Bath & Body Works®

British Columbia Pay Transparency Report

ABOUT US

Bath & Body Works is a global leader in personal care and home fragrance, driven by the belief that everybody deserves to feel good. The brand's beloved and iconic scents are expertly crafted for exceptional performance and a luxury fragrance experience. Formulated with thoughtfully chosen ingredients, Bath & Body Works' body care products are available in multiple forms including fine fragrance mist, body cream, lotion, eau de parfum, body wash, hand soap, sanitizer and more. Consumers can shop Bath & Body Works anytime and anywhere they choose, from welcoming, in-store experiences at more than 1,900 stores in the U.S. and Canada, 550-plus international locations and select Ulta Beauty stores. Online, consumers can visit bathandbodyworks.com, Amazon and Ulta.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 B.C., the overall population is 81% women, 13% men, and less than 5% of associates whose gender is unknown according to voluntary self-identification. This population consists of majority women which heavily impacts the overall population distribution.

In some sections of this report, associates whose gender is unknown were below the minimum reporting threshold and were excluded.

EMPLOYER INFORMATION

Employer	Bath & Body Works (Canada) Corp.
Address	4875 Marc-Blain Suite 201 Saint-Laurent, Québec H4R 3B2
Reporting Year	2025-2026
Time Period	02/01/2025-1/31/2026
NAICS Code	44-45 Retail Trade
Number of Employees	300-999 employees







Hourly Pay

Mean hourly pay gap[1]



At Bath & Body Works, women's average hourly wages are 3% more than men's. For associates whose gender is unknown, their average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn $1.03. For associates whose gender is unknown, they earn 97¢ in average hourly wages.

Median hourly pay gap[2]



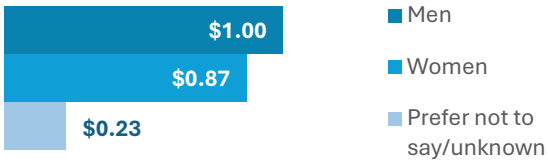
At Bath & Body Works, women's median hourly wages is 2% lower than men's. For associates whose gender is unknown, their median hourly wages are 1% less than men's. For every dollar men earn in median hourly wages, women earn 98¢. For associates whose gender is unknown, they earn 99¢ in median hourly 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.

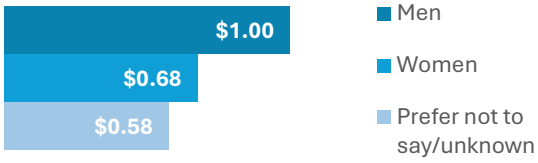
Overtime Pay

Mean Overtime Pay[3]



At Bath & Body Works, women's average overtime pay is 13% lower than men's. For associates whose gender is unknown, their average overtime pay is 77% less than men's. For every dollar men earn in average overtime pay, women earn 87¢. For associates whose gender is unknown, they earn 23¢ in average overtime pay.

Median Overtime Pay[4]



At Bath & Body Works, women's median overtime pay is 32% lower than men's. For associates whose gender is unknown, their median overtime pay is 42% less than men's. For every dollar men earn in median overtime pay, women earn 68¢. For associates whose gender is unknown, they earn 58¢ in median overtime pay.

Mean Overtime Paid Hours[5]

Difference as compared to reference group (Men)

Women	-1
Prefer not to say / Unknown	-5

At Bath & Body Works, the average number of overtime hours worked by women was 1 less than by men. The average number of overtime hours by associates whose gender is unknown was 5 less than by men.

Median Overtime Paid Hours[6]

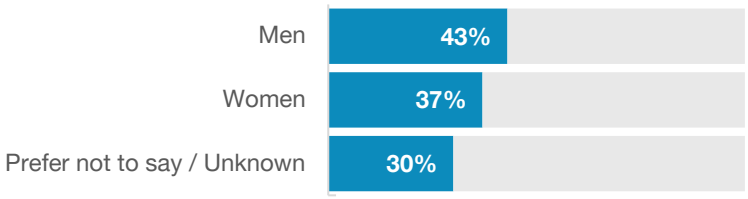
Difference as compared to reference group (Men)

Women	-1
Prefer not to say / Unknown	-1

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

Overtime Pay (continued)

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]



At Bath & Body Works, women's average bonus pay is 279% more than men's. For every dollar men earn in average bonus pay, women earn $2.79.

Median Bonus Pay[8]



At Bath & Body Works, women's median bonus pay is 8% more than men's. For every dollar men earn in median bonus pay, women earn $1.08.

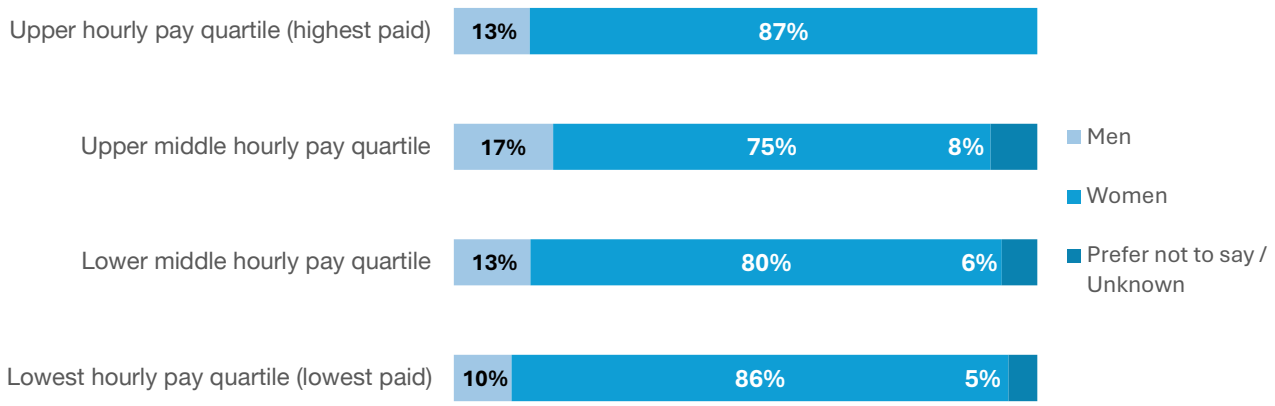
Percentage of employees in each gender category receiving bonus pay



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.

Percentage of each gender in each pay quartile[9]



In this organization, women occupy 87% of the highest paid jobs and 86% of the lowest paid jobs. Associates whose gender is unknown occupy 5% 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.