Pay Transparency Report

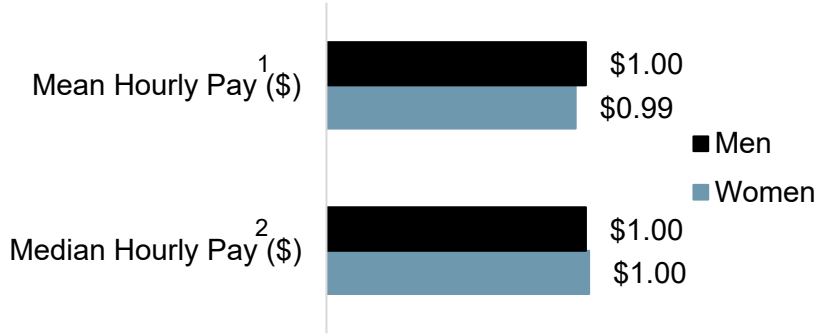
This Pay Transparency Report has been prepared in accordance with the *British Columbia Pay Transparency Act* for the period of January 1 to December 31, 2025. The Act requires employers to disclose compensation data by gender, including information on hourly wages, overtime pay, bonuses, and pay quartile distributions. Employee compensation and gender data are collected and used in compliance with applicable privacy legislation to prepare and publish this report. Of PVH Canada, Inc.'s employees in British Columbia, 70.6% self-identified as female and 29.4% as male. No employees included in this report identified their gender as undeclared.

At PVH, we are committed to cultivating an environment of belonging for all. Through this approach, we build a better workplace, drive innovation in the marketplace, and create positive impacts in our communities, all of which contribute to value creation for our business overall.

Employer Details

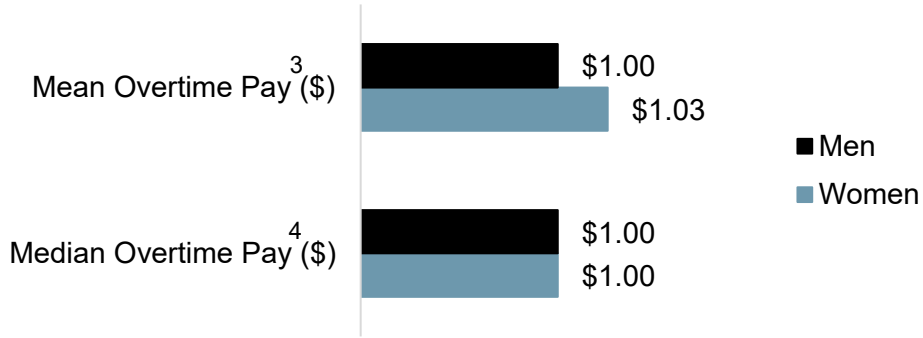
Employer:	PVH Canada, Inc.
Address:	7445, ch. de la Côte-de-Liesse, Montréal, QC H4T 1G2
Reporting Year:	2025
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	44-45 - Retail Trade
Number of Employees:	408

Hourly Pay



Women's average hourly pay is 1% lower than men's. For every dollar men earn in average hourly wages, women earn $0.99. Median hourly wages are the same for men and women.

Overtime Pay



Women's average overtime pay is 3% higher than men's. For every dollar men earn in average overtime pay, women earn $1.03. Median overtime pay are the same for men and women.

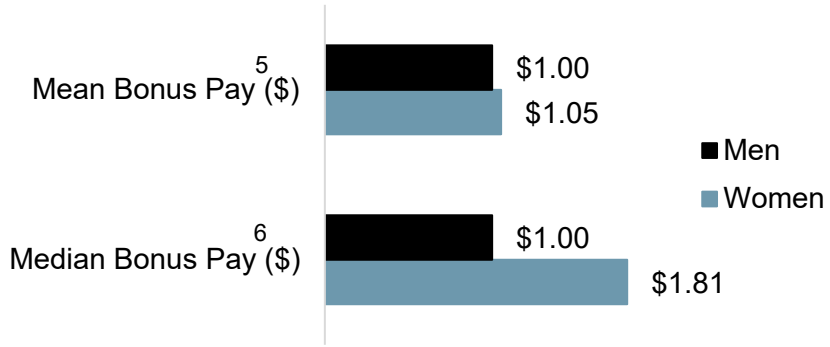
Overtime Hours

Women worked 1.09 more overtime hours on average and 0.99 more overtime hours at the median than men.

Percentage of employees in each gender group receiving overtime pay



Bonus Pay

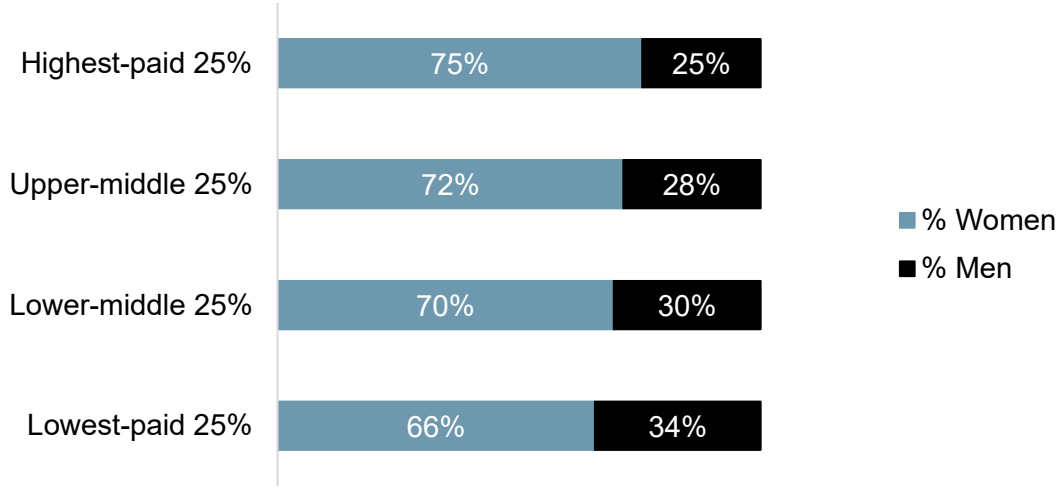


Women's average bonus pay is 5% higher than men's. For every dollar men earn in average bonus pay, women earn $1.05. Women's median bonus pay is 81% higher than men's. For every dollar men earn in median bonus pay, women earn $1.81.

Percentage of employees in each gender group receiving bonus pay



Percentage of each gender in each pay quartile[7]



Women occupy 75% of the highest-paid jobs and 66% of the lowest-paid jobs, while men occupy 25% of the highest-paid jobs and 34% of the lowest-paid jobs.

PVH

Explanatory Notes

1. **Mean hourly pay:** Difference in pay between gender groups, calculated using average hourly pay. Hourly pay does not include overtime or bonuses.
2. **Median hourly pay:** Difference in pay between gender groups, calculated using the midpoint of hourly pay. Hourly pay does not include overtime or bonuses.
3. **Mean overtime pay:** Average overtime pay for each gender group.
4. **Median overtime pay:** Midpoint overtime pay for each gender group.
5. **Mean bonus pay:** Average bonus pay for each gender group.
6. **Median bonus pay:** Midpoint bonus pay for each gender group.
7. **Pay quartiles:** Percentage of each gender across four equal-sized hourly pay groups.