity of needs among owners, managers, supervisors, and workers.

We engage in outreach activities and collaborations designed to raise awareness of our services, support our safety partners and stakeholders and assist in the development of safety initiatives created to benefit workers, contractors and the industry. Through these activities, we help our members achieve regulatory compliance. In addition, we are the apolitical spokesperson for the construction industry on important issues involving construction health and safety.

Our Mission and Values

Our overarching and ongoing goal continues to be “Making Safety Simpler.” Our mission is to engage BC construction employers and help them to build and promote a positive workplace safety culture for their workers. Each day is governed by core values expressed in these four guideposts:

- Safety is everyone’s responsibility.
- Injury prevention, management, and education are critical components of our work.
- Acting in ethical, responsible, and transparent ways is critical to creating and maintaining positive industry relationships.
- Establishing collaborative partnerships with construction industry stakeholders, including WorkSafeBC, is integral to achieving our mission.

Investing now for the future.



Sometimes, committing boldly to new approaches is the best way to achieve the goals and benefits we hope to realize tomorrow, whether that future is near or long-term.

In 2025, the BCCSA launched four innovative programs, special projects that we believe will benefit the BC construction community over the coming years.

The BCCSA bursary/scholarship program offers up to \$60,000 annually to support health and safety education in BC for students looking to pursue future careers in construction or construction safety. In 2025, the BCCSA awarded \$21,000 in bursaries to 14 applicants, with awards ranging from \$1,000 to \$2,500 per bursary. **Why it matters:** assisting these individuals will help ensure an abundance of health and safety professionals in the province.

The BCCSA Peer Support Recovery Navigator (PSRN) program, developed in partnership with education and addiction expert Dr. Paul Farnan, trains workers with lived or learned experience of recovery to provide early, confidential, peer-based intervention to co-workers before personal substance use challenges can escalate into safety risks, incidents, or lost time. PSRNs do not replicate existing programs. Instead, they guide workers to the resources they need to support recovery and a safe return to work. **Why it matters:** This novel approach to recovery is already training and activating a growing number of PSRNs as a new resource for workplaces across the province.

BCCSA Regional Safety Committees (RSCs) are local working groups seeking to identify and address regional safety issues. Made up of owners, prime contractors and safety professionals, the Vancouver Island Regional Safety Committee was the first RSC established as part of a program

that will expand across the province. **Why it matters:** RSCs are positioned to identify local challenges earlier, allowing the BCCSA to develop timely programs and targeted solutions.

Safety on Tour is deploying a Safety on Tour ambassador and mobile trailer to travel the province to deliver safety presentations, such as first aid updates and strategies to avoid common injuries, while building awareness of the BCCSA and what it offers. **Why it matters:** the BCCSA is committed to connecting with regional and smaller contractors who may be more difficult to reach. Safety on Tour reaches out to them directly.

At the BCCSA, we're also investing in continuous improvement for our Silica Control Tool®, COR®, and the Certified Concrete Pump Operator (CCPO®) program. Additionally, our team is focused on improving training programs, including NCSO® and NHSA™ certifications, the Traffic Control Person (TCP) program, Asbestos Control Training (ACT) and an extensive array of educational opportunities. In addition, our Health and Safety Training group has launched the new online BCCSA Hazard Guide, established NCSO®/NHSA™ CONNECT, a new professional networking group, and developed the new Prime Contractor Responsibilities course.

As always, we acknowledge that all we do to improve safety is a team effort. We rely on the talents and energy of our staff, our Board of Directors, and people such as our outgoing chair, Will Cook, and our new chair, Kevin Moss, as well as the continued support of WorkSafeBC. All are essential to our mission to make safety simpler and to provide products, services and programs today to pay safety dividends in the future.



Mike McKenna
Executive Director, BCCSA

The Board of the BCCSA is made up of volunteer representatives who are selected by senior decision-makers from their respective industry associations. They are working industry members who represent every sector of construction — residential, road building, aggregate, ready-mixed, industrial, commercial, institutional, and heavy; as well as the fire and flood restoration industry — and ultimately, the workers employed by them. These chosen representatives of the companies that make up the province's construction industry provide a vital connection to our member base. Through them, we identify industry challenges and, through their counsel and encouragement, develop and deliver appropriate responses to meet them.

