Gender Pay Gap Data for July 2025 to June 2026

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 2026.

Mean Gender Pay Gap	-12.8
Median Gender Pay Gap	-12.3

Mean Gender Pay Gap:

((A-B)/A)x100

Where:

A: The mean hourly rate of pay of all male full pay relevant employees	1070
B: The mean hourly rate of pay of all female full pay relevant employees	1207

Median Gender Pay Gap

((A-B)/A)x100

Where:

A: The median hourly rate of pay of all male full pay relevant employees	816
B: The median hourly rate of pay of all female full pay relevant employees	916

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