

# TELUS Retail Pay Transparency Report

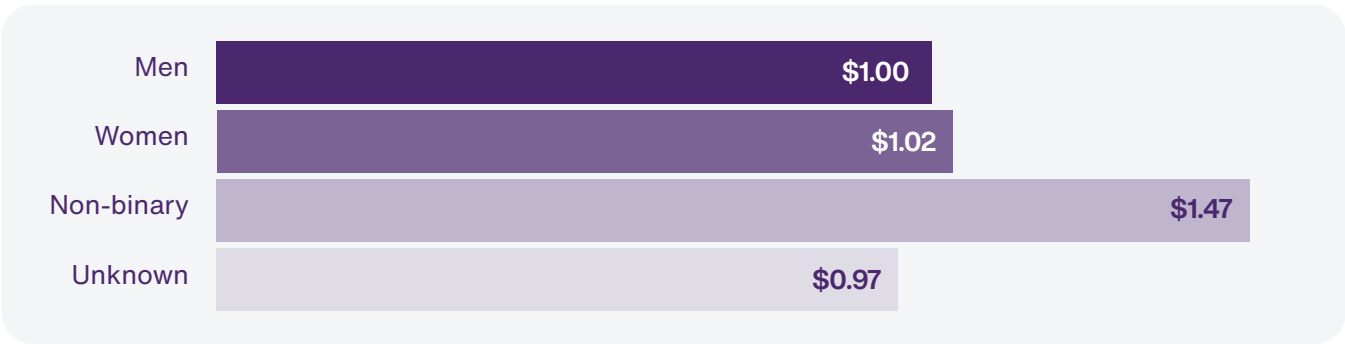
TELUS Retail is committed to promote pay transparency and helping close the gender pay gap.



Employer:	TELUS Retail Limited
Address:	Floor 5, 510 West Georgia St., Vancouver, B.C. V6B 0M3
Reporting year:	2024
Time period:	January - December
NAICS code:	449211
Number of employees:	551

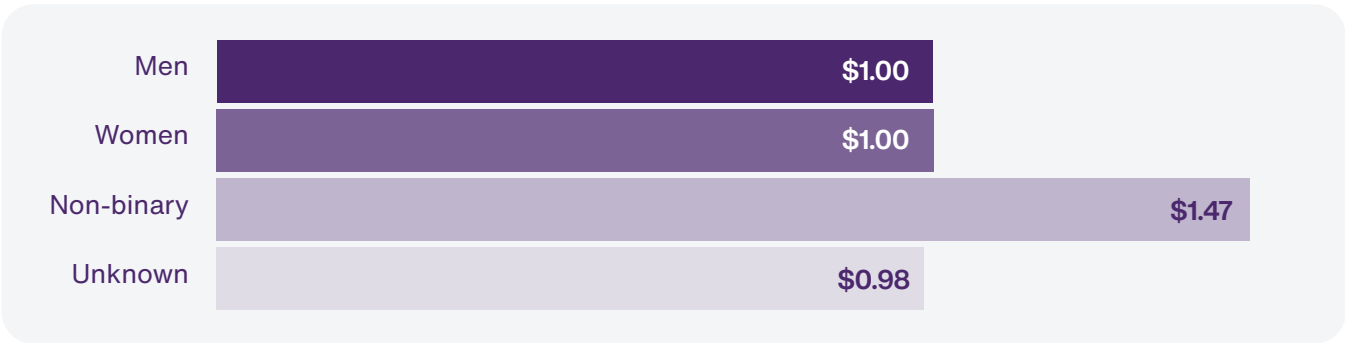
# Hourly pay

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



At TELUS Retail, women earn average hourly wages that are 2% higher than men, while non-binary individuals earn average hourly wages that are 47% higher. For every dollar men earn in average hourly wages, women earn \$1.02 and non-binary individuals earn \$1.47.

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

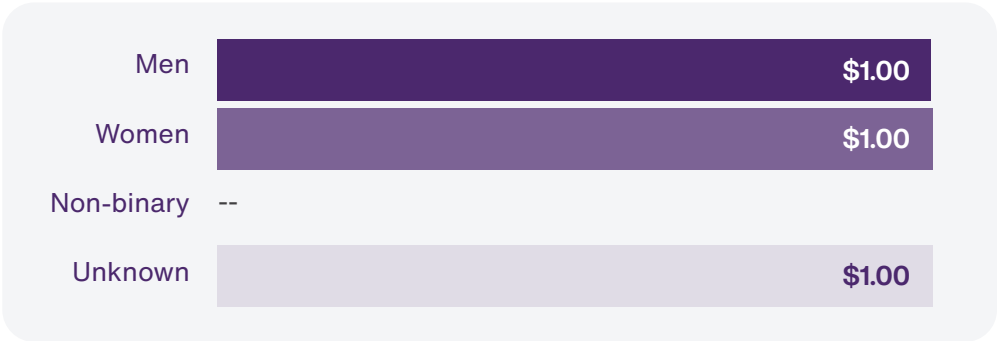


At TELUS Retail, women earn median hourly wages equal to men, while non-binary individuals earn median hourly wages that are 47% higher. For every dollar men earn in median hourly wages, women earn \$1.00 and non-binary individuals earn \$1.47.

