

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 5th April 2019.

- The mean gender pay gap is 21.0%
- The median gender pay gap is 22.6%
- The mean gender bonus gap is 27.1%
- The median gender bonus gap is 23.9%

The proportion of male employees receiving a bonus is 91.5% and the proportion of female employees receiving a bonus is 80.4%.

Proportion of male and female employees according to quartile pay bands

Bands	Males	Females
Lower Quartile	61.0%	39.0%
Lower Middle Quartile	89.5%	10.5%
Upper Middle Quartile	92.2%	7.8%
Upper Quartile	96.1%	3.9%

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