Pet Valu

BC Pay Transparency Report 2025
November 2026

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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 2025 B.C. Pay Transparency Report.

This report provides a snapshot of compensation data across gender categories for our 2025 fiscal year reporting period of December 29, 2024 to January 03, 2026. 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.



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Employer Information

Name of Organization	Pet Valu Canada Inc
Mailing Address	130 Royal Crest Court, Markham, Ontario, L3R 0A1
NAICS code	44-45 Retail Trade
Reporting Year	2026
Time Period	December 29, 2024 to January 03, 2026
Reporting Period Start Date	29-Dec-24
Reporting Period End Date	03-Jan-26
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.

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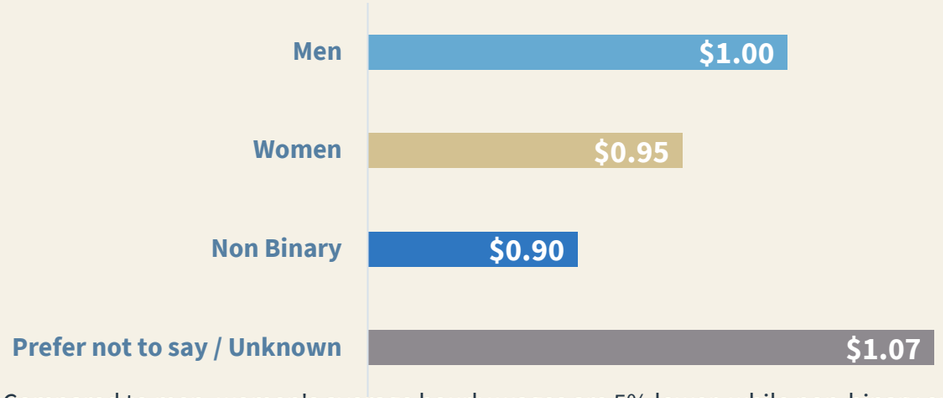
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Hourly Pay

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.

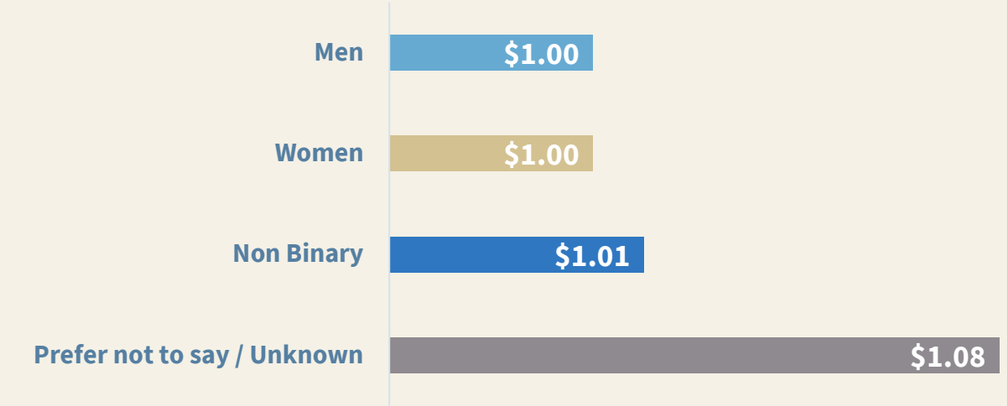


Mean Hourly pay gap[1]



Compared to men, women's average hourly wages are 5% lower, while non-binary employees' average hourly wages are 10% lower. For every dollar men earn in average hourly wages, women earn 95 cents, and non-binary employees earn 90 cents in average hourly wages.

Median Hourly pay gap[2]



Compared to men, women's median hourly wages show no gap, while non-binary employees earn slightly higher at the median level of 1%. For every dollar men earn in median hourly wages, women earn $1.00 and non-binary people earn $1.01in median hourly wages.

1."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.
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.

