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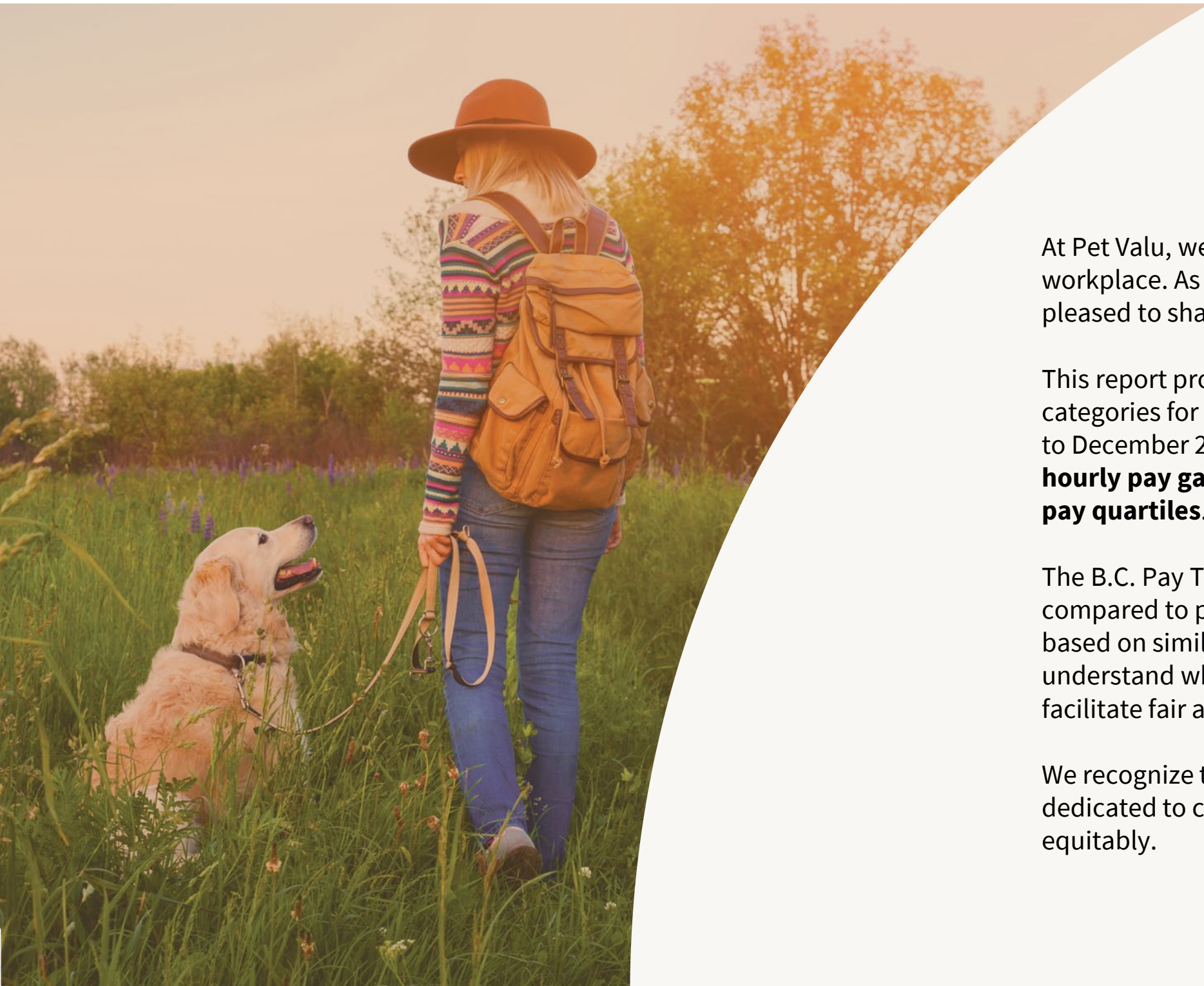
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B.C. Pay Transparency Report 2024

November 2025



Our Commitment

At Pet Valu, we are committed to fostering an inclusive and diverse workplace. As part of our ongoing efforts to address equitable pay, we are pleased to share our 2024 B.C. Pay Transparency Report.

This report provides a snapshot of compensation data across gender categories for our 2024 fiscal year reporting period of December 31, 2023 to December 28, 2024. It includes metrics such as **mean and median hourly pay gaps, overtime pay, bonus pay, and representation across pay quartiles.**

The B.C. Pay Transparency Report utilizes a different methodology compared to provincial pay equity guidelines, where pay comparisons are based on similar jobs. The insights from this report do help us better understand where disparities may exist and guide our strategies to facilitate fair and equitable compensation practices for all employees.

