

Bath & Body Works®

British Columbia Pay Transparency Report

ABOUT US

Bath & Body Works is a global leader in personal care and home fragrance, including top-selling collections for fine fragrance mist, body lotion and body cream, 3-wick candles, home fragrance diffusers and liquid hand soap. Powered by agility and innovation, the company's predominantly U.S.-based supply chain enables it to deliver quality, on-trend luxuries at affordable prices. Bath & Body Works serves and delights customers however and wherever they want to shop, from welcoming, in-store experiences at 1,904 company-operated Bath & Body Works locations in the U.S. and Canada, 537 international franchised locations and an online storefront at bathandbodyworks.com.

DATA USED IN THIS REPORT

The methodology required for this report focuses on Pay Gap, which illustrates the average difference in pay across gender groups, regardless of the job they are in. Pay Gap is calculated based on overall averages and medians and is heavily impacted by the distribution of employee populations across different jobs.

Pay Gap methodology does not account for critical factors that provide a more holistic illustration of pay, such as employee performance, job type, tenure, and more.

In British Columbia, the overall Bath & Body Works associate population is 72% women, 12% men, and less than 16% of associates whose gender is unknown according to voluntary self-identification. This population consists of majority women, which heavily impacts the overall population distribution.

EMPLOYER INFORMATION

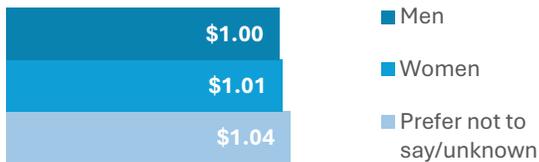
Employer	Bath & Body Works (Canada) Corp.
Address	4875 Marc-Blain Suite 201 Saint-Laurent, Québec H4R 3B2
Reporting Year	2024
Time Period	01/01/2024-12/31/2024
NAICS Code	44-45 Retail Trade
Number of Employees	300-999 employees



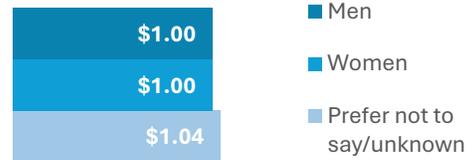
Bath & Body Works®

Hourly Pay

Mean hourly pay gap¹



Median hourly pay gap²



At Bath & Body Works, women's average hourly wages are 1% more than men's. For associates whose gender is unknown, the average hourly wages are 4% more than men's. For every dollar men earn in average hourly wages, women earn \$1.01. For associates whose gender is unknown, they earn \$1.04 in average hourly wages.

At Bath & Body Works, women's median hourly wages equal men's. For associates whose gender is unknown, their median hourly wages are 4% more than men's. For every dollar men earn in median hourly wages, women earn the same. For associates whose gender is unknown, they earn \$1.04 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 Pay³



At Bath & Body Works, women's average overtime pay is 53% higher than men's. For associates whose gender is unknown, their average overtime pay is 20% less than men's. For every dollar men earn in average overtime pay, women earn \$1.53. For associates whose gender is unknown, they earn 80¢ in average overtime pay.

Median Overtime Pay⁴



At Bath & Body Works, women's median overtime pay is 29% higher than men. For associates whose gender is unknown, their median overtime pay is 23% less than men's. For every dollar a man earns in median overtime pay, women earn \$1.29. For associates whose gender is unknown, they earn 77¢ in median overtime pay.

Mean Overtime Paid Hours⁵

Difference as compared to reference group (Men)

Women	+2
Prefer not to say / Unknown	-1

At Bath & Body Works, the average number of overtime hours worked by women was 2 more than by men. The average number of overtime hours worked by associates whose gender is unknown was 1 less than men.

Median Overtime Paid Hours⁶

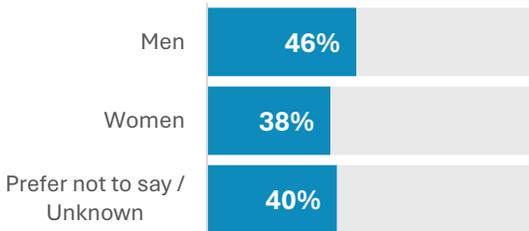
Difference as compared to reference group (Men)

Women	0 (No difference)
Prefer not to say / Unknown	0 (No difference)

At Bath & Body Works, there was no difference between the median number of overtime hours worked by women and associates whose gender is unknown compared to men.