Executive Team

CHAIR

Kevin Moss

Marine Roofing (1996) Ltd.
BCCA

VICE CHAIR

Joe Wrobel

JPW Road & Bridge Services Inc.
BCRBHC

SECRETARY

Scott Torry

AFC Construction
BCCA

TREASURER

Antonio Hsu

PCL Constructors Westcoast Inc.
BCCA

Committees

- Canadian Federation of Construction Safety Associations (CFCSA)
- CFCSA Governance Committee
- CFCSA Mental Health Committee
- CFCSA NCSO®/NHSA™ Committee
- BCCSA Finance, Governance and RDO Committees
- CFCSA Training Standards Committee
- Fire and Flood Restoration Technical Advisory Committee
- Prime Contractors Technical Advisory Committee

Directors

Brooks Patterson

BCCA

Shayne Price

SKYGRID Construction Inc.
BCCA

Bobby Shauer

Greyback Construction
BCCA

Jason Weaver

Bryant Electric Ltd.
BCCA

Jamie Stothert

Green Roads Recycling Ltd.
BCRBHC

Robert Sims

Salit Steel BC
ICBA

Doug Wilson

Peak Construction Group
ICBA

Tyler Thorson

Heidelberg Materials
CBC

Henri Belisle

TQ Construction
Concrete BC

Blaise McDonald

MAC Reno Design Inc.
CHBA BC

Will Cook

BCARC

Our Partner Organizations

- BC Construction Association (BCCA)
- BC Stone, Sand & Gravel Association (BCSSGA)
- Canadian Federation of Construction Safety Associations (CFCSA)
- Concrete BC
- BC Road Builders & Heavy Construction Association (BCRBHC)
- Canadian Home Builders' Association of British Columbia (CHBA BC)
- Independent Contractors and Businesses Association (ICBA)
- WorkSafeBC

Ex-Officio

Michael Paine, MANAGER

OHS CONSULTATION & EDUCATION SERVICES
WORKSAFEBC



New courses now, timely updates, reducing barriers to education

Ask a member of the BCCSA Training Department to tell you about the educational opportunities they deliver, and they might ask you whether you mean today or 30 days from now. Courses are being updated on an ongoing basis, even as new courses are being developed to incorporate new information, regulations, legislation and emerging health and safety issues and challenges — often before clients ask for them.

Courses are being delivered where and how students want to engage with them, from in-person workplace training to traditional classrooms. In 2025, the department added new in-person training venues in Abbotsford, Burnaby and Chilliwack to conveniently reach students near those communities. Online, self-paced learning opportunities continue to expand, and Virtual Instructor-Led Training (VILT), which combines a live instructor with remote learning, remains popular.

Supporting online learning with digital learning materials incorporating fillable forms has also simplified the distribution of course content. An expanding range of digital manuals has been developed to support VILT versions of many courses, including Train the Safety Trainer.

In 2025, the department also developed: control plan guides for Heat Stress Exposure and Sun Safety Exposure; six new Safe Work Practices; and nine new Safe Job Procedures.

The most prominent new course offering is Prime Contractor Responsibilities, an interactive, self-paced online course delivering a comprehensive examination of the roles and responsibilities of prime contractors in British Columbia's construction sector. Under development for 2026 are the Hazard Awareness & Risk Control Course, reflecting the new BCCSA Hazard Guide, Leadership for Safety Excellence (LSE), and the COR® Internal Auditor—Recertifying 1-Day Course.

Updated courses for the year include: COR® Internal Auditor (CORIA), Principles of H&S Management (PHSM), Principles of Injury Management (PIM) and WHMIS Train the Trainer.

SiteReadyBC continued to inspire strong engagement in 2025 with almost 14,000 licenses purchased and more than 2,200 licenses provided for students in 33 school districts, where high school students are enrolled at no cost. The course prepares graduates to work safely on construction sites and helps introduce students to the possibilities of a future career in construction.

The Health & Safety Services Department also launched the new BCCSA Hazard Guide, an online resource that assists users in identifying workplace hazards, assessing the risks associated with those hazards, and implementing risk controls to promote a safer environment. 



The BC Construction Health & Safety Conference

The BC Construction Health & Safety Conference: **record attendance in a larger venue.**

The BCCSA's flagship event, the BC Construction Health and Safety Conference, was held on October 23rd & 24th, 2025, at its new and larger location, the Executive Plaza Hotel in Coquitlam. The conference drew a record 260 attendees and filled the newly-expanded trade show floor.