We recognize that closing the gender pay gap is a journey, and we remain dedicated to creating a workplace where everyone is valued and rewarded equitably.

Employer Information

Employer	Pet Valu Canada Inc.
Address	130 Royal Crest Court, Markham, Ontario, L3R 0A1
Reporting Year	2025
Time Period	December 31, 2023 – December 28, 2024
NAICS Code	44-45 Retail Trade
Number of Employees	300-999 ¹

Note that the “Unknown/Prefer not to say” gender category includes the data for those employees that chose any other gender denomination other than Man, Woman and Non-Binary, or did not disclose any gender category, or chose the response “Prefer not to say”. This applies to all metrics displayed in the report.

¹ “Number of Employees” count represents the number of employees working physically within the B.C. province and does not reflect the total population of Pet Valu employees. The metrics in the report reflect the Pet Valu B.C. employee population.



Hourly Pay

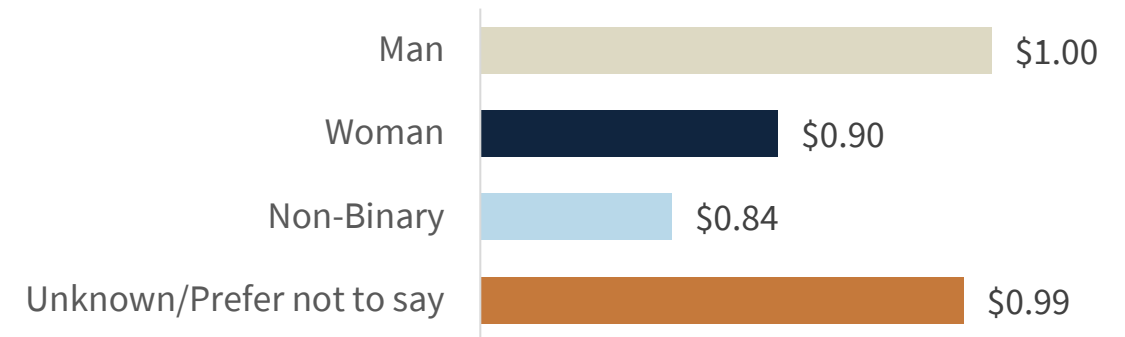
At Pet Valu, we have established salary/wage grids based on job category and level, across which gender representation varies. Within our B.C. employee population, we have higher representation of women in store operation roles compared to specialized job groups such as transportation and warehousing. The majority of jobs we provide in B.C. are in store operations and warehousing, while the hourly pay data is impacted by a small minority of jobs in managerial or highly specialized roles.



² “Mean hourly pay gap” refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.

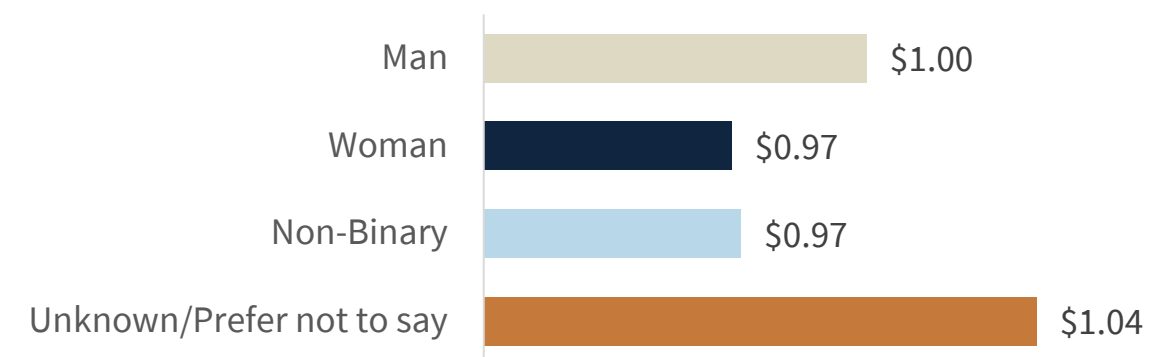
³ “Median hourly pay gap” refers to the differences in pay between gender groups calculated by mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Mean Hourly Pay Gap²



Compared to men, women’s average hourly wages are 10% lower, and non-binary people’s average hourly wages are 16% lower. For every dollar men earn in average hourly wages, women earn 90 cents, and non-binary people earn 84 cents in average hourly wages.

