BC Pay Transparency Report

Name - Sobeys Capital Incorporated
Address - SUITE 2300, BENTALL 5 550 BURRARD STREET, VANCOUVER, BC
NAICS Code - 44-45 Retail Reporting
Period - May 1st 2024 - April 30th 2025
Number of employees - 1000+

Hourly Rate

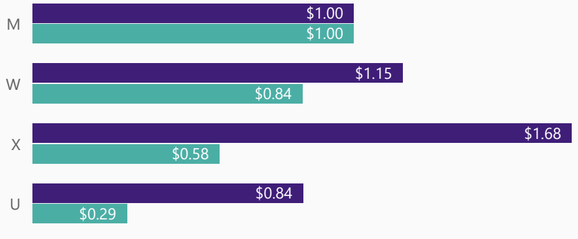
For every $1 earned by men, women earned $0.97 in hourly rate



Overtime Pay

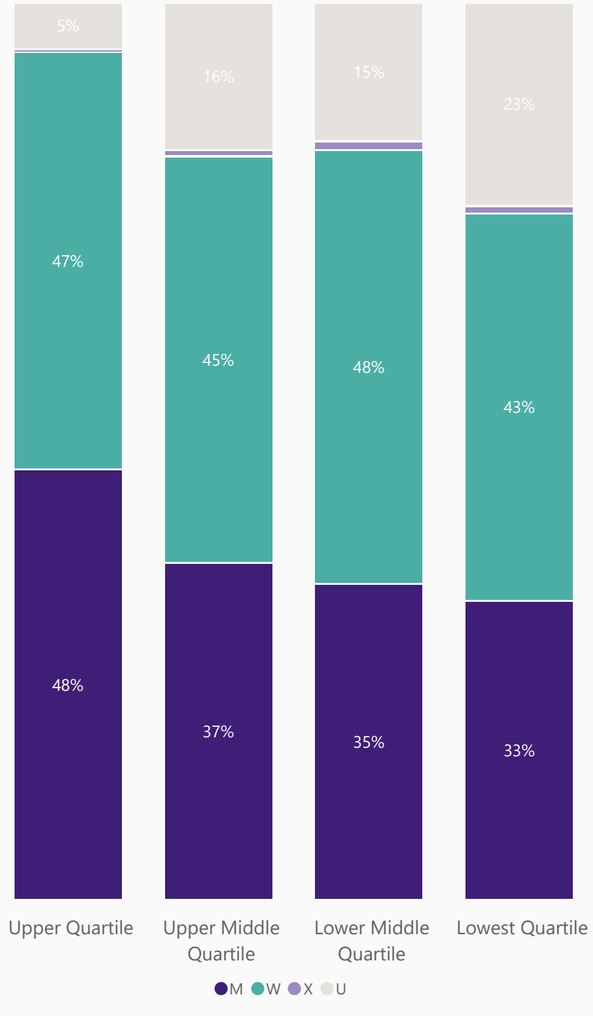


Bonus Pay



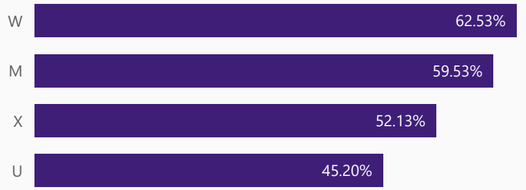
Pay Quartiles – Hourly Rate

Women represent 47% of top earners within the organization

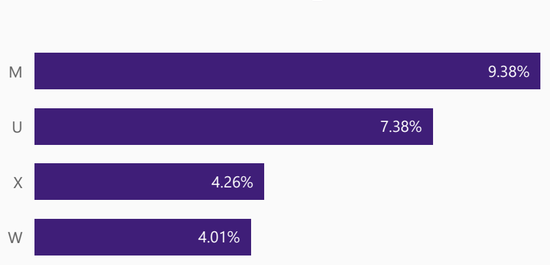


% Receiving Overtime by Gender Code

Almost two thirds of both men and women earned overtime pay



% Receiving Bonus



Overtime Differential

Over the past year, women worked 2 hours of overtime less compared to men

Gender	Median	Mean
U	-4	-7
X	-3	-24
W	-2	-17