The keynote speakers included safety advocate Candace Carnahan, who shared a message encouraging workers to take a leading role in their own health and safety, and Pamela Barnum on nonverbal communication and the secret to communicating confidence, elevating influence, and improving negotiation outcomes.

Other presentations included: WorkSafeBC's Amenda Kumar on navigating the new rules of workplace mental health and compliance; Samantha Shakira Clarke on building a successful team culture; and Dr. Shahana Alibhai on using emotional literacy to understand the meaning of burnout.

In surveys completed by attendees at the 2025 conference, more than 98% rated the event "very good" (55.36%) to "excellent" (42.86%). On a scale of one to 10, they awarded the trade show an average rating of 8.6.

The 2026 conference will be held on October 29th and 30th at the same venue. Survey respondents reported a strong intention to return, with a total of 100% reporting they were "extremely likely" (66.07%) and "very likely" (33.93%) to be back next year. 



The RDO fund: investing now to develop solutions for emerging health and safety challenges

The BCCSA's Research, Development and Opportunity (RDO) fund leverages revenue generated from safety training and product sales. With approval of the Board of Directors, these funds are used to develop unique initiatives to address emerging safety challenges and create the programs of tomorrow.

Many of the BCCSA's flagship programs were born from investments by the RDO Fund. Among them are the Asbestos Control Training (ACT) program (see page 15) and The Blueprint for Action, a joint effort by the BCCSA and the Centre for Applied Research in Mental Health and Addiction at Simon Fraser University, to study the impact of the use of alcohol and other drugs on construction workers in BC. The study was the basis for the groundbreaking BCCSA Peer Support Recovery Navigator (PSRN) program.

The RDO's current funding is the small firm safety study, aiming to improve outreach and safety outcomes for the province's smallest employers. Completed in 2025, *Small Matters: creating an occupational health and safety management approach and tool specific to small and micro construction firms*, was led by researchers at the Partnership for Work, Health and Safety at UBC. The BCCSA is now working with construction industry partners to develop an app that small contractors can use to identify the risks and hazards they encounter, so they can develop effective workplace health and safety management plans to address them.

The ability to apply RDO funding to these important issues represents a unique capacity to invest in, develop and deliver tailor-made solutions to future challenges. 



Certified Concrete Pump Operator Program

The Certified Concrete Pump Operator (CCPO®) program is on track and ready for the future

The BCCSA is the WorkSafeBC-authorized certification body for concrete pump operators through the Certified Concrete Pump Operator (CCPO®) program.

In 2025, the CCPO® program cleared the backlog of a large number of applicants who applied for certification and completed the online written exam, but remained in the queue for the practical portion of the exam, which required the attention of human assessors and the availability of concrete pumps. WorkSafeBC authorized the BCCSA to issue provisional certificates to pump operators in the practical exam scheduling queue in early 2024. However, these certificates expired on November 1, 2024.

While the early certification schedule processed two to three assessments per week, practical exam throughput ramped up to two assessments per day, seven days per week. Six practical skills assessors and a subject matter expert committee of 5 to 10 members oversaw practical exams, with one assessor even going so far as to travel through Hyder, Alaska, to assess an applicant at a remote mine site.

The practical assessment backlog was cleared in spring 2025, and certification now continues on a normalized schedule.

The CCPO® program continues to promote the program at select trade shows to reach BC contractors attending them and also to promote adoption in other jurisdictions, which represents a potential source of revenue. Alliance representatives tended a trade show booth at the Canadian Concrete Expo in Toronto in February. 



Certified Concrete Pump Operator (CCPO®) Program

168	New Accounts in 2025
204	Written exams administered
161	Practical exams administered
161	Certificates awarded

NCSO® and NHSA™ certifications building national standards for the future

The BCCSA offers and administers the National Construction Safety Officer (NCSO®) and the National Health and Safety Administrator (NHSA™) certification programs. These programs represent national standards recognized by employers and construction safety associations in all Canadian jurisdictions through the Canadian Federation of Construction Safety Associations (CFCSA), of which BCCSA is a member.

