

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 2024.

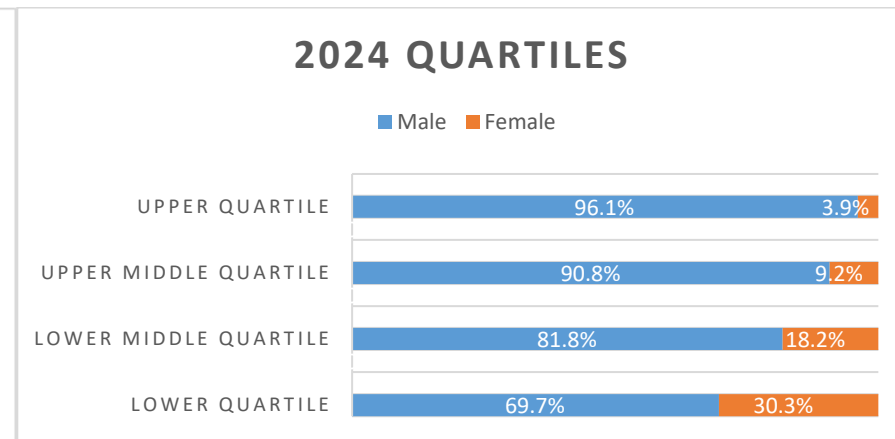
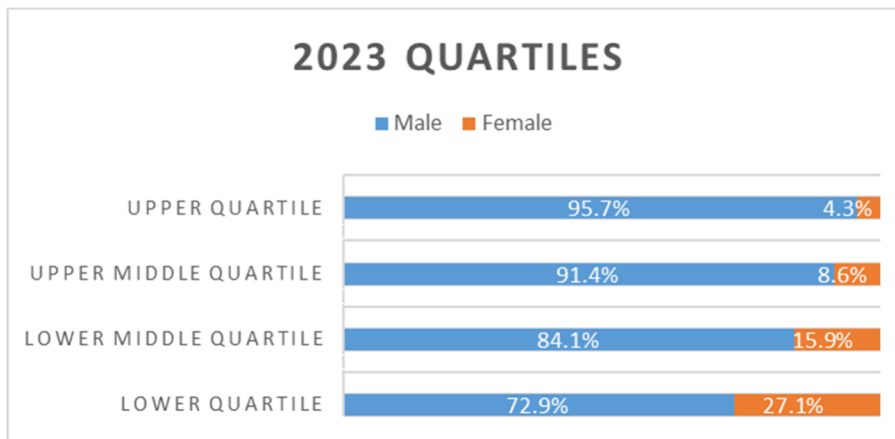
The required data is shown below in table and graph format comparing the data for 2024 against 2023.

| Pay Gap (%) | | | |
|-------------|-------|--------|-------|
| Mean | | Median | |
| 2023 | 2024 | 2023 | 2024 |
| 11.9% | 18.9% | 17.0% | 19.4% |

| Bonus Gap (%) | | | |
|---------------|-------|--------|------|
| Mean | | Median | |
| 2023 | 2024 | 2023 | 2024 |
| -11.6% | 50.7% | 6.5% | 2.6% |

| Receiving Bonus (%) | | | |
|---------------------|-------|--------|-------|
| Male | | Female | |
| 2023 | 2024 | 2023 | 2024 |
| 89.7% | 83.0% | 75.6% | 74.0% |

| Lower Quartile | | Lower Middle Quartile | | | | Upper Middle Quartile | | | | Upper Quartile | | | | | |
|----------------|-------|-----------------------|-------|-------|-------|-----------------------|-------|-------|-------|----------------|------|-------|-------|--------|------|
| Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 |
| 72.9% | 69.7% | 27.1% | 30.3% | 84.1% | 81.8% | 15.9% | 18.2% | 91.4% | 90.8% | 8.6% | 9.2% | 95.7% | 96.1% | 4.3% | 3.9% |



Welton Bibby & Baron

packaging manufacturers since 1858

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 dot at the end.

Nicholas Tomkins

Director