



# ELLCOT SPINNING MILLS LTD.

An ISO 9001 : 2008E Certified Company



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## ELLCOT SPINNING MILL 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	29.82%
ii)	Median Gender Pay Gap	8.57%
iii)	We are committed to fostering an inclusive workplace that ensures fair and equitable representation at all levels, regardless of gender. The mean and median gender pay gaps are 29.82% and 8.57, respectively. These pay differences are influenced by factors such as individual performance, experience, education, and skill set.	

**Haroon Shahzada Ellahi Shaikh**  
Chief Executive Officer