



NOC Gender Pay Gap Report 2022

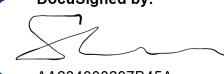
Statutory disclosure

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	174
Male Staff	385
Median Gender Pay Gap	5.71%
Mean Gender Pay Gap	4.74%
Median Bonus Pay Gap	0%
Mean Bonus Pay Gap	-7.82%
Female Staff who received a bonus	32.82%
Male Staff who received a bonus	67.18%

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	32.14%	67.86%
Lower Middle Quartile	34.29%	65.71%
Upper Middle Quartile	33.57%	66.43%
Upper Quartile	24.46%	75.54%

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Chair NOC Remuneration Committee

Sarah Kenny