

PATTISON FOOD GROUP LTD.

Pay transparency report

Employer details

Employer:	PATTISON FOOD GROUP LTD.
Address:	1800 1067 WEST CORDOVA STREET, VANCOUVER, BC
Reporting Year:	2024
Time Period:	October 1, 2023 – September 30, 2024
NAICS Code:	44-45 – Retail trade
Number of Employees:	1000 or more

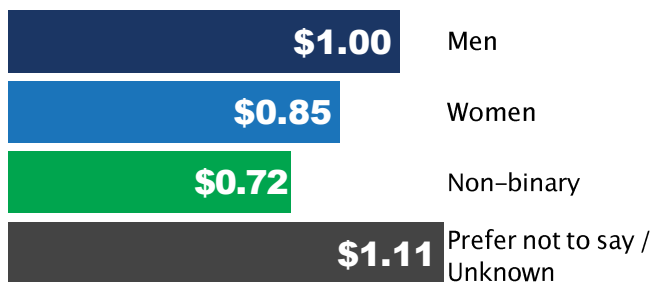
Employer Statement

Pattison Food Group Ltd. (PFG) is a Jim Pattison business and Canada's largest Western-based provider of food and health products. Headquartered in British Columbia, Canada, we have been in business since 1915. We proudly employ more than 30,000 team members who are committed to achieving long-term growth and share a passion for giving back to the communities where we do business. Together, we leverage each other's collective strengths to enhance efficiencies across our respective organizations.



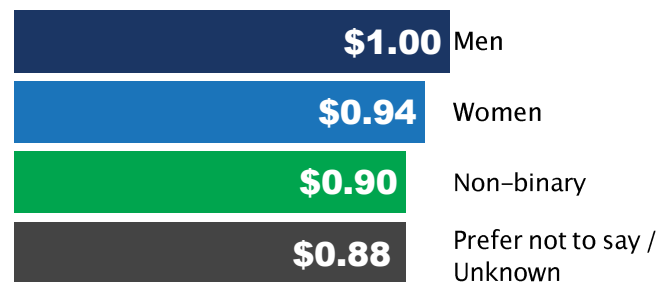
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 15% less than men's and non-binary people's average hourly wages are 28% less than men's. For every dollar men earn in average hourly wages, women earn 85 cents and non-binary people earn 72 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 6% less than men's and non-binary people's median hourly wages are 10% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents and non-binary people earn 90 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 ³

\$1.00	Men
\$0.84	Women
\$0.38	Non-binary
\$0.52	Prefer not to say / Unknown

In this organization women's average overtime pay is 16% less than men's and non-binary people's average overtime pay is 62% less than men's. For every dollar men earn in average overtime pay, women earn 84 cents and non-binary people earn 38 cents in average overtime pay.

Median overtime pay ⁴

\$1.00	Men
\$0.95	Women
\$0.39	Non-binary
\$0.33	Prefer not to say / Unknown

In this organization women's median overtime pay is 5% less than men's and non-binary people's median overtime pay is 61% less than men's. For every dollar men earn in median overtime pay, women earn 95 cents and non-binary people earn 39 cents in median overtime pay.

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)

Women	-1
Non-binary	-10
Prefer not to say / Unknown	-8

In this organization the average number of overtime hours worked by women was 1 less than by men and the average number of overtime hours worked by non-binary people was 10 less than by men.

Median overtime paid hours ⁶

Difference as compared to reference group (Men)

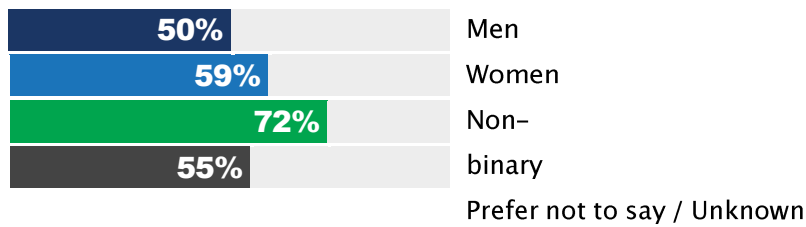
Women	0
Non-binary	-3
Prefer not to say / Unknown	-3

In this organization the median number of overtime hours worked by women was 0 less than by men and the median number of overtime hours worked by non-binary people was 3 less than by men.

