

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®/NHTSA™ 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

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

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

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

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

Construction Care

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

Introduction to Financials

THE BCCSA IS FUNDED BY its members, a reality of which the Alliance is always mindful. Each dollar spent on new research, projects, products and programs is invested with respect for their financial contribution and the hard work they undertake to earn it.

The independent auditor's report and financial statements reflect the BCCSA's commitment to promote worker safety by investing the contributions with which it has been entrusted in a responsible and transparent manner. The goal: to demonstrate results that improve health and safety outcomes for all workers.



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.

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 05, 2026
Burnaby, BC, Canada



ENNS & COMPANY
Chartered Professional
Accountants

The accompanying notes are an integral part of these statements

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)	261,905	883,640
Gross revenues before deferrals	11,011,938	11,884,244
Transfer to deferred contributions	(1,702,711)	(2,749,066)
	9,309,227	9,135,178
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)	112,480	268,462
	9,309,227	9,135,178
Excess of revenues over expenditures before other items	-	-
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)	(807,929)	(150,343)
Investment income	266,321	76,841
Unrealized fair market value adjustment	350,455	611,579
Excess of revenues over expenditures	2,280,597	2,062,905

The accompanying notes are an integral part of these statements

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	11,230	(456,113)
Balance, ending	3,898,619	1,606,792
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	807,929	150,343
Balance, ending	1,350,000	1,350,000
BCCSA RESERVE FUND		
Balance, beginning	2,507,448	2,051,335
Transferred from the general fund	-	456,113
Transferred to the general fund	(11,230)	-
Balance, ending	2,496,218	2,507,448
Total funds	7,744,837	5,464,240

The accompanying notes are an integral part of these statements

Statement Of Financial Position

For The Year Ended 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	\$	\$
Payables 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:

Kevin Moss

Kevin Moss Chair

Antonio Hsu

Antonio Hsu Treasurer

The accompanying notes are an integral part of these statements

Statement Of Cash Flow

For The Year Ended December 31, 2025

	2025	2024
	\$	\$
Operating Activities		
Working capital from operations		
Excess of revenue 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

Notes

For The Year Ended 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.

The accompanying notes are an integral part of these statements

Notes

For The Year Ended 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.

The accompanying notes are an integral part of these statements

Notes

For The Year Ended 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

Notes

For The Year Ended 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).

The accompanying notes are an integral part of these statements

Notes

For The Year Ended 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

The accompanying notes are an integral part of these statements

Notes

For The Year Ended 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.

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.

Summary Schedule Of Revenue And Expenditures

Schedule 1

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
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

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The accompanying notes are an integral part of these statements

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

Health And Safety Association Program (HSA)

Schedule 3

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
Gross revenues before deferrals	\$ 5,887,101	\$ 6,131,402
Transfer to deferred contributions	\$ (1,090,887)	\$ (1,555,756)
	\$ 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

Traffic Control Program (TCP)

Schedule 4

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

High Angle Rope Rescue Program (THARRP)

Schedule 5

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 from 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

Fire And Flood Restoration Program (FFRP)

Schedule 6

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

Asbestos Certification Program (ACP)

Schedule 7

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
Communications	\$ 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
Publications	\$ 3,752	\$ 3,772
Rent	\$ 14,805	\$ 16,387
Salary	\$ 25,734	\$ 24,035
Technology	\$ 1,518	\$ 41,091
Travel	\$ 12,234	\$ 35,078
	\$ 112,480	\$ 268,462
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

Research, Development And Opportunity Fund

Schedule 8

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