

# Gender Pay Gap statement under SECP Circular 10 of 2024

## 1. Mean Gender Gap :



The mean pay for Women is 22% higher than that of men

## 2. Median Gender Gap :



The median pay for Women is 13% higher than that of men

For and on behalf of board



**Zafar Mahmood**

Chief Executive Officer  
Nimir Industrial Chemicals Limited

Lahore  
September 19, 2024