

REITMANS (CANADA) LIMITED

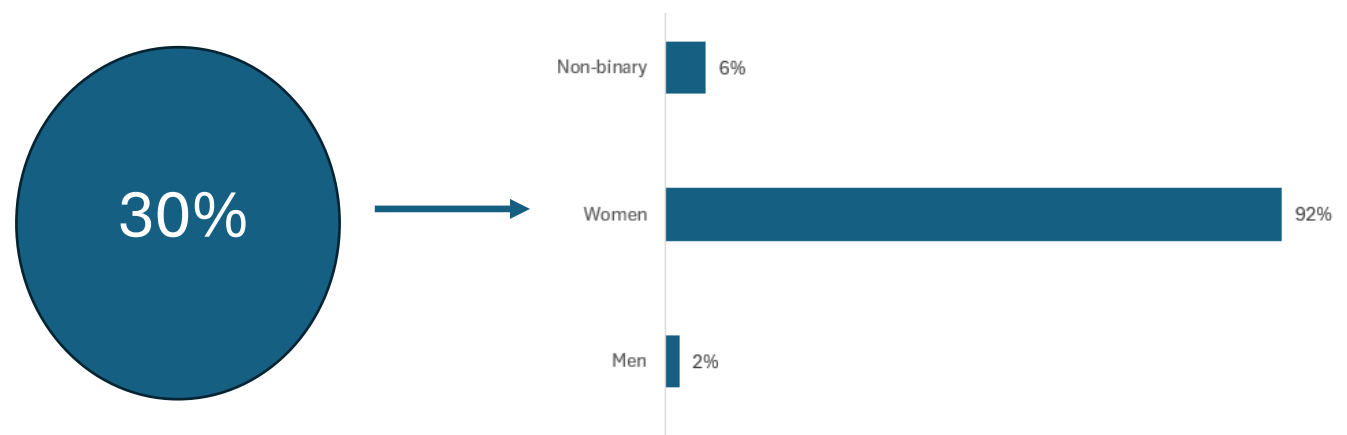
2025 British Columbia Pay Transparency Report

Reitmans (Canada) Limited is committed to pay transparency and helping close the gender pay gap.

Employer details

Employer:	Reitmans (Canada) Limited
Address:	155 Wellington Street West, Toronto, ON
Reporting Year:	2025
Time Period:	August 1, 2024 - July 31, 2025
NAICS Code:	45811 - Clothing and clothing accessories retailers
Number of Employees in BC:	300-999

Participation Rate



30% of BC employees participated in the self-identification survey. Out of that 30%, 2% identified themselves as male, 92% identified as female and 6% identified as non-binary people.

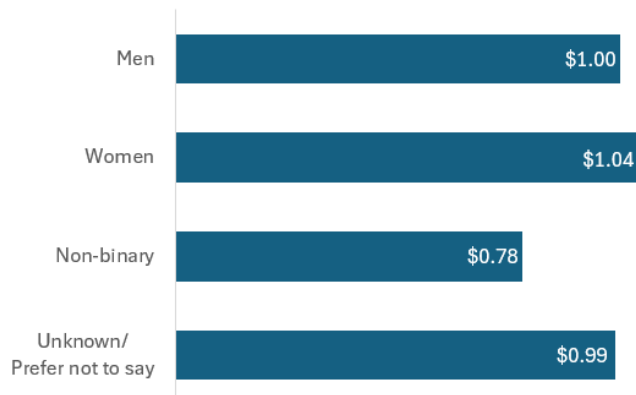
Considerations

- 77% of the BC population have a part-time status with no guaranteed hours.
- Bonus potential for management staff varies based on store volume while bonus potential for hourly staff is based on a flat amount for every hour worked during a given month.
- Bonus payout varies based on target attainment and may not be paid every month/quarter. If targets are not reached.
- Management staff includes assistant store managers and above positions.
- The company uses salary defined salary bands with hiring guidelines and increases based on each job group.

