

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 5th April 2022.

The required data is shown below in table and graph format comparing the data for 2022 against 2021.

Pay Gap (%)			
Mean		Median	
2021	2022	2021	2022
13.6%	14.0%	17.5%	20.2%

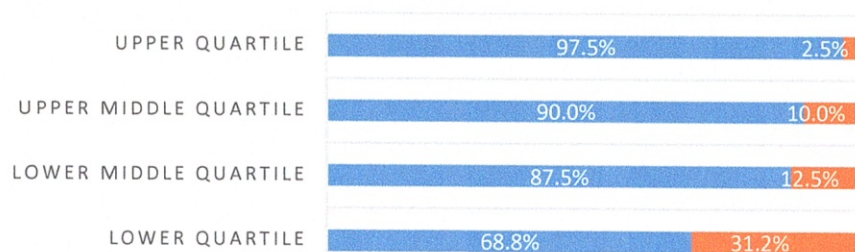
Bonus Gap (%)			
Mean		Median	
2021	2022	2021	2022
-76.3%	-78.3%	22.4%	30.6%

Receiving Bonus (%)			
Male		Female	
2021	2022	2021	2022
84.0%	87.8%	84.3%	76.0%

Lower Quartile		Lower Middle Quartile				Upper Middle Quartile				Upper Quartile					
Male		Female		Male		Female		Male		Female		Male		Female	
2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
68.8%	67.2%	31.2%	32.8%	87.5%	87.5%	12.5%	12.5%	90.0%	92.2%	10.0%	7.8%	97.5%	96.9%	2.5%	3.1%

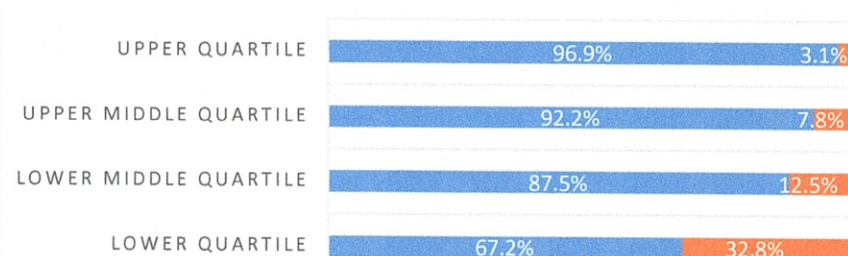
2021 QUARTILES

■ Male ■ Female



2022 QUARTILES

■ Male ■ Female



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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