



GENDER PAY GAP STATEMENT 2025

Macpac Films Limited is committed to fostering a workplace that values fairness, equality, and transparency. In line with our principles of merit-based recruitment and performance-driven growth, the Company ensures that compensation practices are free from gender-based disparities.

The Company operates under a structured grading system with standardized pay scales that apply equally to all employees. At the time of induction, candidates, regardless of gender, are assessed and selected solely on the basis of their qualifications, professional experience, skills, and competencies relevant to the role. Once onboarded, employees are placed within the grading system, ensuring consistent and equitable pay practices across the organization.

Beyond equitable compensation, the Company also emphasizes equal opportunities for career progression, training, and leadership development. By integrating diversity and inclusion into its human resource policies, Macpac Films Limited ensures that all employees are supported in achieving their full potential, thereby contributing to the Company's long-term success.

This ongoing commitment to fairness in pay and opportunity reflects our core values of integrity, accountability, and respect, and underscores our dedication to building a workplace where all individuals are valued equally.

On behalf of the Board of Directors

NAJMUL HASSAN
Chief Executive Officer

Karachi
August 29, 2025