Hourly Pay

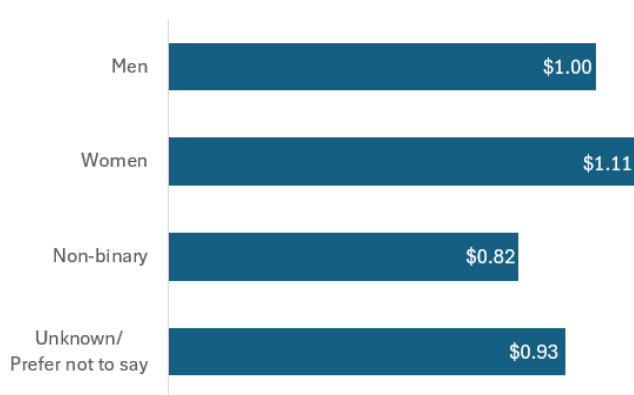
MANAGEMENT STAFF

Mean hourly pay gap¹



Women's average hourly wages are 4% higher than men while non-binary people's average hourly wages are 22% lower than men. For every dollar a man earns in average hourly wages, women earn \$1.04 while non-binary earn \$0.78.

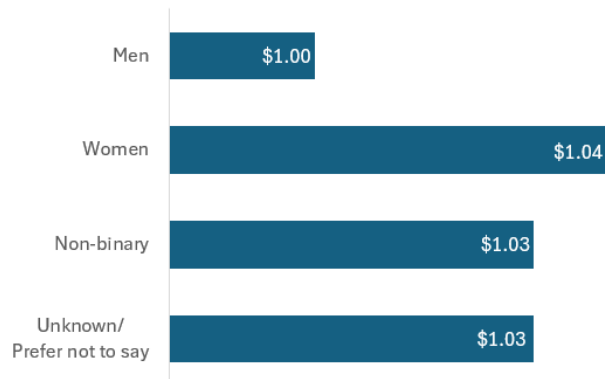
Median hourly pay gap²



Women's median hourly wages are 11% higher than men while non-binary people's median hourly wages are 18% lower than men. For every dollar a man earns in median hourly wages, women earn \$1.11 while non-binary earn \$0.82 as well.

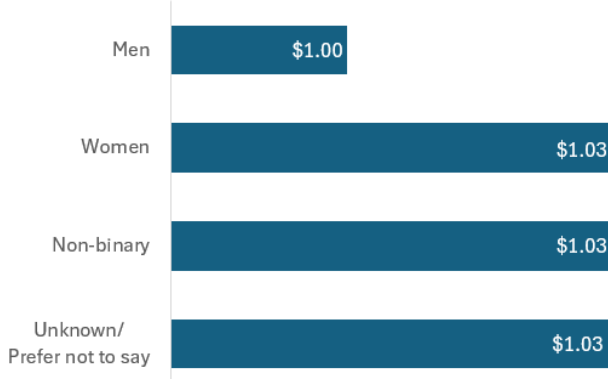
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Mean hourly pay gap¹



Women's average hourly wages are 4% higher than men while non-binary people's average hourly wages are 3% higher than men. For every dollar a man earns in average hourly wages, women earn \$1.04 while non-binary earn \$1.03.

Median hourly pay gap²



Women's median hourly wages are 3% higher than men while non-binary people's median hourly wages are also 3% higher than men. For every dollar a man earns in median hourly wages, women and non-binary people earn \$1.03.

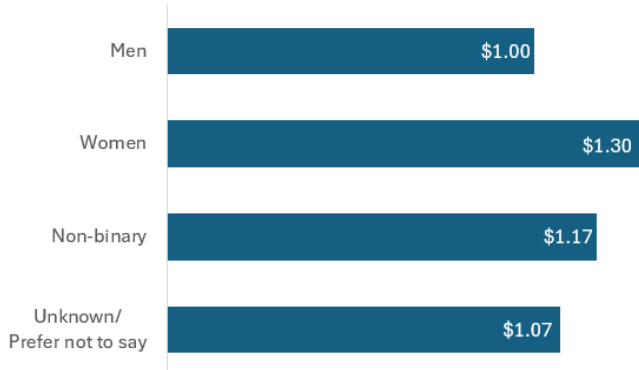
Explanatory notes

1. "Mean hourly pay gap" refers to the difference in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime Pay

