



## Synthetic Products Enterprises Limited

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### GENDER PAY GAP STATEMENT AS PER CIRCULAR 10 OF 2024 ISSUED BY SECP FOR THE YEAR ENDED 30 JUNE 2024

SPEL (Synthetic Products Enterprises Limited) is committed to promoting gender diversity and fostering a work environment that provides equal opportunities for all employees. We offer position-based salaries without any gender discrimination. Male and female employees within the same cadre are offered the same pay scale, resulting in minimal to no gender pay gap.

Following is the gender pay gap calculated for the year ended 30 June 2024

**(i) Mean Gender Pay Gap : 7.32%**

**(ii) Median Gender Pay Gap : 14.63%**

#### Notes:

1. While calculating the gender pay gap, comparisons were made only within cadres where females are employed, considering all relevant employees in those cadres. This approach ensures a more accurate and meaningful representation of the gap.
2. The results of the mean and median gender pay gap are subject to certain limitations. At SPEL, there is no discrimination in pay; the observed gap primarily reflects differences in factors such as length of service and duration of experience etc.
3. The calculations have been carried out using the guidelines and formulas specified in Circular Number 10 of 2024 issued by SECP.

  
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Chief Executive Officer

Dated: 15 August 2024

