

AULD PHILLIPS LTD.

Pay transparency report

Auld Phillips Ltd., doing business as Suzanne’s, is a Canadian women’s fashion retailer based in Chilliwack, British Columbia. With more than 60 years in business, we operate 48 stores across Western Canada and an e-commerce business, helping women look and feel beautiful through personal service and thoughtfully selected fashions.

We are proud to be an equal opportunity employer, with women making up the majority of our team across our stores, office and warehouse. Our business is built on the experience, dedication and contributions of our people, from those serving customers in our stores to those supporting our operations behind the scenes.

We are committed to a workplace where every team member is treated with fairness and respect and has opportunities to contribute, develop their skills and succeed. We value the diverse perspectives and experiences our employees bring to Suzanne’s.

This report provides information about gender representation and pay across our British Columbia workforce, including hourly pay, overtime and bonuses. It reflects our commitment to transparency and supports our ongoing review of compensation practices.

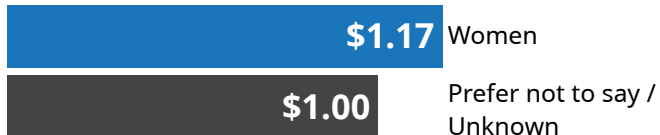
Employer details

Employer:	AULD PHILLIPS LTD.
Address:	Suite 2900 - 650 West Georgia Street, Vancouver, BC
Reporting Year:	2026
Time Period:	March 1, 2025 - February 28, 2026
NAICS Code:	44-45 - Retail trade
Number of Employees:	50-299



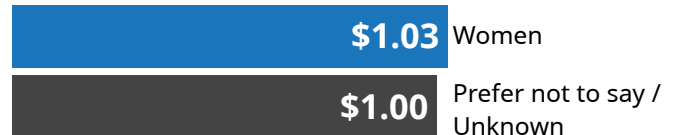
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 17% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average hourly wages, women earn \$1.17 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 3% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median hourly wages, women earn \$1.03 in median hourly wages. *

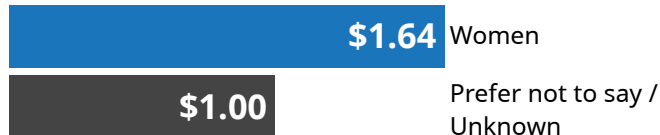
Explanatory notes

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.



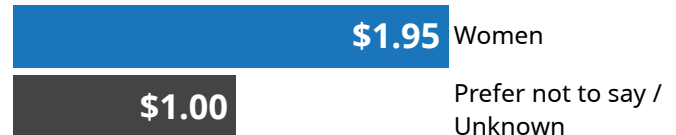
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 64% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average overtime pay, women earn \$1.64 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 95% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median overtime pay, women earn \$1.95 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Prefer not to say / Unknown)

Women	5
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In this organization the average number of overtime hours worked by women was 5 more than by prefer not to say / unknown. *

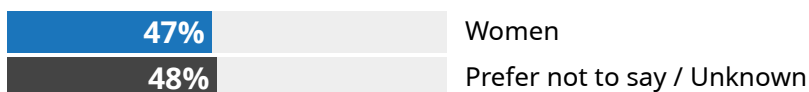
Median overtime paid hours⁶

Difference as compared to reference group (Prefer not to say / Unknown)

Women	5
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In this organization the median number of overtime hours worked by women was 5 more than by prefer not to say / unknown. *

Percentage of employees 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 hours of overtime 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 pay ⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay ⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †

Women (100%)

Upper middle hourly pay quartile †

Women (100%)

Lower middle hourly pay quartile †

Women (100%)

Lowest hourly pay quartile (lowest paid) †

Women (75%)

Prefer not to say / Unknown (25%)

■ Women
■ Prefer not to say / Unknown

In this organization, Women occupy 100% of the highest paid jobs and 75% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

This report includes employees working in British Columbia during the reporting period. Women make up the majority of our workforce across our stores, office and warehouse.

The reported pay gaps reflect differences across gender groups within the workforce as a whole. The calculations do not adjust for differences in job responsibilities, seniority or experience and should not be interpreted as a comparison of employees performing the same work.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
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.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.