NCSO® certification was created for people who perform a safety function in the field. This certification requires three years of practical construction-related experience, with at least two of the three years of NCSO® experience to be in Canada

NHSA™ certification was designed for people who perform safety functions from their offices. This includes administrators and human resource professionals who manage claims, promote safety, ensure compliance with WorkSafeBC regulations, and maintain safety records and statistics. .

In 2025, the program:

- Established NCSO®/NHSA™ CONNECT, a networking group designed to become a community of practice for applicants and designation holders.
- Streamlined the application process by launching NCSO®/ NHSA™ Training Blocks. While many of the online courses are self-paced, Training Blocks offer groups of compulsory instructor-led courses scheduled over two weeks to allow for quicker completion.
- Updated the provincial exam to ensure that it adequately tests NCSO®/NHSA™ candidates and correlates correctly to course material.
- Began to offer personalized presentations on NCSO®/NHSA™ accreditation at an employer's workplace, either in-person or via Zoom. 

NCSO®

760	Applications Started
370	Total # of exams written
191	Provincial exams written
176	National exams written
145	NCSO® Designations awarded
594	Total of all NCSO®'s

NHSA™

214	Applications Started
48	Total # of exams written
26	Provincial exams written
24	National exams written
20	NHSA Designations awarded
71	Total of all NHSA™'s

Regional Safety Advisors

Regional Safety Advisors identify issues for contractors and offer free assistance

The BCCSA's eight Regional Safety Advisors (RSAs) offer health and safety advice and assistance at no cost to all construction sector 72 employers and select aggregate and ready-mixed employers. RSAs are located in the Lower Mainland, Vancouver Island, Interior & Kootenay, and Northern BC. Each RSA offers extensive experience in construction industry health and safety.

A critical link in addressing safety challenges on the front line, they assist the BCCSA's smallest employers, engaging with them in-person, online or by telephone. RSAs will answer safety questions, provide advice on WorkSafeBC regulations, help employers with safety orders, and assist

them in developing Safe Work Practices and safety materials, including company health and safety manuals.



Among the RSA team's contributions in 2025:

- Launched the "Ask an RSA" feature, which appears monthly in the BCCSA's *Hardhat News* e-newsletter and answers employers' toughest submitted questions.
- Continued the popular RSA Hotline, a telephone and email service, responding to contractor queries. The top subjects in 2025 included: training and

competency; hazard assessments and documentation; fall protection and rescue; confined spaces; equipment-specific training needs; health and safety program support; and COR® requirements, documentation and compliance.

- RSAs continued to represent the BCCSA at trade shows and events. Among the itinerary:
 - The BC Natural Resources Forum in Prince George.
 - The Western Conference on Safety in Vancouver.
 - The Canadian Home Builders Association Home Show in Prince George.
- Additionally, RSAs reached out to 123 companies to assist them in applications to the COR® program.



Technical High Angle Rope Rescue Program

THARRP: this program helps employers exercise due diligence at crane sites.

The Technical High Angle Rope Rescue Program (THARRP) is unique in Canada. The program is a response to a request by the construction industry to train fire department personnel for technical rope and tower crane rescues.

While the program was developed to meet the needs of the construction industry under WorkSafeBC requirements, it also serves the BC Maritime Employers.

Under the program, a current total of 40 fire departments receive instructor training through six recognized training agencies in BC. Certified fire department trainers then train other members within their local fire departments.

The success of THARRP is not measured by the number of successful high-angle rescues — although such rescues occur. The underlying purpose of this legacy program remains to help employers meet their regulatory obligations and to demonstrate required due diligence at crane sites. 

The Technical High Angle Rope Rescue Program (THARRP)

31	Instructors Trained
40	Fire Departments Involved
41,685	Training Hours Delivered
203	Crane Site Surveys Completed



Traffic Control Person (TCP) Program

The BCCSA Traffic Control Person (TCP) program is investing now to remain the choice path to TCP certification.

The Alliance continues to build and fine-tune the Traffic Control Person (TCP) program, so it can continue to exceed benchmarks as a WorkSafeBC-approved training provider of TCPs in the province.

TCPs qualified under the BCCSA program receive a two-day comprehensive standardized training program—the only TCP program in BC to feature a quality assurance program. The online TCP renewal course continues to benefit the many TCPs who can choose to renew their certification without attending in-person classes.

