

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 2026.

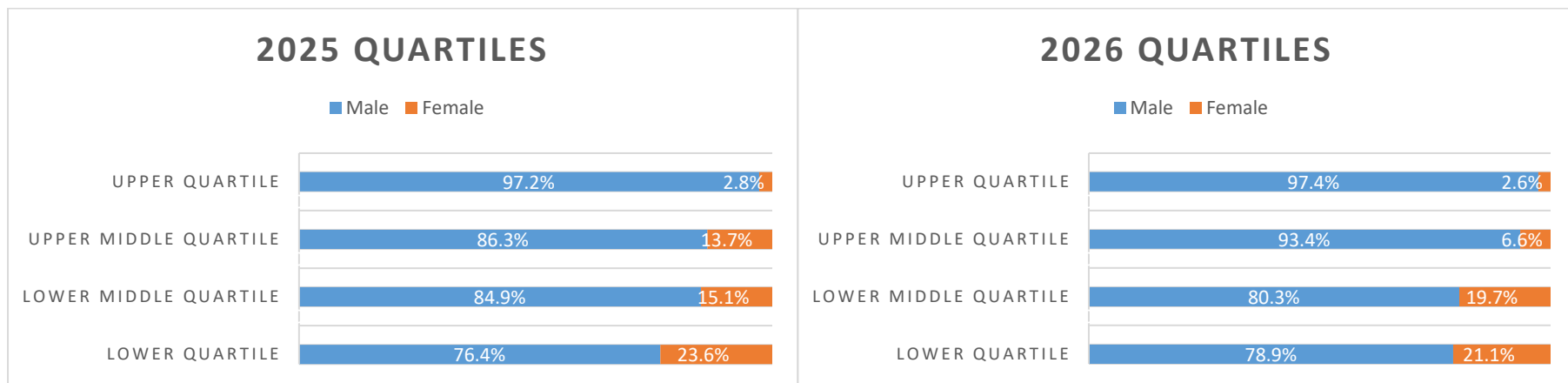
The required data is shown below in table and graph format comparing the data for 2026 against 2025.

Pay Gap (%)			
Mean		Median	
2025	2026	2025	2026
16.5%	17.4%	14.7%	15.6%

Bonus Gap (%)			
Mean		Median	
2025	2026	2025	2026
77.6%	56.4%	3.7%	10.3%

Receiving Bonus (%)			
Male		Female	
2025	2026	2025	2026
87.8%	86.9%	78.7%	78.6%

Lower Quartile				Lower Middle Quartile				Upper Middle Quartile				Upper Quartile			
Male		Female		Male		Female		Male		Female		Male		Female	
2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026
76.4%	78.9%	23.6%	21.1%	84.9%	80.3%	15.1%	19.7%	86.3%	93.4%	13.7%	6.6%	97.2%	97.4%	2.8%	2.6%



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