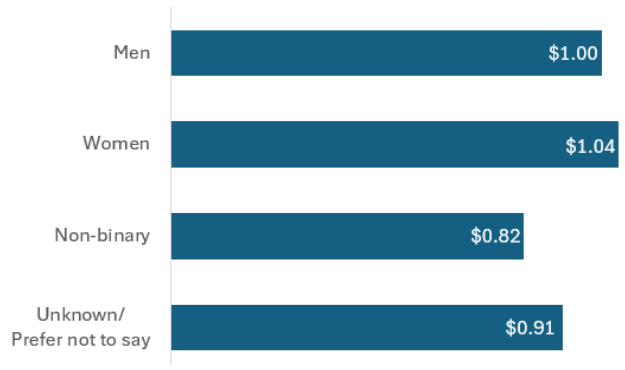
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Mean hourly overtime pay³



Women's average hourly overtime pay is 30% higher than men while non-binary people's average hourly overtime pay is 17% higher than men. For every dollar a man earns in average hourly overtime pay, women earn \$1.30 while non-binary earn \$1.17.

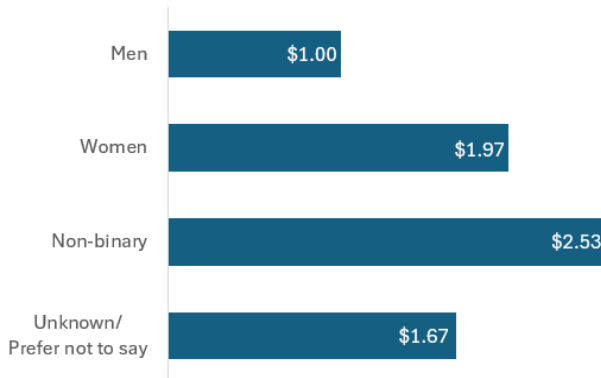
Median hourly overtime⁴



Women's median hourly overtime pay is 4% higher than men while non-binary people's median hourly overtime pay is 18% lower than men. For every dollar a man earns in median hourly overtime pay, women earn \$1.04 while non-binary earn \$0.82 as well.

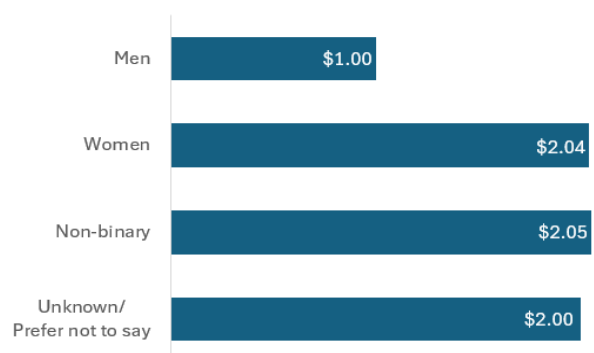
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Mean hourly overtime pay³



Women's average hourly overtime pay is 97% higher than men while non-binary people's average hourly pay is 153% higher than men. For every dollar a man earns in average hourly overtime pay, women earn \$1.97 while non-binary earn \$2.53.

Median hourly overtime pay⁴



Women's median hourly overtime pay is 104% higher than men while non-binary people's mean hourly overtime pay is 105% higher than men. For every dollar a man earns in median hourly overtime pay, women earn \$2.04 while non-binary people earn \$2.05.

OVERTIME PAID HOURS

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Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-16
Non-binary	-20
Unknown/Prefer not to say	-19

The average number of overtime hours worked by women was 16 less than men and was 20 less than men for non-binary people.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	5
Non-binary	6
Unknown/Prefer not to say	1

The median number of overtime hours worked by women was 5 more than men and was 6 more than men for non-binary people.

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Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	9
Non-binary	9
Unknown/Prefer not to say	5

The average number of overtime hours worked by women and non-binary peoples was 9 more than men.

