

## Gender Pay Gap Data for July 2023 to June 2024

In accordance with SECP Circular 10 of 2024 dated April 17, 2024 please find below the disclosure of the gender pay gap for the financial year 2024.

Mean Gender Pay Gap	11.1
Median Gender Pay Gap	4.7

### **Mean Gender Pay Gap:**

$((A-B)/A) \times 100$

#### **Where:**

A: The mean hourly rate of pay of all male full pay relevant employees	180
B: The mean hourly rate of pay of all female full pay relevant employees	160

### **Median Gender Pay Gap**

$((A-B)/A) \times 100$

#### **Where:**

A: The median hourly rate of pay of all male full pay relevant employees	149
B: The median hourly rate of pay of all female full pay relevant employees	142

Full pay relevant employees: Employees being paid their full basic pay during the relevant period including cash allowances, holiday and leave pay, shift premium pay, as applicable.

Full pay: Excludes overtime, on-call payments, pension contributions, termination / notice pay, non-cash benefits such as car benefit etc., interest free loans, payments relating to other periods such as arrears