Median Hourly Pay Gap³



Compared to men, women’s and non-binary people’s medium hourly wages are 3% lower. For every dollar men earn in median hourly wages, women earn 97 cents, and non-binary people earn 97 cents in median hourly wages.

Overtime Pay

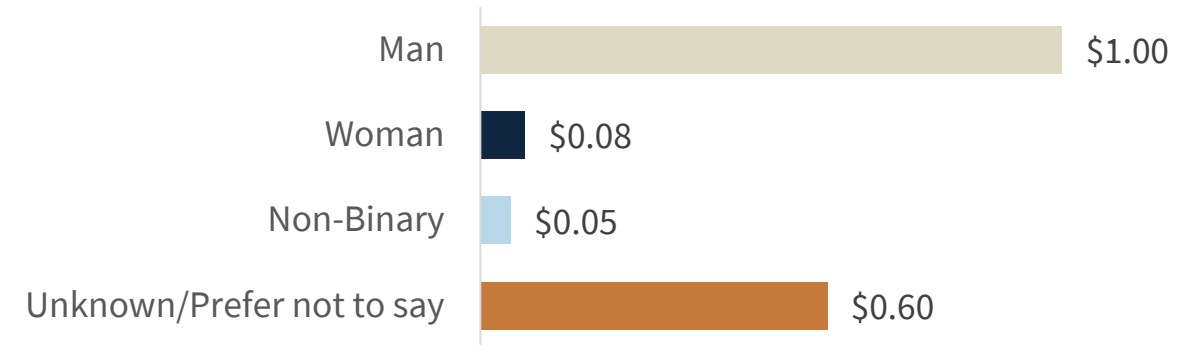
Overtime eligibility varies by job type at Pet Valu. Within our B.C. employee population, we have higher representation of men in roles eligible for overtime pay compared to roles ineligible for overtime pay. Men also over-index in specialized roles with higher prosperity for overtime, such as transportation and warehousing. As a result, men earn more overtime pay compared to women and non-binary people on a mean and median basis.



⁴ “Mean overtime pay” refers to overtime pay averaged for each group

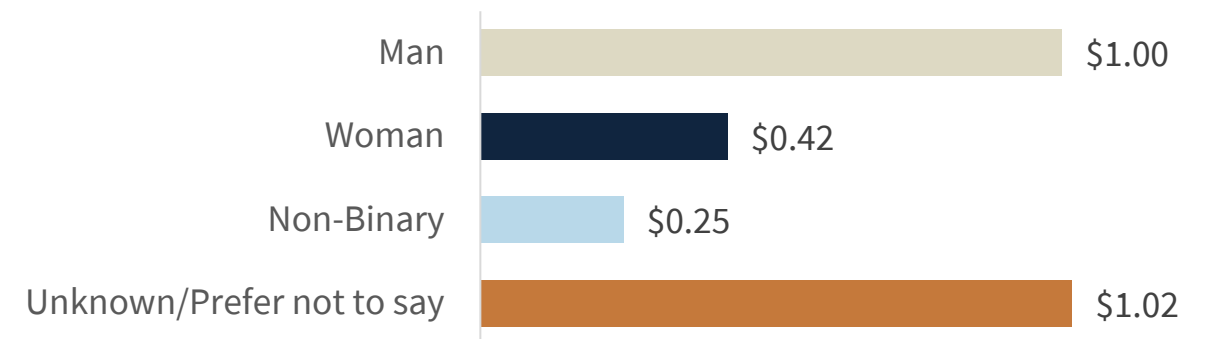
⁵ “Median overtime pay” refers to the middle point of overtime pay for each group

Mean Overtime Pay Gap⁴



Compared to men, women’s average overtime pay is 92% lower and non-binary people’s average overtime pay is 95% lower. For every dollar men earn in average overtime pay, women earn 8 cents and non-binary people earn 5 cents in average overtime pay.

Median Hourly Pay Gap⁵



Compared to men, women’s median overtime pay is 58% lower and non-binary people’s median overtime pay is 75% lower. For every dollar men earn in average overtime pay, women earn 42 cents and non-binary people earn 25 cents in average overtime pay.

Overtime Pay

Mean Overtime Paid hours⁶

Difference compared to reference group (Man)

Woman	-57
Non-Binary	-59
Unknown/Prefer not to say	-26

The average number of overtime hours worked by women was 57 hours fewer than men and the average number of overtime hours worked by non-binary people was 59 hours fewer than men.