**Please note:** This comparison represents a “raw” or “unadjusted” wage gap and does not account for differences in tenure, experience, job function, job level or performance. 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. Hourly pay does not include bonuses and overtime.

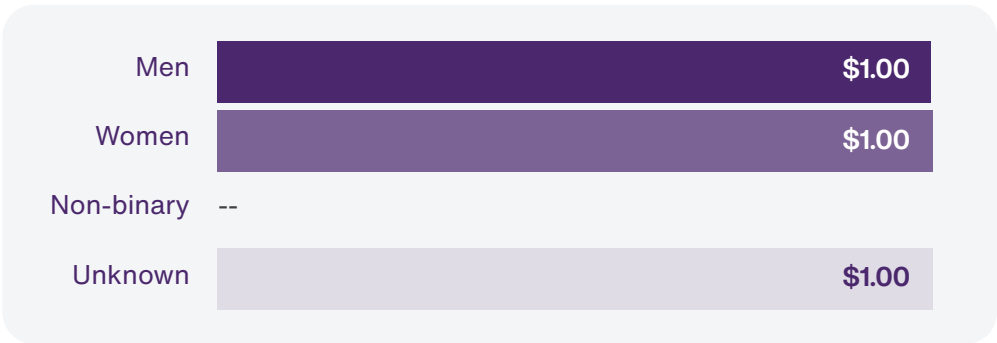
# Overtime pay

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



At TELUS Retail, women earn the same average overtime pay as men. No non-binary individuals earn overtime pay. For every dollar men earn in average overtime pay, women earn one dollar.

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



At TELUS Retail, women earn the same median overtime pay as men. No non-binary individuals earn overtime pay.

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

Difference in hours as compared to reference group (men)

Women	-0.28
Non-binary	--
Prefer not to say/unknown	-0.22

At TELUS Retail, the average number of overtime hours worked by women was 0.28 hours less than men.

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 overtime hours worked for each group.

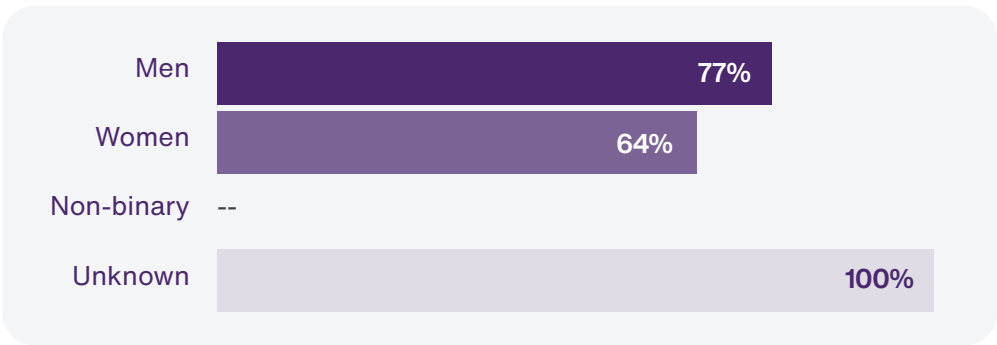
### Median overtime paid hours<sup>6</sup>

Difference in hours as compared to reference group (men)

Women	-0.36
Non-binary	--
Prefer not to say/unknown	0.21

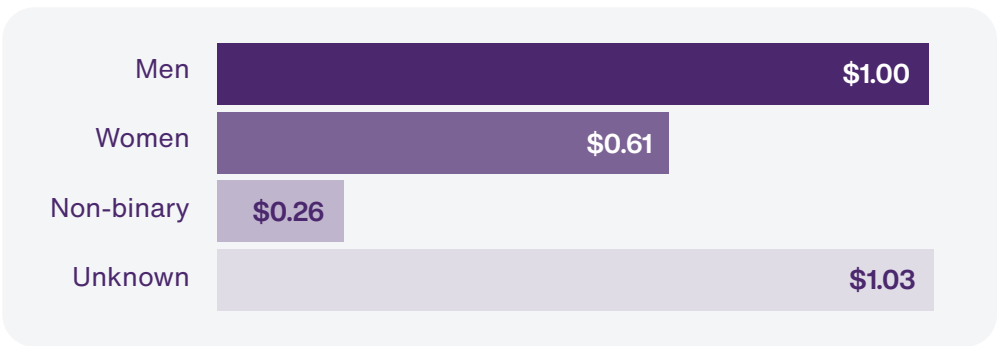
At TELUS Retail, the median number of overtime hours worked by women was 0.36 hours less than men.