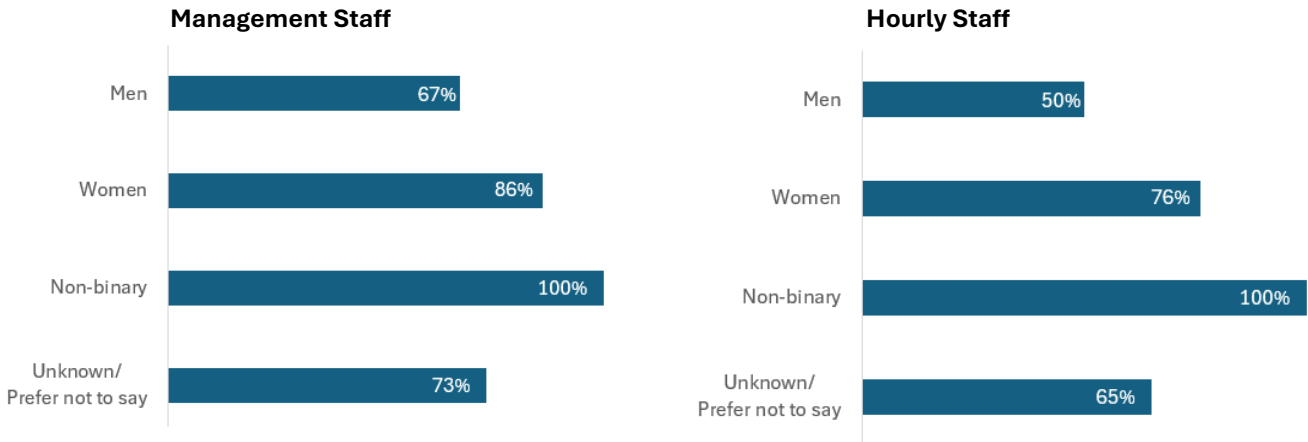
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	7
Non-binary	3
Unknown/Prefer not to say	3

The median number of overtime hours worked by women was 7 more than men and was 3 more than men for non-binary people.

Percentage of employees in each gender category receiving overtime pay



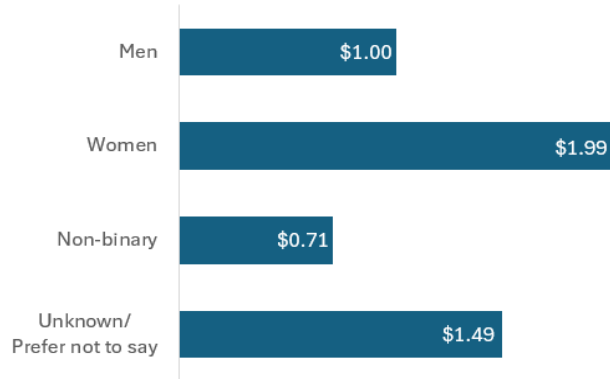
Explanatory notes

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 hours of overtime worked for each group.

Bonus Pay

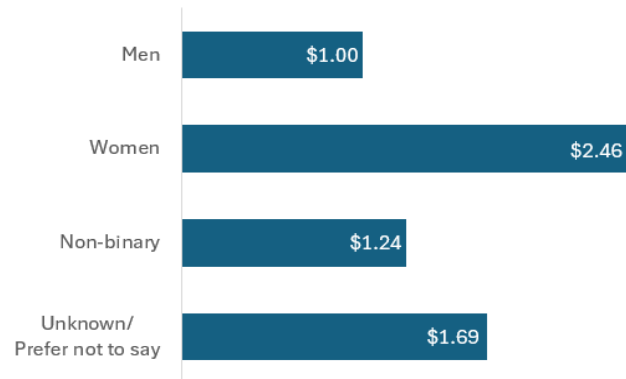
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Mean bonus pay⁷



Women's average hourly bonus pay was 99% higher than men while non-binary people's average hourly bonus pay was 29% lower than men. For every dollar a man earns in average bonus pay, women earn \$1.99 while non-binary earn \$0.71.

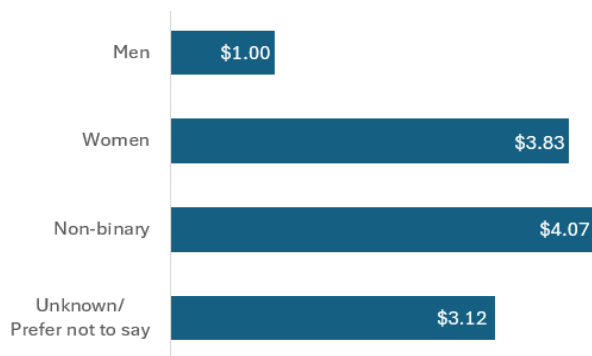
Median bonus pay⁸



Women's median hourly bonus pay was 146% higher than men while non-binary people's median hourly bonus pay was 24% lower than men. For every dollar a man earns in average bonus pay, women earn \$2.46 while non-binary earn \$1.24 as well.

