

1	Mean gender pay gap	$(A-B)/A*100$	16.64
2	Median gender pay gap	$(C-D)/C*100$	(19.57)

Mean		Median	
Male	Female	Male	Female
A	B	C	D
926.92	772.66	449.51	537.49

Integral notes:

- 1 Employee categories included are as follows:
 - Management
 - Executive
 - Production Worker
 - Staff Worker
- 2 For simplicity, 360 days with 8 working hours have been used. For joiners and leavers, actual no. of days have been used.
- 3 Reimbursements of all sorts, including petrol and toll reimbursements, have been excluded.
- 4 Following other allowances have been taken, in addition to salary:
 - Leave fare assistance allowance - for all categories
 - Bonus - for all categories
 - Fridge allowance - for management only
 - Special allowance - for production and staff workers only
 - Leave encashment - only in case of production and staff workers since executives and management are paid only on resignation
 - Cloth allowance - for production and staff workers only
- 5 Leave fare assistance allowance, where negative/overdrawn, and leave encashment have been excluded from other allowances of executive and management leavers for comparability purposes.