Explanatory notes

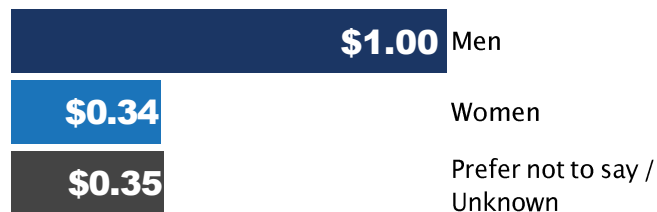
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers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

Percentage of employees in each gender category receiving overtime pay



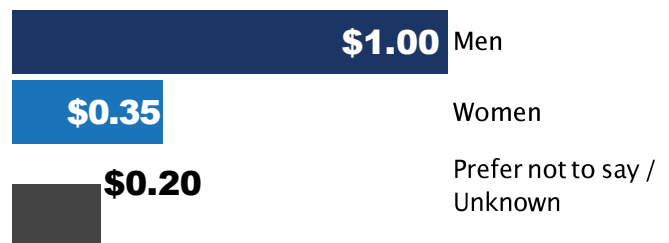
Bonus pay

Mean bonus pay ⁷



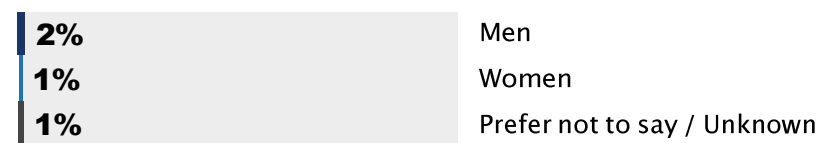
In this organization women's average bonus pay is 66% less than men's. For every dollar men earn in average bonus pay, women earn 34 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 65% less than men's. For every dollar men earn in median bonus pay, women earn 35 cents in median bonus pay. *

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.

Why is there a pay difference?

At PFG, all employees are paid equally for doing the same job. The imbalance in the high-level positions, where men are disproportionately represented – significantly contributes to the earnings gap. The pay disparity reflected in the data highlights the need for a more equitable representation in senior leadership roles.

What is PFG doing to close the pay gap?

PFG is committed to addressing this issue head-on through initiatives including access to inclusive development programs at both retail and office level by providing maternity and parental leave benefits, and by providing inclusive leadership development opportunities for all leaders in the organization. PFG also recognizes female employees' career accomplishments to showcase career advancement opportunities through our annual internal awards, such as the Anne Kidd Award, which is named for the company's only female president, and through industry awards such as Star Women in Grocery.

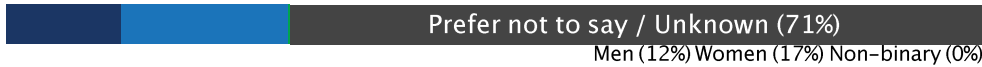
Encouragingly, PFG's analysis shows that middle and lower management roles have a higher concentration of women, indicating efforts to close the gap are paying off. Moreover, non-management staff is composed of 48.5% women, demonstrating a strong foundation for developing future leaders.

PFG's long-standing culture of promoting from within uniquely positions the company to empower women to fill leadership roles. By focusing on enhancing PFG's leadership pipeline, they aim to facilitate and support the advancement of women. This commitment not only seeks to close the existing gap but also to cultivate a workplace that champions and values the contributions of women at every level. Learn more about our commitment to diversity, equity and inclusion: [World Class Culture | Save-On-Foods : Save-On-Foods CSR](#).

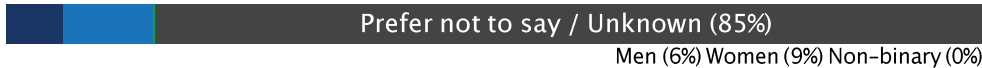


Percentage of each gender in each pay quartile ⁹

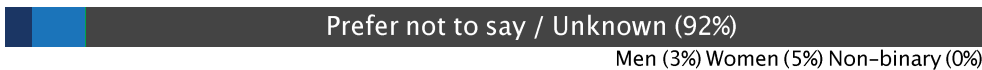
Upper hourly pay quartile (highest paid)



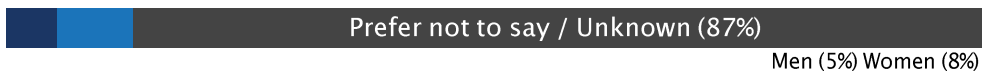
Upper middle hourly pay quartile



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 17% of the highest paid jobs and 8% of the lowest paid jobs. Non-binary people occupy 0% of the highest paid jobs.

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

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.

Data Used in this Report

The gender data in this report is based on results from a voluntary survey conducted in September/October 2024. As participation was optional, PFG was unable to control which employees, or in which roles, consented to share their gender information for the purposes of this report. PFG's total participation rate was 25% of our workforce. As a result, there is a significant portion of employees whose gender remains undisclosed. This group may include individuals who chose not to participate. Employees who did not participate or declined to provide their gender are categorized under "Prefer not to say/Unknown."