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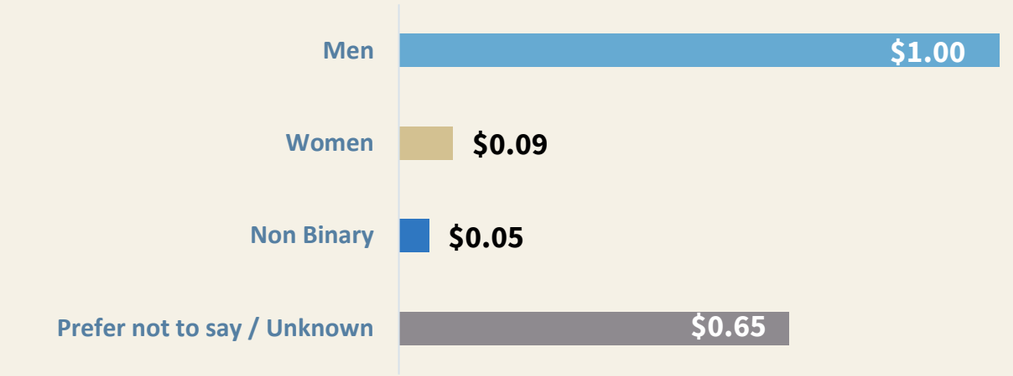
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Overtime Pay

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 propensity 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.

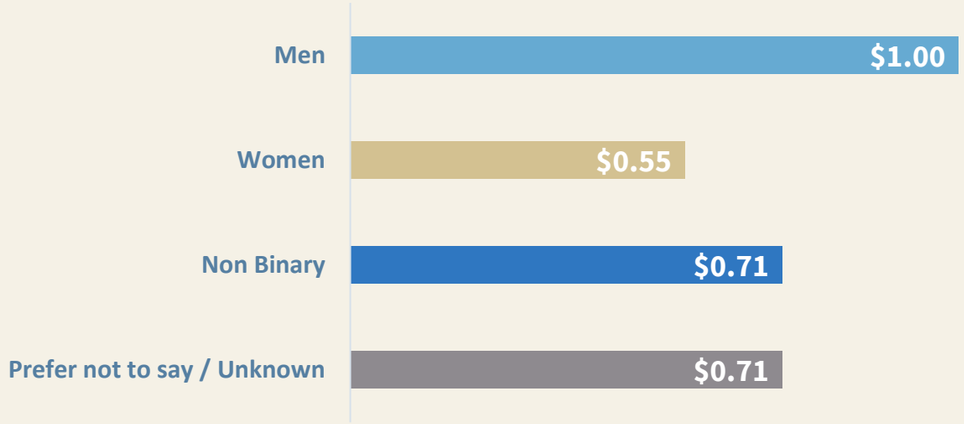


Mean overtime pay[3]



Compared to men, women's average overtime pay is 91% lower, and non-binary employees' average overtime pay is 95% lower. For every dollar men earn in average overtime pay, women earn 9 cents and non-binary people earn 5 cents in average overtime pay.

Median overtime pay[4]



Compared to men, women's median overtime pay is 45% les then men’s and non-binary employees' median overtime pay is 29% lower. For every dollar men earn in median overtime pay, women earn 55 cents and non-binary people earn 71 cents in median overtime pay..

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.

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Overtime Pay

Mean overtime paid hours[5]

Difference compared to reference group (Man)

Women	-68
Non-Binary	-71
Prefer not to say / Unknown	-33

The average number of overtime hours worked by women was 68 hours fewer than men, the average number of overtime hours worked by non-binary people was 71 less than by men

Median overtime paid hours[6]

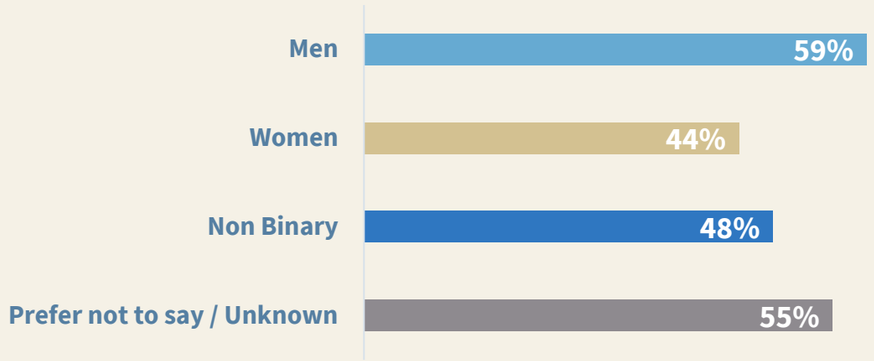
Difference compared to reference group (Man)

Women	-1
Non-Binary	0
Prefer not to say / Unknown	0

The median number of overtime hours worked by women 1 fewer than men, and the median number of overtime hours worked by non-binary people was equal to men.