TCP highlights for 2025 include:

- Improvements to the TCP Gateway—the management system that provides tools and information for students, instructors, support staff, and administration.
- New digital exam marking software implemented to improve examination marking times and increase the accuracy of results.
- Information updates of the online digital resource to clarify WorkSafeBC TCP positioning requirements.

The TCP program continues to stress professionalism through continuous review of learning objectives, learning outcomes, the list of practical skills, and the content of examination questions. 



COR® Program

Refined by research, the COR® program is working hard to build capacity for the future.

The BCCSA is the construction industry Certifying Partner for WorkSafeBC's Certificate of Recognition (COR®), an employer safety program. COR®, an employer safety program. COR® is based on rigorous studies and robust research data that indicate the program has demonstrably and reliably reduced the number and severity of workplace injuries since it was introduced in 2003.

Among the highlights of 2025:

- BCCSA's COR® External Auditor Program invited candidates from all regions of the province to apply for auditor positions. Of 26 applicants, 11 students passed the BCCSA's five-day in-person BCCSA COR® External Training Course and the student audit requirement. The total number of BCCSA-qualified COR® External Auditors has now increased to 50.
- In February, the BCCSA hosted an annual workshop with reviewers responsible for completing QA reviews/evaluations on company COR® Audit report submissions and Student Audit Assignments.
- The program released the updated COR® Auditor Resource Guide, designed to close gaps in interpretation by stakeholders (auditors, companies and reviewers), while enhancing the quality of written audit reports.
- The BCCSA worked with the Marketing Department to produce five social media reels featuring five BCCSA COR®-Certified Employers and the success stories behind their certification. Together, these reels generated more than 2,300 views in the latter half of 2025.
- Befitting a national standard, the BCCSA continued to work with CFCSA partners to provide letters of interprovincial COR® reciprocity for contractors from outside BC (26 issued), and file application requests on behalf of BCCSA COR®-certified companies to be recognized outside the province (48 filed).
- WorkSafeBC completed the main COR® financial incentive run for 2024. Incentives for BCCSA COR®-certified employers totaled more than \$16.2 million (data provided by WorkSafeBC as of June 11, 2025, for eligible and considering employers). 



Silica Control Tool®: improved accuracy, widespread adoption

The BCCSA's proprietary **Silica Control Tool® (SCT)** was developed to assist workers who are engaged in activities that produce silica dust. The tool produces a risk assessment, which can assist employers in developing an exposure control plan for each type of task and remaining compliant with regulations requiring them to control silica dust exposures to below allowable limits.

The BCCSA team continues to improve the SCT by adding new activities, new tools, new exposure control options, and new silica samples — totalling almost 18,000 samples by the end of 2025.

The standard SCT is now also used in Ontario and New Brunswick. The SCT was designed from the start to be adaptable to adjacent activities. Adoption has included a mining version of the tool for BC's Ministry of Energy, Mines and Low Carbon Innovation and for Ontario. A roadbuilding version of the SCT has been adopted by the Alberta Roadbuilders & Heavy Construction Association.

In 2025, the BCCSA met with WorkSafe Victoria (Australia), Construction Safety Nova Scotia and the UK's Health and Safety Executive on adoption of the SCT. The Alliance has also met with the Ontario Stone, Sand and Gravel Association and additional Australian stakeholders on adopting the mining version of the SCT. BCCSA representatives attended the Government Occupational Hygiene Regulators Conference, hosted by the government of New South Wales, Australia. In February, the BCCSA also hosted a trade show booth at the Canadian Concrete Expo in Toronto, as well as co-presenting a session on the SCT with the Occupational Health Clinics for Ontario Workers.

Promoting the adoption of the SCT in outside jurisdictions represents both an additional source of revenue for the Alliance and the opportunity to collect additional samples to improve the performance of the tool. 

Asbestos Control Training certification: improving courses to educate the next generation of asbestos professionals

On January 1, 2024, new standards introduced under the *Workers Compensation Act* required asbestos abatement workers to complete mandatory safety training and certification. The BCCSA offers the Asbestos Control Training (ACT) certification program in conjunction with the BC Ministry of Labour, WorkSafeBC, and industry stakeholders. The BCCSA is deemed an approved provider by WorkSafeBC for Level S training for asbestos certification in addition to Levels 1, 2, and 3. The program now employs three core asbestos assessors and has been adopted by the Yukon Workers' Safety and Compensation Board, with BCCSA as the service provider.

