

# Welton Bibby & Baron

packaging manufacturers since 1858

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 2020.

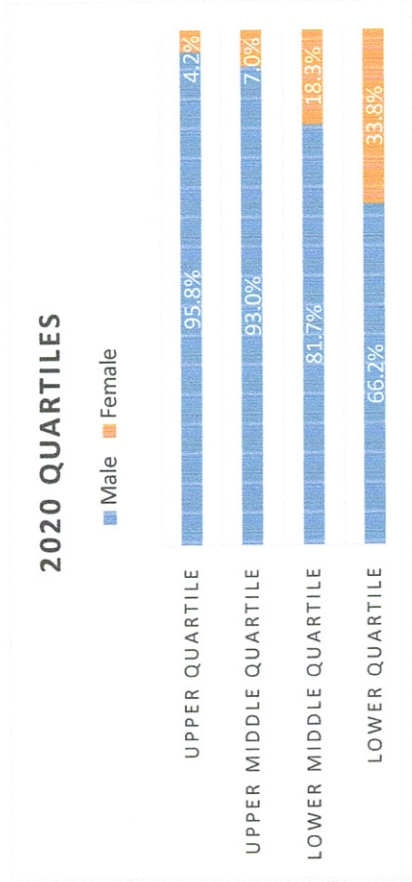
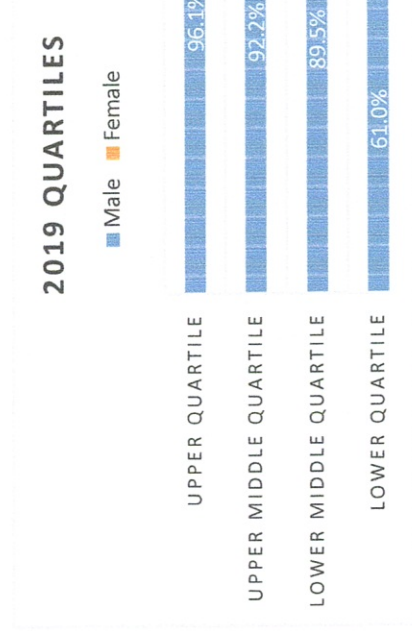
The required data is shown below in table and graph format comparing the data for 2020 against 2019.

Pay Gap (%)			
Mean	Median		
2019	2020	2019	2020
21.0%	17.4%	22.6%	15.8%

Bonus Gap (%)			
Mean	Median		
2019	2020	2019	2020
27.1%	-33.3%	23.9%	15.8%

Receiving Bonus (%)			
Male		Female	
2019	2020	2019	2020
91.5%	88.1%	80.4%	84.3%

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Male	Female	Male	Female	Male	Female	Male	Female
2019	2020	2019	2020	2019	2020	2019	2020
61.0%	66.2%	39.0%	33.8%	89.5%	81.7%	10.5%	18.3%
				92.2%	93.0%	7.8%	7.0%
				96.1%	96.1%	95.8%	95.8%
						3.9%	4.2%
						7.8%	7.0%
						81.7%	81.7%
						89.5%	89.5%
						92.2%	92.2%
						96.1%	96.1%
						99.0%	99.0%



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.

Rachel Maidment  
Director