

# Gender Pay Gap Statement under SECP's Circular 10 of 2024 for the year ended 30 June 2025

Rupali Polyester is an equal opportunity employer and strongly believes that the Company's ongoing progress and success are largely driven by its employees, without any discrimination based on gender, caste, creed, or origin. We are committed to provide fair and equitable compensation to all employees within the same cadre. The Company fosters a positive and collaborative environment for Employee-Employer relationship. The Company believes in employing female workforce depending upon their calibre, capabilities in relevant operational functions and more important than all the enthusiastic dedication to cope up with the work load.

Following is gender pay gap calculated for the year ended 2025:

- I. Mean Gender pay Gap: Nil %
- ii. Median Gender Pay Gap: Nil %
- iii. Any other date/details as deemed relevant: Presently, there is no female employee on company's Payroll. The Company believes in employing female workforce depending upon their caliber, capabilities in relevant operational functions and more important than all, their enthusiastic dedication to cope up with the work load. Updated on Company website accordingly.



Abdul Hayee  
Director