

# Pay Transparency Report

## 2024

## Employer Details

<b>Employer:</b>	Loblaw Companies Limited
<b>Address:</b>	1 President's Choice Circle, Brampton, Ontario
<b>Reporting Year:</b>	2024
<b>Time Period:</b>	January 1, 2023 - December 31, 2023
<b>NAICS Code:</b>	44-45 - Retail trade
<b>Number of Employees:</b>	1000 or more

For additional information, please view our annual Environmental, Social, and Governance Report posted on [www.loblaw.ca/responsibility](http://www.loblaw.ca/responsibility).

This report is based on existing employee data, covering the period from January 1 to December 31, 2023



## Hourly Pay

### Mean hourly pay gap<sup>1</sup>

<b>Men</b>	<b>\$1.00</b>
<b>Women</b>	<b>\$0.97</b>
<b>Non-Binary</b>	<b>\$0.86</b>
<b>Prefer Not to Say</b>	<b>\$0.85</b>

In this organization women's average hourly wages are 3% less than men's and non-binary people's average hourly wages are 14% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents and non-binary people earn 86 cents in average hourly wages.

### Median hourly pay gap<sup>2</sup>

<b>Men</b>	<b>\$1.00</b>
<b>Woman</b>	<b>\$1.00</b>
<b>Non-Binary</b>	<b>\$0.97</b>
<b>Prefer Not to Say</b>	<b>\$0.98</b>

In this organization women's median hourly wages are 0% less than men's and non-binary people's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 and non-binary people earn 97 cents in median hourly wages.

#### Explanatory notes

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.



## Overtime Pay

### Mean overtime pay<sup>3</sup>

<b>Men</b>	<b>\$1.00</b>
<b>Woman</b>	<b>\$0.79</b>
<b>Non-Binary</b>	<b>\$0.76</b>
<b>Prefer Not to Say</b>	<b>\$0.79</b>

In this organization women's average overtime pay is 21% less than men's and non-binary people's average overtime pay is 24% less than men's. For every dollar men earn in average overtime pay, women earn 79 cents and non-binary people earn 76 cents in average overtime pay.

### Median overtime pay<sup>4</sup>

<b>Men</b>	<b>\$1.00</b>
<b>Woman</b>	<b>\$1.11</b>
<b>Non-Binary</b>	<b>\$1.12</b>
<b>Prefer Not to Say</b>	<b>\$0.95</b>

In this organization women's median overtime pay is 11% more than men's and non-binary people's median overtime pay is 12% more than men's. For every dollar men earn in median overtime pay, women earn \$1.11 and non-binary people earn \$1.12 in median overtime pay.

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-5
Non-binary	-3
Prefer not to say / Unknown	-2

In this organization the average number of overtime hours worked by women was 5 less than by men and the average number of overtime hours worked by non-binary people was 3 less than by men.

### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	1
Non-binary	3
Prefer not to say / Unknown	1

In this organization the median number of overtime hours worked by women was 1 more than by men and the median number of overtime hours worked by non-binary people was 3 more than by men.

#### Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "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

Men	71%
Woman	73%
Non-Binary	71%
Prefer Not to Say	61%



### Bonus Pay

#### Mean bonus pay<sup>7</sup>

Men	\$1.00
Woman	\$0.88

#### Median bonus pay<sup>8</sup>

Men	\$1.00
Woman	\$0.93

In this organization women's average bonus pay is 12% less than men's. For every dollar men earn in average bonus pay, women earn 88 cents in average bonus pay. \*

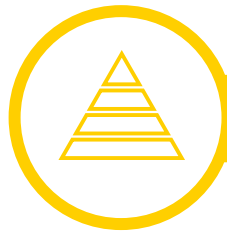
In this organization women's median bonus pay is 7% less than men's. For every dollar men earn in median bonus pay, women earn 93 cents in median bonus pay. \*

### Percentage of employees in each gender category receiving bonus pay

12%	Men
10%	Women

#### 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 quartile<sup>9</sup>

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



■ Men  
■ Women  
■ Non-binary  
■ Prefer not to say / Unknown

In this organization, women occupy 47% of the highest paid jobs and 52% of the lowest paid jobs. Non-binary people occupy 1% of the lowest paid jobs.

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

### Data constraints

**Hourly Pay:** Most of the employee population is compensated through either collective bargaining agreements or wage scales that determine pay and increases based on hours worked and/or tenure. Any pay discrepancies are largely due to differences in total hours worked or length of service.

**Overtime Pay:** Overtime work is voluntary, and compensation for overtime is provided in accordance with legislative requirements or the provisions outlined in applicable collective bargaining agreements.

**Bonus Pay:** Additionally, a small population are eligible for the corporate incentive plan, while other bonuses paid are generally tied to voluntary work assignments or provisions within collective bargaining agreements.

**Data Collection:** Although our current data related to gender identity is limited, we are actively gathering more information through ongoing voluntary declaration campaigns. We remain committed to using this data to further strengthen our inclusive culture and ensure that all employees feel supported and represented.

#### Explanatory notes

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

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