

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 2025.

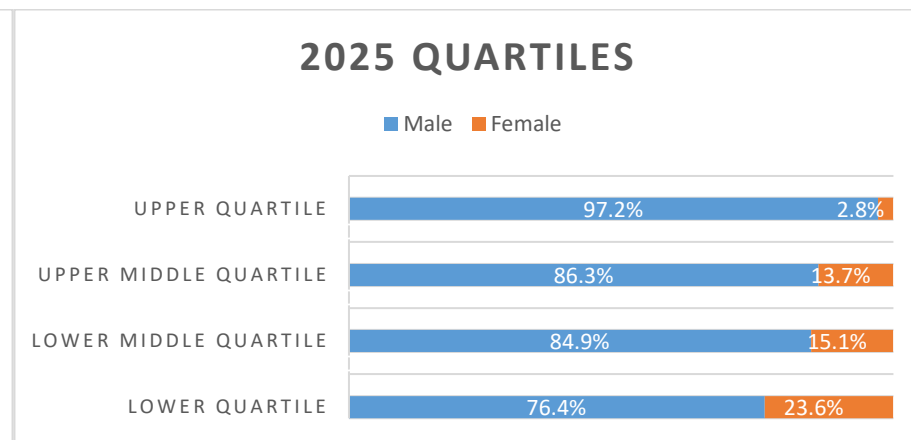
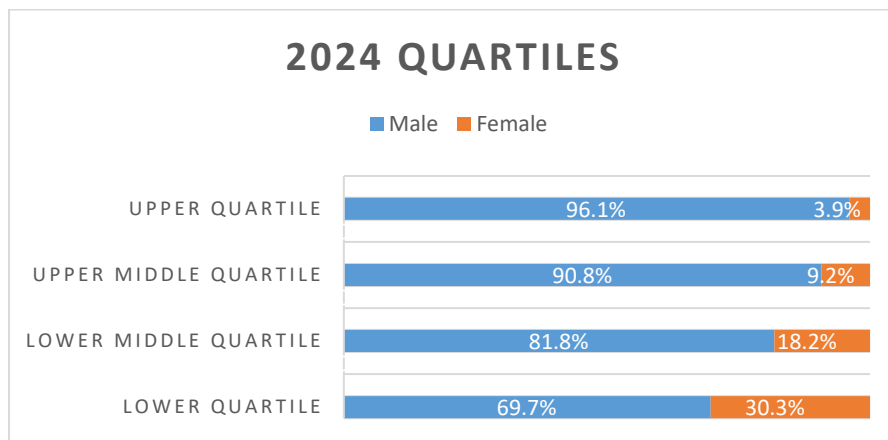
The required data is shown below in table and graph format comparing the data for 2025 against 2024.

Pay Gap (%)			
Mean		Median	
2024	2025	2024	2025
18.9%	16.5%	19.4%	14.7%

Bonus Gap (%)			
Mean		Median	
2024	2025	2024	2025
50.7%	77.6%	2.6%	3.7%

Receiving Bonus (%)			
Male		Female	
2024	2025	2024	2025
83.0%	87.8%	74.0%	78.7%

Lower Quartile				Lower Middle Quartile				Upper Middle Quartile				Upper Quartile			
Male		Female		Male		Female		Male		Female		Male		Female	
2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
69.7%	76.4%	30.3%	23.6%	81.8%	84.9%	18.2%	15.1%	90.8%	86.3%	9.2%	13.7%	96.1%	97.2%	3.9%	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.

A handwritten signature in black ink, appearing to read 'N. Tomkins', with a small horizontal line at the end.

Nicholas Tomkins

Director