Pay Transparency Report

November 1, 2026

At Affordable Housing Societies (**AHS**), creating safe, affordable housing starts with creating a workplace where employees are treated fairly, valued for their contributions, and provided equitable opportunities to succeed. Pay transparency is an important part of that commitment, helping organizations better understand workforce representation and compensation outcomes while fostering accountability and trust.

This report has been prepared in accordance with British Columbia's Pay Transparency Act and summarizes workforce and compensation data for the reporting period. As one of British Columbia's largest non-profit housing providers, AHS recognizes that pay equity is not a single outcome, but an ongoing commitment supported through fair compensation practices, inclusive employment opportunities, and regular review of workforce trends.

Data and Methodology

To support pay transparency reporting, AHS undertook a voluntary employee self-identification initiative and reviewed employee demographic information during the reporting period. Employees were invited to identify their gender using the categories of female, male, gender diverse, non-binary, or choose not to disclose. They also had the opportunity to self-identify pronouns as either he/him, she/her, they/them, or choose not to disclose. Participation was voluntary and employees could choose not to disclose this information.

Employees who did not participate, chose not to disclose their gender identity, or whose information was unavailable are included within the "Prefer Not to Say / Unspecified" category. Consistent with Pay Transparency Act reporting requirements, some information has been aggregated or suppressed to protect employee privacy where disclosure thresholds were not met.

The data presented in this report reflects payroll information and available employee demographic information for the reporting period and provides a baseline for future reporting and analysis.

Workforce Representation

During the reporting period, AHS employed 143 employees included within the reporting population.

Female: 77 (54%)
Male: 52 (36%)
Prefer Not to Say/Unknown: 14 (10%)

The majority of employees voluntarily disclosed their gender for reporting purposes. A relatively small proportion of employees selected "Prefer Not to Say" or did not disclose a gender, supporting a meaningful representation of the workforce within the reported results.