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.

Percentage of Employees in each gender category receiving overtime pay



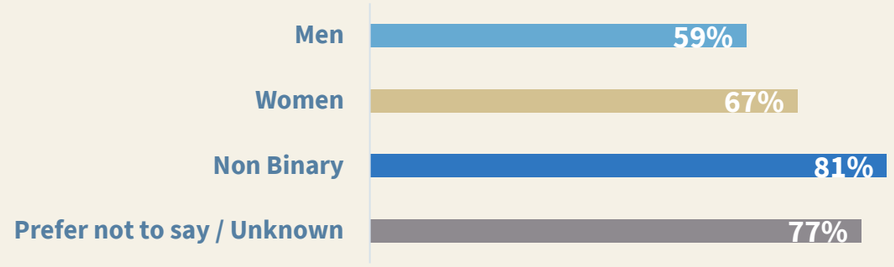


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Bonus Pay

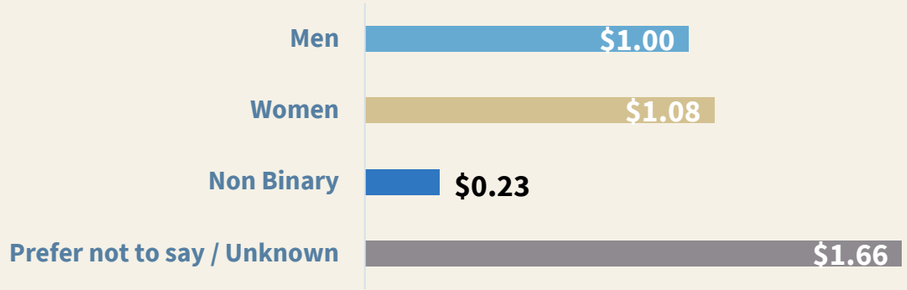
At Pet Valu, bonus availability is dependent on job category. Bonus eligible roles vary in the type of bonus plan; however, all Pet Valu bonus plans are designed to reward and encourage performance and retention. At times, discretionary bonuses may be paid to employees in non-bonus eligible roles to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

Percentage of employees in each gender category receiving bonus pay



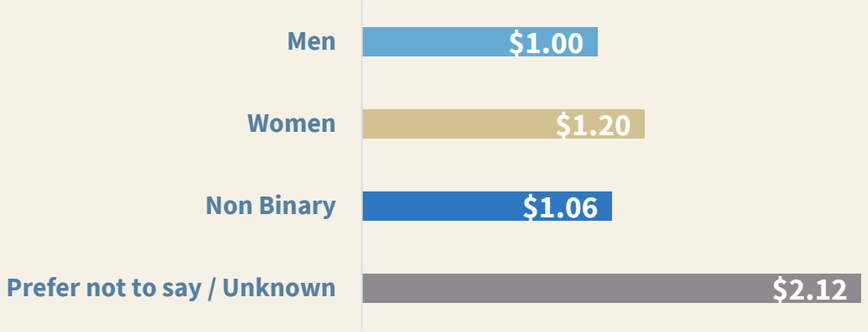


Mean Bonus pay[7]



Compared to men, women's average bonus pay is 8% higher, while non-binary employees' average bonus pay is 77% lower. For every dollar men earn in average bonus pay, women earn $1.08 and non-binary people earn 23 cents in average bonus pay.

Median Bonus Pay[8]



Compared to men, women's median bonus pay is 20% higher, while non-binary employees' median bonus pay is 6% higher. For every dollar men earn in median bonus pay, women earn $1.20 and non-binary people earn $1.06 in median bonus pay.