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



## Bonus pay

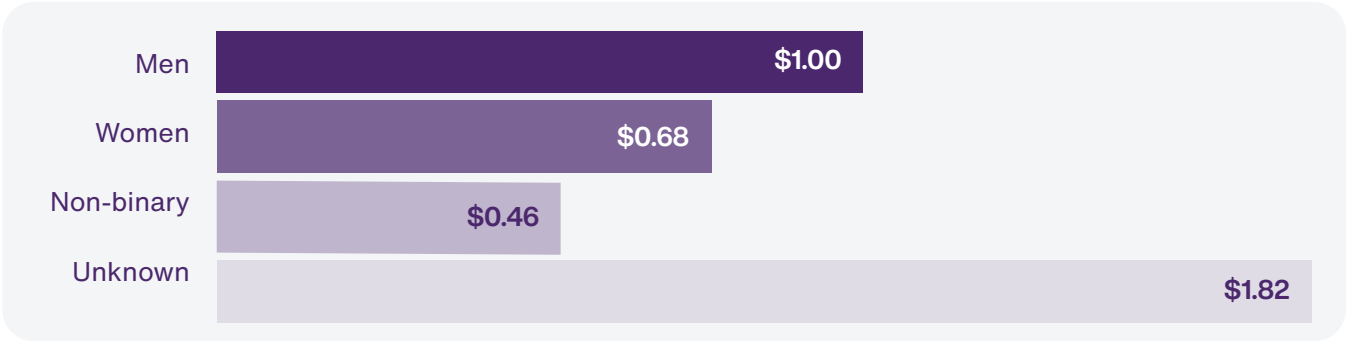
### Mean bonus pay<sup>7</sup>



At TELUS Retail, women earn an average bonus pay that is 39% less than men, while non-binary individuals earn an average bonus pay that is 74% less. For every dollar men earn in average bonus pay, women earn 61 cents and non-binary individuals earn 26 cents.

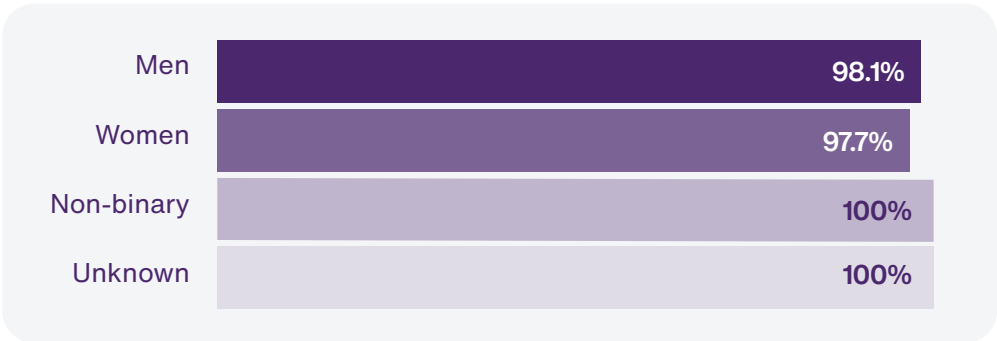
6. "Median overtime paid hours" refers to the middle point of overtime hours worked for each group. 7. "Mean bonus pay" refers to bonus pay when averaged for each group.

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

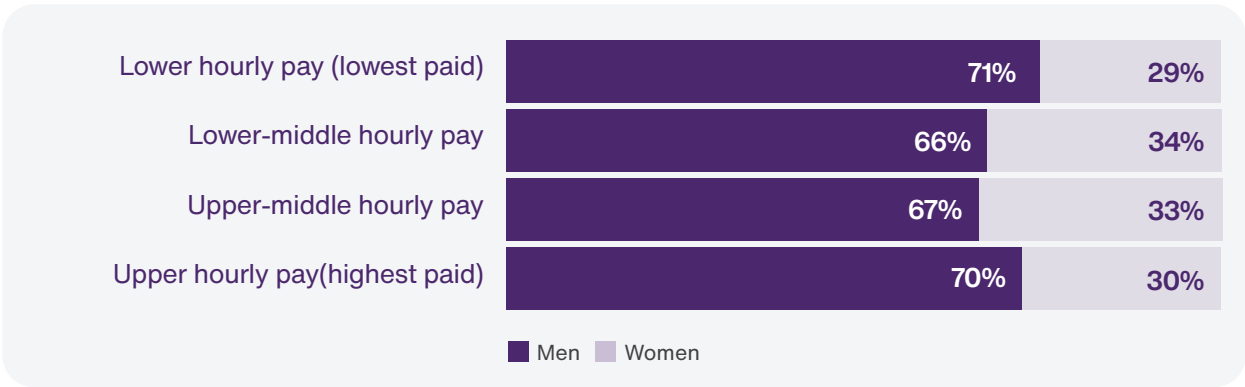


At TELUS Retail, women earn a median bonus pay that is 32% less than men, while non-binary individuals earn a median bonus pay that is 54% less. For every dollar men earn in median bonus pay, women earn 68 cents and non-binary individuals earn 46 cents.

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



**Percentage of each gender in each pay quartile<sup>9</sup>**



At TELUS Retail, women occupy 29% of the lowest-paid jobs and 30% of the highest-paid jobs. Non-binary individuals and those with an unknown gender were excluded from the calculation as their count is fewer than 10.

8. "Median bonus pay" refers to the middle point of bonus pay for each group. 9. "Pay quartile" refers to the percentage of each gender within four equal-sized groups based on their hourly pay.  
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