



تاروں سے ستاروں تک

Head Office
192-Y Block, Commercial Area,
Phase III, DHA, Lahore.
Ph: +92-42-35742396-9
Fax: +92-42-35742391

DISCLOSURE OF GENDER PAY GAP

At Fast Cables Limited, we are committed to the principles of equality and non-discrimination in the workplace. Compensation across our organization is determined by objective criteria, including the nature of the role, relevant qualifications, professional experience, and individual performance regardless of gender.

To uphold this commitment, we actively monitor pay structures through internal reviews and oversight to ensure fairness. Our recruitment, compensation, and performance evaluation processes are transparent, merit-based, and consistently applied to all employees.

The Gender Pay Gap data presented below has been calculated in accordance with SECP Circular No. 10 of 2024, dated April 17, 2024, and is based on the mean and median pay of male and female employees. These figures reflect the distribution of male and female staff across various roles and seniority levels, and not differences in pay for equal work.

Gender Pay Gap for the period ended June 30, 2024:

- Mean Gender Pay Gap: 21%
- Median Gender Pay Gap: 33%

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