

312, Cotton Exchange Building,
I.I.Chundrigar Road, Karachi (Pakistan)
UAN: 92 21 111 000 100 Fax: 92 21 32416705



Reliance Cotton Spinning Mills Ltd

7-A/K, Main Boulevard, Gulberg-II,
Lahore (Pakistan)
UAN: 92 21 111 000 100
Fax: 92 21 35758783, 35713753

DIVERSITY AND GENDER PAY DISCLOSURE

Reliance Cotton Spinning Mills Limited is committed to fostering an inclusive and diverse work environment, ensuring that employees of all genders are equitably represented and remunerated. The Company is focused on providing equal opportunities for all, with a specific emphasis on gender diversity at all levels of the organization.

At present, women represent 9% of the workforce. We are continuously working to improve this representation as part of our broader diversity and inclusion strategy. In line with our commitment to fair compensation, men and women performing equivalent roles within the Company receive equal remuneration. However, our analysis of pay across the workforce reveals a mean gender pay gap of 26% and a median gender pay gap of 22%. These figures reflect differences in roles and seniority and are areas we are actively addressing through targeted initiatives to ensure a more balanced representation of women across all functions and leadership positions.

Reliance Cotton Spinning Mills Limited remains committed to transparency and continuous improvement in achieving gender equality within the organization.