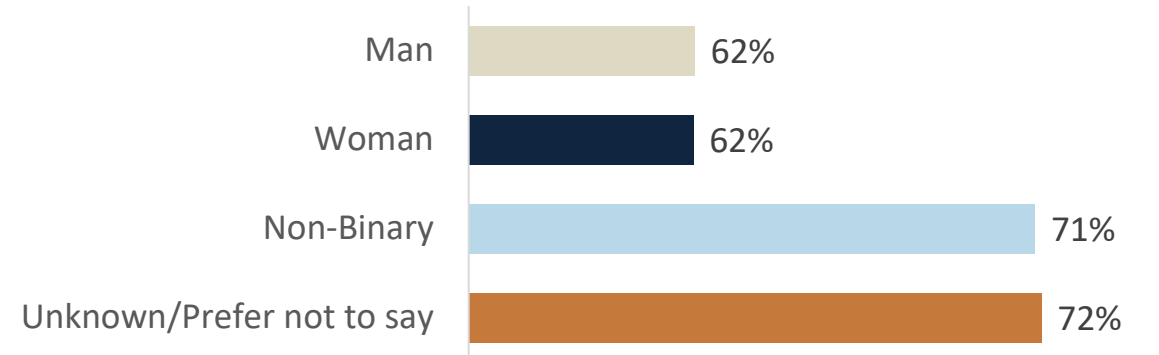
Median Overtime Paid hours⁷

Difference compared to reference group (Man)

Woman	-4
Non-Binary	-4
Unknown/Prefer not to say	-1

The median number of overtime hours worked by women was 4 hours fewer than men and the median number of overtime hours worked by non-binary people was 4 hours fewer than men.

Percentage of Employees in each gender category receiving overtime pay

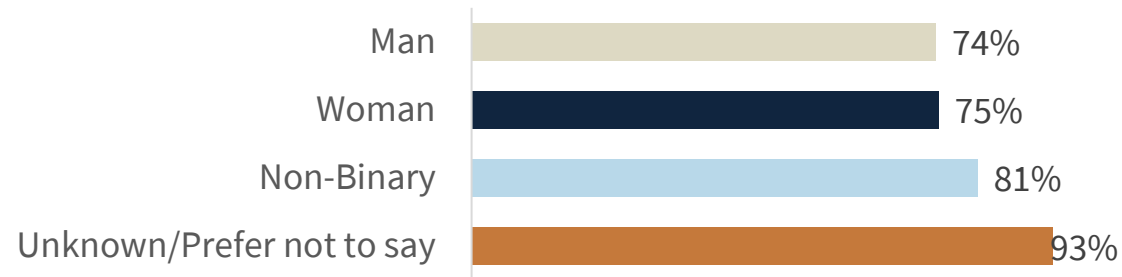


⁶ “Mean overtime paid hours” refers to the average number of overtime hours worked for each group.
⁷ “Median overtime paid hours” refers to the middle point of the number of overtime hours worked for each group.

Bonus Pay

At Pet Valu, bonus availability is dependent on job category. Bonus eligible roles vary in the type of bonus plan; however, all Pet Valu bonus plans are designed to reward and encourage performance and retention. At times, discretionary bonuses may be paid to employees in non-bonus eligible roles to reward their ongoing contributions to the business.

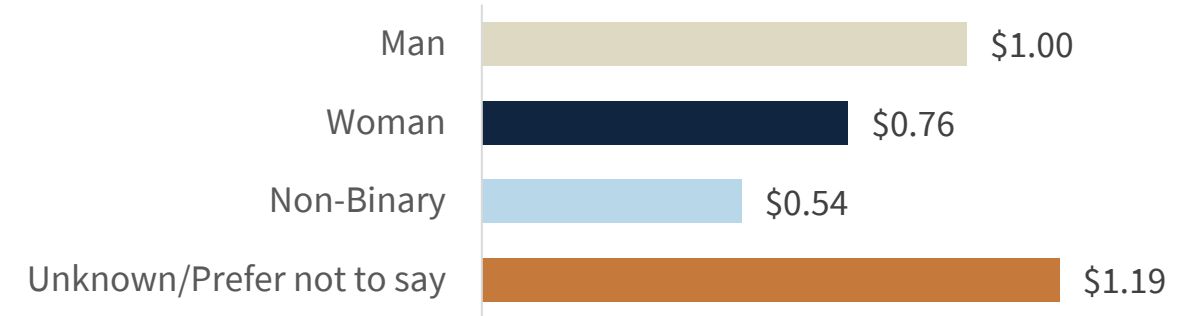
Percentage of employees in each gender category receiving bonus pay