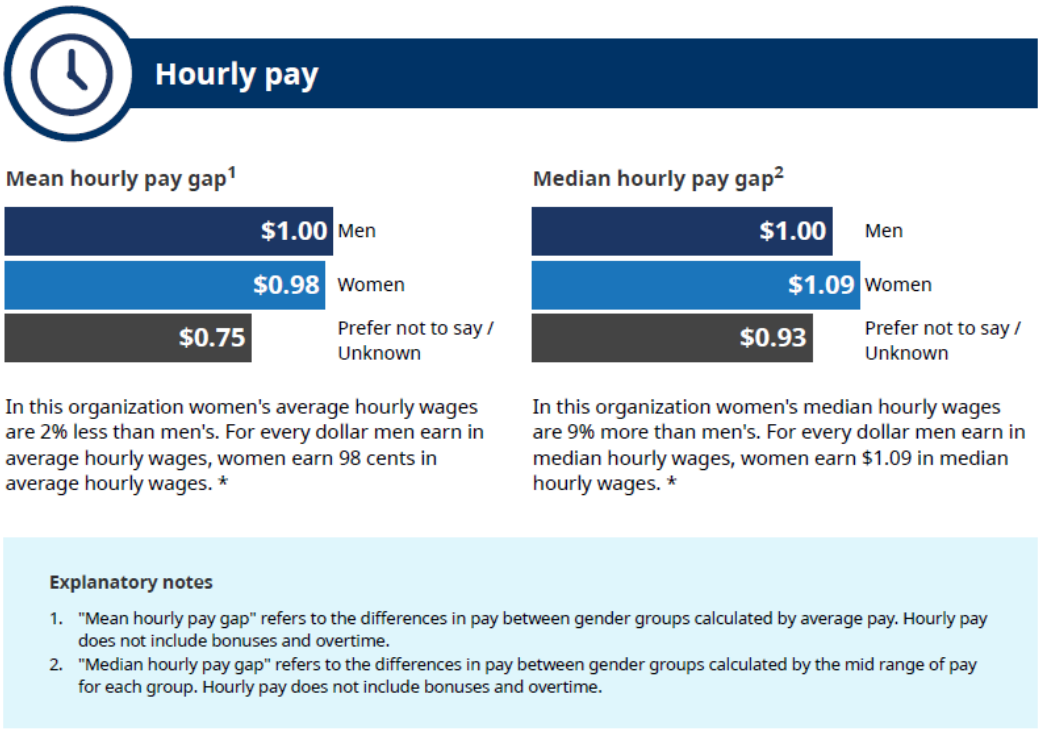
Employer Details

Employer:	**Affordable Housing Societies**
Address:	#207 – 15691 104th Avenue Surrey, BC V4N 2H4
Reporting Year:	2026
Time Period:	January 1 – December 31, 2025
NAICS Code:	53 – Real estate and rental and leasing
Number of Employees:	50-299

Understanding Our Results

AHS employs individuals across a broad range of positions, including housing operations, maintenance, administration, finance, property management, and leadership. The results presented in this report reflect the composition of AHS's workforce and the distribution of employees across roles and compensation levels. As a relatively small employer, changes in workforce demographics or a limited number of positions may influence reported outcomes from year to year.

AHS remains committed to maintaining compensation practices that are fair, consistent, and aligned with role responsibilities, qualifications, experience, and internal equity.



The reported hourly pay results show similar earnings outcomes between male and female employees.

To support a broader understanding of these results, workforce representation data has also been included (above) to provide context regarding the overall composition of AHS's workforce, including employees who chose not to disclose their gender.

While earnings outcomes are influenced by workforce composition and role distribution, the results indicate comparable hourly earnings between female and male employees across the reporting population.

Overtime pay

Mean overtime pay [3]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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

Percentage of employees in each gender category receiving overtime pay

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

Bonus pay

Mean bonus pay [7]

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

Median bonus pay [8]

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

Percentage of employees in each gender category receiving bonus pay

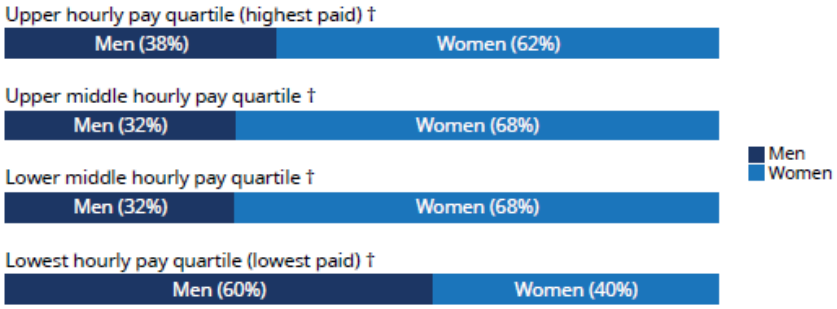
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Explanatory notes

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

Overtime and bonus measures could not be reported because there was insufficient data to meet legislated disclosure requirements. This reflects AHS's limited use of overtime and bonus compensation, with employee earnings primarily delivered through regular wages and salaries. As a result, overtime and bonus payments are not a significant component of overall compensation at AHS.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 62% of the highest paid jobs and 40% of the lowest paid jobs.

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

Explanatory notes

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

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

AHS's pay quartile results demonstrate that women are represented throughout all compensation levels at the organization, including within the highest-paid positions. Women represent 67% of employees in the upper pay quartile and are also strongly represented across the middle earning groups. These findings reflect the presence of women across a broad range of professional, operational, management, and leadership roles throughout the organization.

Given the organization's size and the requirement to protect employee privacy, some quartile data has been aggregated or suppressed. As with all pay transparency reporting, these findings are best considered alongside the organization's overall workforce structure and position distribution.

Looking Ahead

This report provides an important baseline for understanding workforce representation and compensation outcomes at AHS. The results highlight strong representation of women across the organization, including within higher-paying positions, while reinforcing AHS'S commitment to transparency and ongoing review of workforce trends. Future reports will help monitor changes over time and support continued focus on equitable employment practices.

As AHS continues to grow and evolve, we will continue to monitor workforce trends, support equitable employment opportunities, and review our practices to ensure they remain fair, transparent, and aligned with our organizational values. Pay transparency is one part of a broader commitment to building an inclusive workplace where employees can contribute, develop, and succeed.