



# INDUS DYEING & MANUFACTURING CO. LIMITED

## GENDER PAY GAP STATEMENT UNDER CIRCULAR 10 OF 2024 INDUS DYEING AND MANUFACTURING COMPANY LIMITED

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

- |   |         |
|---|---------|
| 1. Mean Gender Pay Gap:                       | -23.81% |
| 2. Median Gender Pay Gap:                     | -16.66% |
| 3. Any other data/details as deemed relevant: | Nil     |

Note: The above pay gap measures the difference in pay between women and men performing jobs that are either similar or comparable. It shows that the mean pay is 23.81% higher in women whereas the median pay is 16.66% higher in women.

  
  
(Signed by CEO/ Director on behalf of Board of Directors of the Company)