In 2025, the BCCSA completed a course review of Level 1 through S, and implemented a policy to require exams to be completed in-person. The Alliance also worked with WorkSafeBC to address test-taker challenges, including improving the navigation for the online exam platform, providing enhanced post-exam support for unsuccessful applicants, reviewing study materials, and more closely aligning course content with exam expectations. 

The Hazard Assessment and Risk Control App & Tool

The Hazard Assessment and Risk Control App & Tool will help employers and workers make workplaces safer.

The Hazard Assessment and Risk Control App & Tool is under development by the Alliance to help employers conduct risk assessments where there are expected hazards, in addition to implementing effective controls and safe work practices.

Based on the BCCSA Hazard Assessment Guide, which was launched in 2025, the Risk Assessment Tool combines the functionality of the Silica Control Tool® and the TCP Digital Resource, processing user inputs to identify and determine job site risks and hazards, and providing information on how to control them. The tool will also help prepare the documentation that can help employers support due diligence according to regulations. In addition, the tool will connect users to existing BCCSA resources, including training, programs and services.

The Hazard Assessment and Risk Control App & Tool is scheduled to launch in 2026. 

The MSI Risk Assessment App & Tool aims to reduce musculoskeletal injuries: The BCCSA is developing a musculoskeletal injury (MSI) Risk Assessment App & Tool, which is in early stages, with a projected completion date of 2027. However, laying the groundwork for this future resource is already paying dividends. As part of the early support for the MSI initiative, the BCCSA has developed:

- 40 physical demand analyses (PDAs);
- an MSI prevention manual and interactive PowerPoint to promote injury prevention and compliance;
- 26 trade-specific resources for residential, institutional-commercial, and industrial jobs; and
- instructions for 10 warm-up exercises that can be performed on the jobsite. 

The FFRP Technical Advisory Committee

Developing specialized knowledge for a specialized field: The Fire and Flood Restoration Program Technical Advisory Committee (FFRPTAC) is a trusted source for authoritative health and safety information in the BC restoration industry. The committee is composed of industry members from 15 companies, plus one member from WorkSafeBC and representatives from the BCCSA.

Highlights from 2025 include assessing the challenges around confined space and rescue procedures and meeting the requirement to collect and share data on asbestos-containing materials in post-1990 construction, in light of recent changes to legislation. The committee also launched a monthly email outreach to fire and flood restoration companies on topics ranging from exposure control plan resources developed by the committee to the BCCSA's free Workplace Mental Health Toolkit, the BCCSA Hazard Guide, the NCSO®/NHSA™ program, and webinars for construction employers. 

The FFRPTAC also supports five special-purpose subcommittees, including:

- *The First Aid Drills Subcommittee*, launched in 2025 to create and develop comprehensive first aid drills for both office and on-site environments.
- *The Lead Subcommittee*, which aims to create a methodology for testing worker lead inhalation exposure levels during common restoration work activities involving lead paint.
- *The Mental Health Subcommittee*, which works to develop guidelines and resources related to mental health for workers in the fire and flood restoration industry.
- *The new Post-1990 Asbestos Subcommittee*, formed in 2025 to help meet WorkSafeBC's 2024 legislative requirement to provide surveys for all demolition and restoration projects, regardless of building age.
- *The Subcontractor Management Subcommittee*, which is working in collaboration with PCTAC to develop a tool that can be used to manage multiple subcontractors for projects while meeting current industry standards. 

PCTAC: addressing emerging issues with research

The Prime Contractors Technical Advisory Committee (PCTAC) works to identify new safety challenges, investigate these issues and develop resources to assist contractors. In 2025, PCTAC was made up of members from 36 companies, and one member from WorkSafeBC, in addition to representatives from the BCCSA.

Issues addressed by PCTAC during regular meetings included: crane operator competency and certification requirements and the need for more rigorous assessments; subcontractor safety management and compliance verification; gaps in fall protection regulations; new procedures for flytables; and challenges and best practices for implementing MSI prevention programs.

Other highlights from 2025 include:

- *The Lone Hoist Operator Rescue Subcommittee* completed its goal of finalizing new Lone Hoist Operator Rescue Procedures, now available online as a BCCSA resource.
- *The Welding Subcommittee* achieved its goal of developing a welding training/communication program and exposure control tool to educate subtrades and workers on minimum requirements and best practices.
- A pamphlet was completed on the topic of stair access to the decks of suspended formwork.

