

BALUCHISTAN GLASS LIMITED

Gender pay gap statement under circular 10 of 2024

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

- i.** Mean Gender pay Gap: Nil
- ii.** Median Gender Pay Gap: Nil
- iii.** Any Other data / detail as deemed relevant:

The Company is committed to fostering workplace free from gender discrimination, ensuring equal pay for work regardless of gender. Employee remuneration is determined by multiple factors, including professional experience, tenure, education, job role, Performance, market dynamics, and geographical location. Compensation is based on objective, merit-based criteria, with no Gender bias. The Company is focused on increasing the number of female staff to further diversify and enhance its talent pool.



Managing Director / CEO

Date: September 19, 2024