



# NOC Gender Pay Gap Report 2023

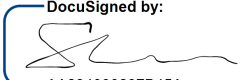
## Statutory disclosure

NOC has one legal entity with at least 250 employees - National Oceanography Centre (NOC). Under statutory regulations we are required to report our gender pay gap data for this entity, as set out below:

NOC	
Female Staff	204
Male Staff	413
Median Gender Pay Gap	-3.46%
Mean Gender Pay Gap	6.07%
Median Bonus Pay Gap	0%
Mean Bonus Pay Gap	25.95%
Female Staff who received a bonus	28.05%
Male Staff who received a bonus	71.95%

We confirm that NOC's gender pay gap calculations are accurate and meet the requirements of the regulations.

Proportion of Females and Males in each pay Quartile		
Lower Quartile	38.06%	61.94%
Lower Middle Quartile	34.42%	65.58%
Upper Middle Quartile	33.77%	66.23%
Upper Quartile	25.97%	74.03%

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**Chair NOC Remuneration Committee**  
 Sarah Kenny