⁸ "Mean bonus pay" refers to averaged bonus pay for each group

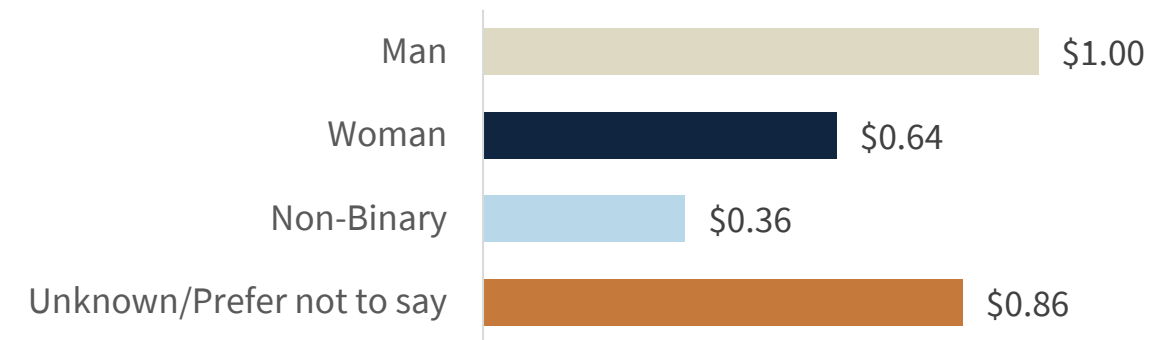
⁹ "Median bonus pay" refers to the middle point of bonus pay for each group.

Mean Bonus Pay Gap⁸



Compared to men, women's average bonus pay is 24% lower and non-binary people's average bonus pay is 46% lower. For every dollar men earn in average bonus pay, women earn 76 cents and non-binary people earn 54 cents in average bonus pay.

Median Bonus Pay Gap⁹



Compared to men, women's median bonus pay is 36% lower and non-binary people's median bonus pay is 64% lower. For every dollar men earn in median bonus pay, women earn 64 cents and non-binary people earn 36 cents in median bonus pay.

Percentage of each gender in each pay quartile

Upper Quartile (Highest Paid)



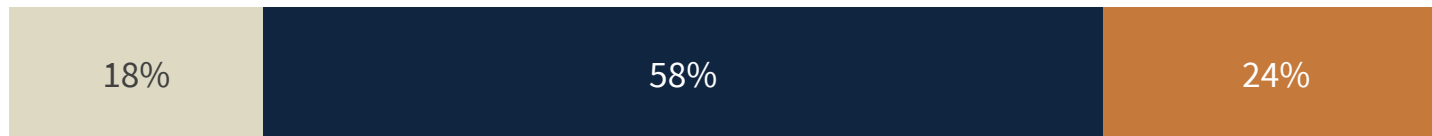
Upper Middle Quartile



Lower Middle Quartile



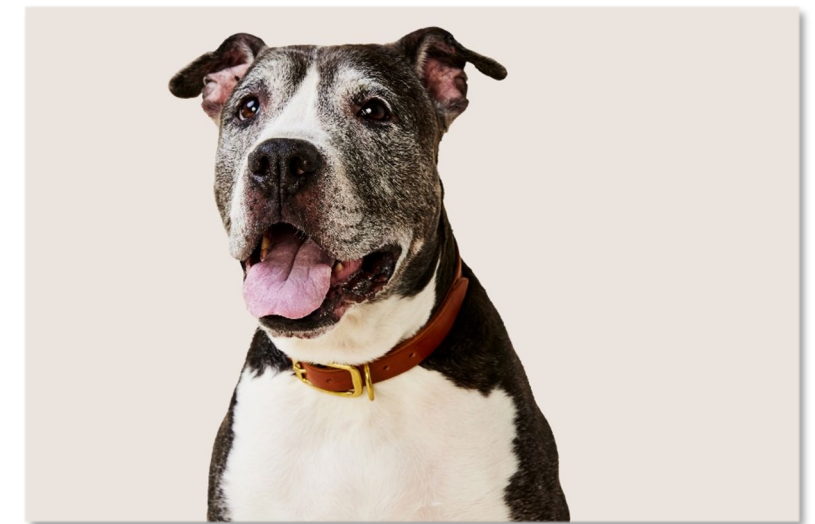
Lower Quartile (Lowest Paid)



■ Man ■ Woman ■ Unknown/Prefer not to say

Women occupy 30% of the upper quartile jobs and 58% of the lower quartile jobs.

Non-Binary people's data has been suppressed due to employee counts in each quartile being less than 10



¹⁰ "Pay quartile" refers to the percentage of each gender within the four equal sized groups based on their hourly pay.