Diversity, Equity & Inclusion

Promoting fairness, opportunity and an inclusive workplace

Dewan Cement Limited is committed to maintaining a workplace based on fairness, equal opportunity, merit and inclusion. The Company reviews its remuneration practices to identify and understand gender-based differences in compensation and remains committed to equitable opportunities for career development and progression.

Gender Pay Gap Indicator	**FY 2026**
Mean Gender Pay Gap	: 31.03%
Median Gender Pay Gap	: 15.77%

The Company continues to promote merit-based remuneration, equal opportunity, professional development and an inclusive working environment.