Six active subcommittees also met separately to address specific issues outside of regular PCTAC meetings and are carrying their mission into 2026:

- *The Concrete Pump Subcommittee* is working to address the lack of industry knowledge and standards regarding inspecting and maintaining concrete pumping equipment.
- *The Control Zones/Dropped Objects Subcommittee* is developing a dropped objects and control zones program, including resources for subcontractors and small employers.
- *The Fire Safety Management Subcommittee* aims to address a recent increase in construction-related fires by sharing best practices, aligning standards, and mitigating fire risks as they relate to hot work activities.
- *The Subcontractor Management Subcommittee* which is working in collaboration with FFRPTAC to develop a tool that can be used by small employers to manage multiple subcontractors.
- *The Tower Crane Inspections Subcommittee* is supporting BC Crane Safety in developing tower crane safety resources for the industry.
- *The Traffic Control Subcommittee* is seeking clarity on complying with WorkSafeBC's TCP requirements and developing a risk assessment template for TCP plans, supporting user-friendly guidance on operating beside roadways. 



Marketing and Communications

Building awareness, sharing the safety message.

The BCCSA's marketing and communications services reach out to all employers across the province using the Alliance web presence, social media, articles, monthly *Hardhat News* email blasts, live events, direct mail, sponsorships and advertising — digital, print and radio. Working behind the scenes, the department promotes the public face of the BCCSA.

Here are some highlights from 2025:

- Developed extensive promotional, event and sponsorship support for the BCCSA's BC Construction Health & Safety Conference at its new venue.
- Fielded trade show booths at: the BC Natural Resources Forum and the Northern BC Home Show in Prince George; the Western Conference on Safety in Vancouver; and the Canadian Concrete Expo in Toronto.
- Secured sponsorships at multiple events, including: gold sponsorship of the BC Construction Association's Construction Month; the latte booth at the VRCA's LEAP: Women in Construction Conference; the VRCA Construction Leadership Forum; safety sponsor of the Vancouver Island Construction Conference; silver sponsor of the 2025 BCRB Annual Fall Conference; the Zero Frequency Injury Rate Award and Superior Safety Record Award at the VRCA's 36th Annual Awards of Excellence; the Skills Canada BC Competition; and delegate breakfast for the BC Road Builders & Heavy Construction Association's 2025 annual general meeting.
- Hosted Eat & Greet Kelowna in June, a chance for 70 local contractors and their employees to meet the BCCSA board of directors and senior BCCSA staff.
- Presented AI in Construction, an informative breakfast event on practical applications for artificial intelligence in Prince George, Kelowna and Victoria, reaching almost 200 people.
- Conducted numerous e-blasts, including 12 *Hardhat News* newsletters and published several Industry specials in the *Journal of Commerce*.
- Launched an AI Chatbot on the BCCSA website to assist users with queries. 



Safety Training (# of students)

471	Principles of Injury Management
2,283	Leadership for Safety Excellence
390	Train the Safety Trainer
955	COR® Internal Auditor Training
364	WHMIS 2015 – Train the Trainer
401	Construction Safety Legislation & Administration

COR®

1,164	COR® Certified Employers
105	New COR® Certifications
178	COR® Applications
26	Letters of Interprovincial COR® Reciprocity
48	Application for Interprovincial COR® Reciprocity
11	New COR® External Auditors Certified

Online Training

1,069	Principles of H&S Management
9,967	SiteReadyBC
77	Dust Extractor Vacuums Safe Use & Maintenance
216	Hazardous Materials Awareness
43,524	SiteReadyBC Total to date
102	Every Mind Matters
139	Prime Contractor Responsibilities

Silica Tool

828	New users
6,789	Total users
7,299	ECPs started
5,802	ECPs completed

TCP

5,677	New TCPs
2,136	Renewals

Asbestos

3,889	Online ACT Course Completions
251	Exams Administered Online
103	Exams Administered In-Person
1,187	New users added
42	Level 2 Practical Sessions
211	Individuals who Achieved Level 2

Construction Care

47	Total number of employers onboarded, all time.
137	Number of referrals
134	Physio initial assessments
114	Physio treatments
11	Physician assessments