



NAGINA COTTON MILLS LTD.

2ND FLOOR, SHEIKH SULTAN TRUST BLDG. NO. 2, 26, CIVIL LINES BEAUMONT ROAD, KARACHI-75530, PAKISTAN.
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NAGINA COTTON 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	32.32%
ii)	Median Gender Pay Gap	-13.35%
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 32.32% and (13.35%), respectively. These pay differences are influenced by factors such as individual performance, experience, education, and skill set.	


Amin Ellahi Shaikh
Chief Executive Officer

