

# SPEL Limited

Office: 127-S, Q.I.E, Kotlakhpat Lahore-Pakistan.

Tel: +92-42-35115506-07 Fax: +92-42-35118507 UAN: +92 - 42 111-005-005

Web: www.spelgroup.com

Email: synthetic@spelgroup.com

## **GENDER PAY GAP STATEMENT AS PER CIRCULAR 10 OF 2024 ISSUED BY SECP FOR THE YEAR ENDED 30 JUNE 2025**

SPEL Limited's commitment to **Diversity, Equity, and Inclusion (DE&I)** has been central to its talent acquisition and employee engagement strategies. The Company adheres to a transparent, merit-based process in all employment practices, including recruitment, annual salary reviews and career development, ensuring fair and equitable compensation without any discrimination based on gender, race, or ethnicity.

For the year ended **June 30, 2025**, the gender pay gap of relevant employees is as follows:

- **Mean Gender Pay Gap: -2.7%\***
- **Median Gender Pay Gap: -1.58%**

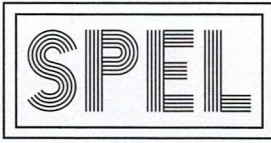
\* The negative mean and median values reflect that female pay levels are comparatively higher than those of male employees

### **Notes:**

1. While calculating the gender pay gap, comparisons were made only within cadres where females are employed by considering all relevant employees in specific departments where females are working. Female employees in our organization are employed at the Head Office and the gap is calculated based on the relevant representation in relevant functions. 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.

SPEL Limited's approach to fostering a fair and inclusive workplace includes:

- **Equal Employment Opportunity:** Ensuring equal opportunity by maintaining a discrimination-free workplace, applying fair hiring practices and offering equal chances of advancement for all employees regardless of gender.
- **Merit-Based Evaluations and Growth:** Conducting fair and transparent performance evaluations and salary adjustments through annual reviews that are merit-driven, market-



**SPEL Limited**

Office: 127-S.Q.I.E, Kotlakhpat Lahore-Pakistan.

Tel: +92-42-35115506-07 Fax: +92-42-35118507 UAN: +92 - 42 111-005-005

Web: [www.spelgroup.com](http://www.spelgroup.com)

Email: [synthetic@spelgroup.com](mailto:synthetic@spelgroup.com)

aligned, and free from gender bias. Employees are rewarded based on roles, performance, and responsibilities.

- **Inclusive Workplace Policies:** Implementing progressive policies such as maternity leave and anti-harassment safeguards to promote an inclusive and supportive work environment.

  
\_\_\_\_\_  
Chief Executive Officer

Dated: August 16, 2025