LES PLACEMENTS ARDEN INC. ARDEN HOLDINGS INC.
Pay transparency report

At Ardene, we are committed to maintaining a workplace that promotes fairness, inclusion, and equal opportunity for all employees. We believe that transparent and equitable employment practices are essential to supporting our people and our business.

Compensation decisions are guided by established pay structures and are based on objective factors such as job responsibilities, skills, qualifications, experience, and performance.

The workforce included in this report is heavily female-dominated, with only limited representation in other gender groups. This workforce composition has affected the availability of certain pay transparency measures. Due to the small number of employees in other gender groups, the Company is unable to generate results for certain measures, including Overtime Pay and Bonus Pay. As per BC Pay Transparency reporting requirements, these measures cannot be displayed when employee counts do not meet reporting thresholds designed to protect privacy and maintain data confidentiality.

Employer details

Employer:	LES PLACEMENTS ARDEN INC. ARDEN HOLDINGS INC.
Address:	2500 Autoroute Chomedey (A-13) Ouest, Laval, QC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	44-45 - Retail trade
Number of Employees:	300-999

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 3% more than men's. For every dollar men earn in average hourly wages, women earn $1.03 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn $1.00 in median hourly wages. *

Overtime pay

Mean overtime pay [3]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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

Percentage of employees in each gender category receiving overtime pay

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

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.
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.

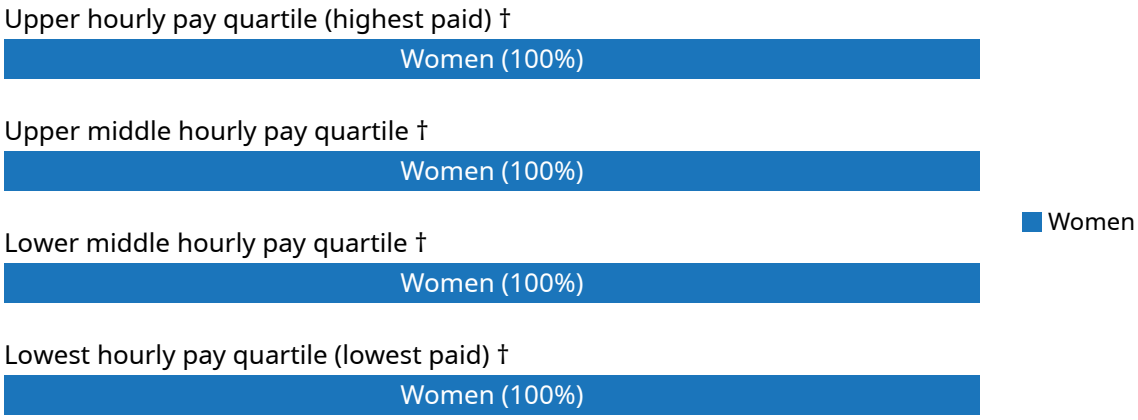
Median bonus pay [8]

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]



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

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

Data constraints

The workforce included in this report is heavily female-dominated, with only limited representation in other gender groups. This workforce composition has affected the availability of certain pay transparency measures. Due to the small number of employees in other gender groups, the Company is unable to generate results for certain measures, including Overtime Pay and Bonus Pay. As per BC Pay Transparency reporting requirements, these measures cannot be displayed when employee counts do not meet reporting thresholds designed to protect privacy and maintain data confidentiality. The information in this report represents the workforce for the reporting year and should be interpreted within that context.

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.