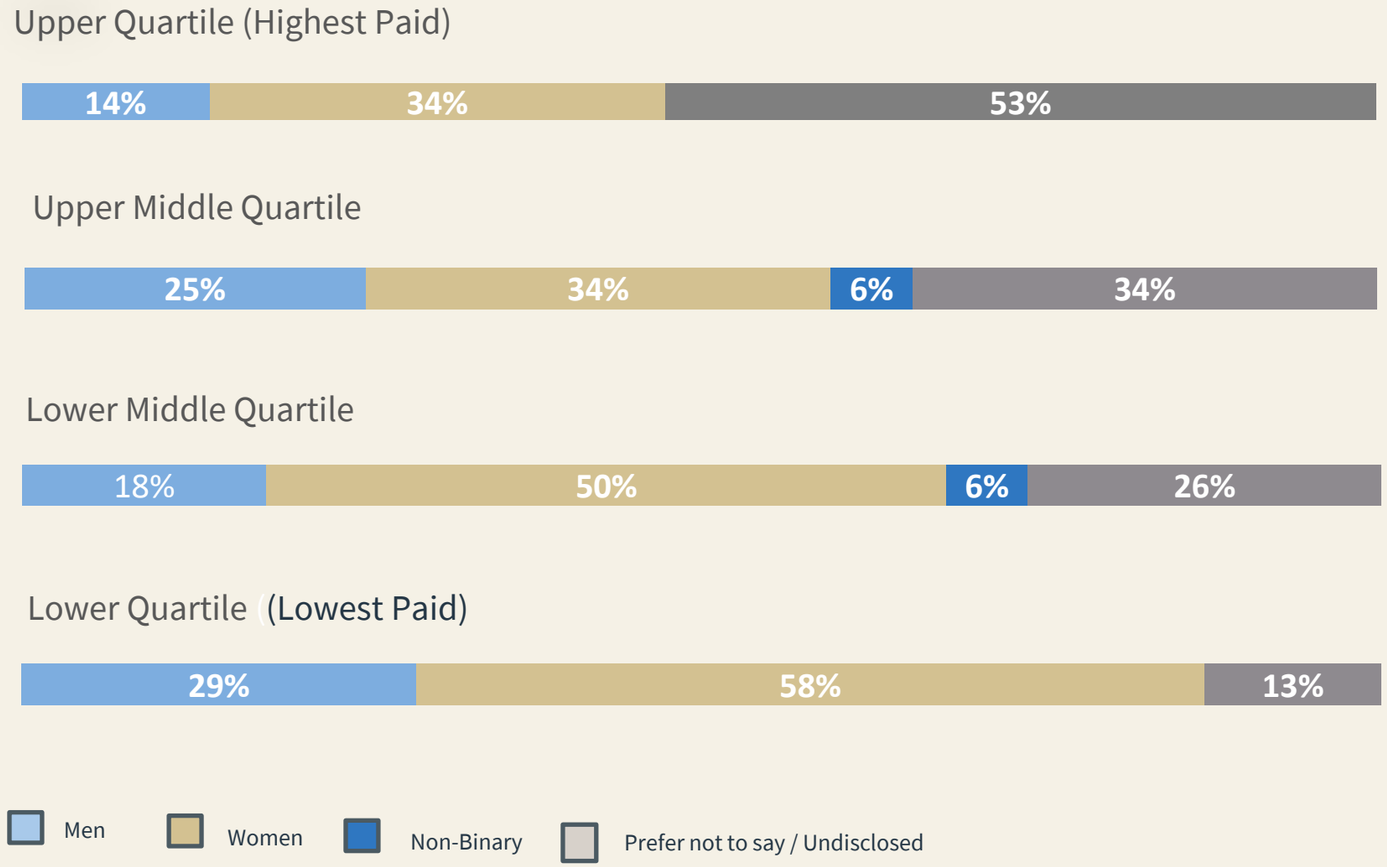
7."Mean bonus pay" refers to bonus pay when averaged for each group
8."Median bonus pay" refers to the middle point of bonus pay for each group.

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Percentage of each gender in each pay quartile[9]



Women represent 34% of employees in the upper quartile, 34% in the upper middle quartile, 50% in the lower middle quartile, and 58% in the lower quartile.

Non-binary employee representation is 6% in the upper middle quartile and 6% in the lower middle quartile. The representation of data has been suppressed in Upper and Lower Quartile due to employee counts in each quartile being less than 10.



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

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