

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 5<sup>th</sup> April 2017.

- The mean gender pay gap is 22.9%
- The median gender pay gap is 19.9%
- The mean gender bonus gap is 5.8%
- The median gender bonus gap is 10.9%

The proportion of male employees receiving a bonus is 91.9% and the proportion of female employees receiving a bonus is 83.3%.

Proportion of male and female employees according to quartile pay bands

Bands	Males	Females
Lower Quartile	58.9%	41.1%
Lower Middle Quartile	86.5%	13.5%
Upper Middle Quartile	95.9%	4.1%
Upper Quartile	97.3%	2.7%

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



Malcolm Ross  
Managing Director