

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 2023.

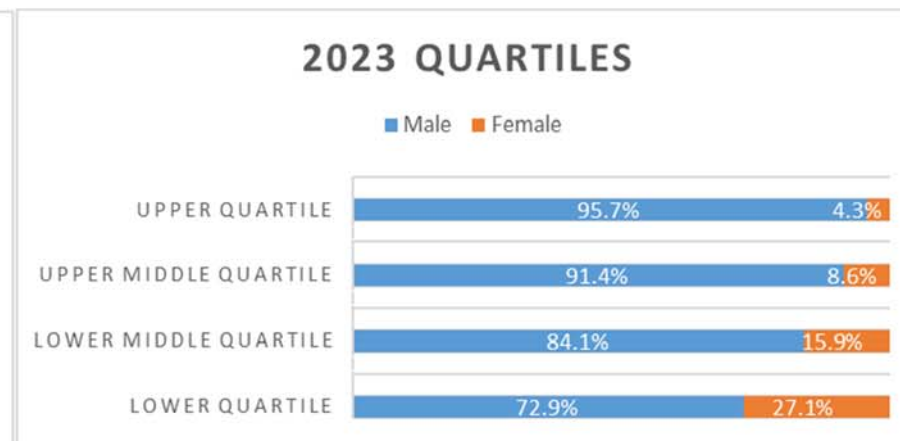
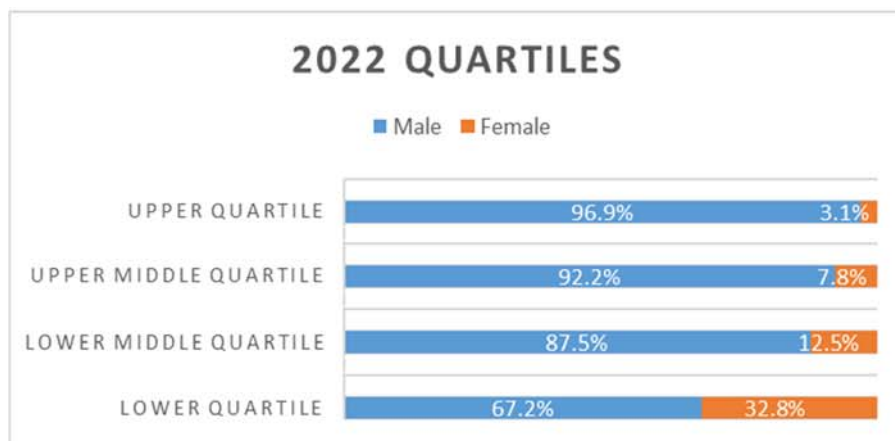
The required data is shown below in table and graph format comparing the data for 2023 against 2022.

Pay Gap (%)			
Mean		Median	
2022	2023	2022	2023
14.0%	11.9%	20.2%	17.0%

Bonus Gap (%)			
Mean		Median	
2022	2023	2022	2023
-78.3%	-11.6%	30.6%	6.5%

Receiving Bonus (%)			
Male		Female	
2022	2023	2022	2023
87.8%	89.7%	76.0%	75.6%

Lower Quartile		Lower Middle Quartile				Upper Middle Quartile				Upper Quartile					
Male		Female		Male		Female		Male		Female		Male		Female	
2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
67.2%	72.9%	32.8%	27.1%	87.5%	84.1%	12.5%	15.9%	92.2%	91.4%	7.8%	8.6%	96.9%	95.7%	3.1%	4.3%



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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.



Nicholas Tomkins

Director