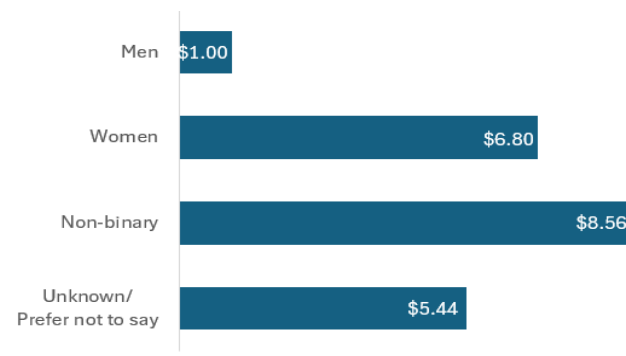
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Mean hourly pay gap⁷



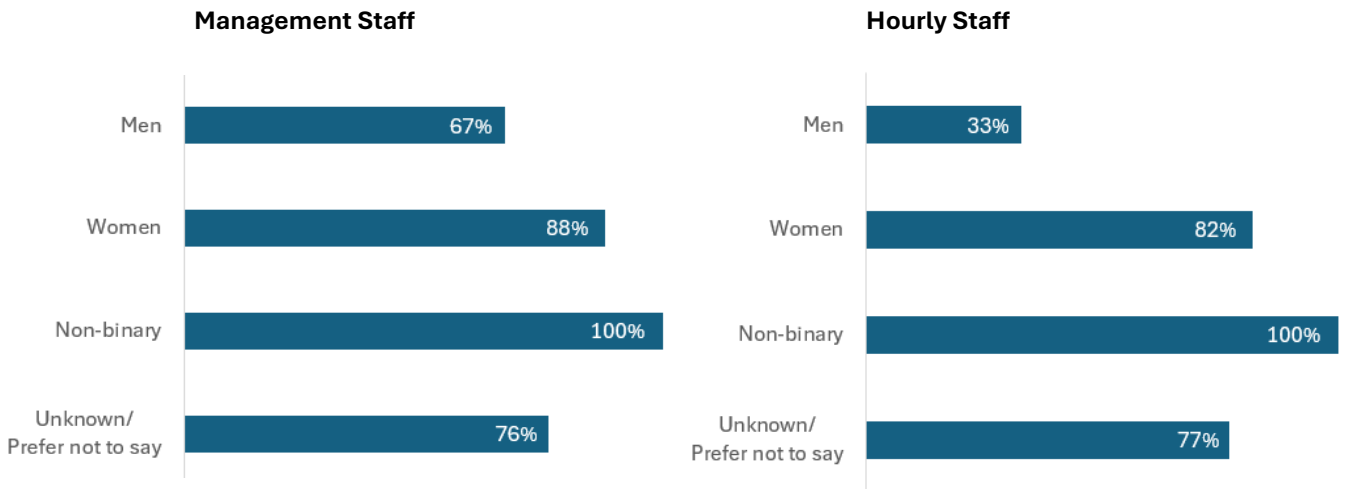
Women's average hourly bonus pay is 283% higher than men while non-binary people's average hourly bonus pay is 307% higher than men. For every dollar a man earns in average hourly bonus, women earn \$3.83 while non-binary earn \$4.07.

Median hourly pay gap⁸



Women's median hourly bonus pay is 580% higher than men while non-binary people's median hourly bonus pay is 756% higher than men. For every dollar a man earns in median bonus pay, women earn \$6.80 while non-binary people earn \$8.56.

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- 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.

Percentage of each gender in each pay quartile⁹

Upper hourly pay quartile (highest paid)



Men(3%) Women(49%) Non-binary(1%) Unknown/Prefer not to say(47%)

Upper middle hourly pay quartile



Men(0%) Women(24%) Non-binary(1%) Unknown/Prefer not to say(75%)

Lower middle hourly pay quartile



Men(0%) Women(24%) Non-binary(1%) Unknown/Prefer not to say(75%)

Lowest hourly pay quartile (lowest paid)



Men(5%) Women(13%) Non-binary(0%) Unknown/Prefer not to say(82%)

Women occupy 49% of the highest paid jobs and 13% of the lowest paid jobs. Non-binary people occupy 1% of the highest paid jobs and do not occupy the lowest paid jobs.

Explanatory notes

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