

Welton Bibby and Baron Limited are required by law to publish an annual gender pay gap report.

This report is for the snap shot date of 5<sup>th</sup> April 2018.

- The mean gender pay gap is 21.0%
- The median gender pay gap is 18.5%
- The mean gender bonus gap is 42.8%
- The median gender bonus gap is 19.8%

The proportion of male employees receiving a bonus is 89.8% and the proportion of female employees receiving a bonus is 85.5%.

Proportion of male and female employees according to quartile pay bands

Bands	Males	Females
Lower Quartile	60.3%	39.7%
Lower Middle Quartile	84.7%	15.3%
Upper Middle Quartile	93.2%	6.8%
Upper Quartile	97.2%	2.8%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that the information is accurate



Malcolm Ross  
Managing Director