



## British Columbia Pay Transparency Report 2024

<b>Employer</b>	Winners Merchants International L.P.
<b>Address</b>	60 Standish Court, Mississauga, ON L5R 0G1
<b>Reporting Year</b>	2024
<b>Time Period</b>	January 29, 2023 – February 3, 2024
<b>NAIC Code</b>	44-45 Retail Trade Sector
<b>Number of Employees</b>	1000 or more

Pay Gap Type	Hourly Pay		Bonus Pay		Percentage of men who received bonus pay	Percentage of women (W) / unknown (U) who received bonus pay	Snapshot Pay Quartiles (%) <sup>1</sup>				
	Mean	Median	Mean	Median			Gender	Lower	Lower Middle	Upper Middle	Upper
Women/Men	27%	37%	10%	33%	90%	76% (W)	<b>W</b>	0.45%	0.59%	0.80%	3.45%
							<b>M</b>	0.23%	0.12%	0.00%	0.80%
Unknown/Men	53%	52%	94%	99%		71% (U)	<b>U</b>	99.32%	99.30%	99.20%	95.75%
Non-Binary/Men	Pursuant to the Act and its regulations, TJX Canada is unable to report on those who identify as non-binary in order to protect the anonymity of these respondents.										
Pay Gap Type	Overtime Pay		Overtime Hours		Percentage of women who received overtime pay	Percentage of unknown who received overtime pay					
	Mean	Median	Mean	Median							
Women/Unknown	-95%	-517%	-90%	-538%	17%	22%	Associates who disclosed their gender identity as men did not receive any overtime pay or overtime hours. Pursuant to the Act and its regulations, data regarding overtime pay and overtime hours for the women gender category were compared to the unknown gender category.				
Non-Binary/Men	Pursuant to the Act and its regulations, TJX Canada is unable to report on those who identify as non-binary in order to protect the anonymity of these respondents.										

This report is prepared on behalf of Winners Merchants International L.P. ("TJX Canada") pursuant to the provisions of British Columbia's *Pay Transparency Act* ("Act") and its regulations. In accordance with the Act, TJX Canada administered a survey inviting employees (who we call Associates) residing in British Columbia to report on their gender identity in a confidential manner. Participation in the survey was voluntary, and the response rate was less than 2%. The gender data included in this report is based off results from the survey. The gender groups contained in the report are Women/Female (W), Men/Male (M), Unknown/Prefer not to Answer (U), and non-binary.

<sup>1</sup> Percentages may not add up to 100% due to rounding adjustments.