

Introduction

Sui Northern Gas Pipelines Limited (SNGPL) is an equal Opportunity employer and believes in gender diversity and inclusiveness. We derive Strength from our employees who hail from areas all across Pakistan. The employees belonging to different areas, genders, religion and ethnic origin work together for achieving organizational goals.

Gender Diversity and Inclusiveness

All policies, and procedures are aimed at ensuring that all decisions made in relation to appointments, promotions, transfers, training Opportunities and performance assessments are made entirely on merit alone. It is ensured that no employee is discriminated on the grounds of their race, nationality, ethnic/ social origin, religious or political beliefs, age, gender, marital status or disability.

Compensation Philosophy

SNGPL pursues a compensation philosophy of establishing and maintaining consistency and equity within the organization as well as aligning its overall remuneration policies with the marketplace. It believes in attracting and retaining talent through a combination of monetary and non-monetary rewards and incentives. Accordingly, SNGPL places itself amongst the better paymasters within the industry and continuously endeavors to improve the level of job satisfaction of its employees through learning, development and making SNGPL the best place to work.

SNGPL's compensation policy revolves around the concept of salary ranges, which can be identified as a range defined by two figures corresponding to the minimum and maximum salary levels for each job grade respectively.

Gender Pay Gap in SNGPL

SNGPL has grade wise pay scales for both executive and subordinate cadres that are approved by the Board. It is confirmed that no discrimination is made among employees on the basis of gender, region, religion or ethnic origin in service matters. The salary of employees may vary on the basis of performance and length of service however, there is no discrimination on the basis of gender. Performance, qualification and length of service are the only factors that may lead to any variance in salary of employees of same grade.

Present gender pay gap (male to female) based on salary of full-time employees in the Company is:

Cadre	Mean Gender Pay Gap	Median Gender Pay Gap
Executive	11%	10%
Subordinate	37%	41%

Percentage gap in Subordinate cadre is high Since it covers both white collar and blue-collar work and this cadre predominantly comprises of male employees (98% in Subordinate cadre) as female employees are not engaged on blue collar/ field work.