Overtime Pay (continued)

Percentage of associates in each gender category receiving overtime pay

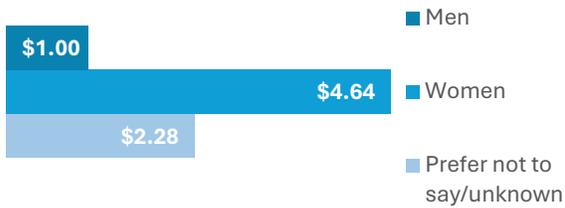


Explanatory notes

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 overtime hours worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

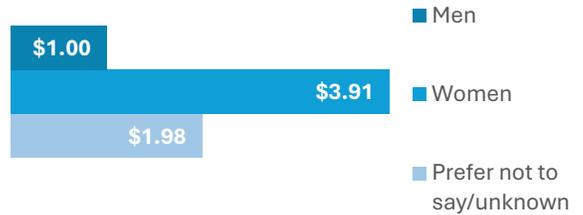
Bonus Pay

Mean Bonus Pay⁷



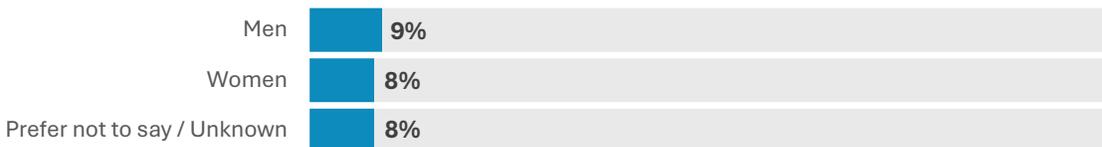
At Bath & Body Works, women’s average bonus pay is 464% more than men’s. For associates whose gender is unknown, their average bonus pay is 228% more than men. For every dollar men earn in average bonus pay, women earn \$4.64. For associates whose gender is unknown, they earn \$2.28 in average bonus pay.

Median Bonus Pay⁸



At Bath & Body Works, women’s median bonus pay is 391% more than men’s. For associates whose gender is unknown, their median bonus pay is 98% more than men’s. For every dollar men earn in median bonus pay, women earn \$3.91. For associates whose gender is unknown, they earn \$1.98 in median bonus pay.

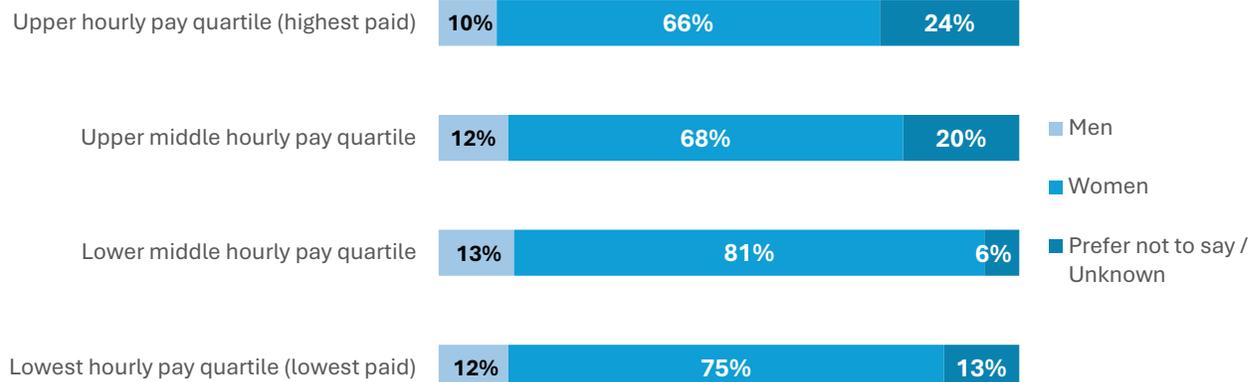
Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- “Mean bonus pay” refers to bonus pay when averaged for each group.
- “Median bonus pay” refers to the middle point of bonus pay for each group.

Percentage of each gender in each pay quartile⁹



In this organization, women occupy 66% of the highest paid jobs and 75% of the lowest paid jobs. Associates whose gender is unknown occupy 24% of the highest paid jobs and 13% of the lowest paid jobs.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.