

Gender Pay Gap statement under SECP Circular 10 of 2024

At Nimir Industrial Chemicals Limited, we are committed to promoting workplace equality and ensuring compliance with the SECP circular on the gender pay gap.

Globally, the gender pays gap remains a significant challenge, reflecting disparities in earnings between men and women arising from factors such as occupational segregation, differences in work experience, and industry dynamics.

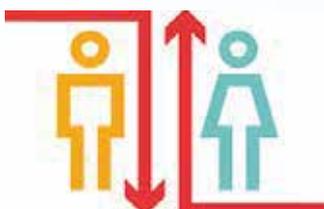
Despite the challenges faced by Pakistan's chemical sector, we are dedicated to fostering greater gender inclusion within the industry.

An overview of our current gender pay gap is presented below:

	Male	Female
Mean Hourly Wage Rate	815.45	458.29
Median Hourly Wage Rate	528.22	233.15

1. Mean Gender Gap :

Mean Gap



Mean Salary of the women is 44% lower than man

2. Median Gender Gap :

Median Gap



Median Salary of the women is 56% lower than man

Zafar Mahmood

Chief Executive Officer
Nimir Industrial Chemicals Limited

Lahore
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