

**Dawood Lawrencepur Limited (DLL)
Gender Pay Gap Statement under Circular 10 of 2024**

Male-to-Female pay ratio at DLL stands at:

- i. Mean - 1:-0.18
- ii. Median - 1:0.57

Below is the distribution of employees across different grade levels:

Grade	Mean	Median
R2	-0.02	-0.02
R4	1.00	1.00
R5	1.00	1.00
R6	1.00	1.00
R7	0.18	0.18



Mohammad Shamoan Chaudry
Chief Executive Officer