



# NOC Gender Pay Gap Report 2024

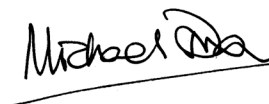
## Statutory disclosure

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 (Full Pay Relevant )	242
Male Staff ( Full Pay Relevant )	436
Median Gender Pay Gap	1.97%
Mean Gender Pay Gap	5.66%
Female Staff (Relevant )	247
Male Staff (Relevant )	446
Median Bonus Pay Gap	0%
Mean Bonus Pay Gap	16.53%
Female Staff who received a bonus	88.26%
Male Staff who received a bonus	88.34%

Proportion of Females and Males in each pay Quartile		
Lower Quartile	42.94%	57.06%
Lower Middle Quartile	37.87%	62.13%
Upper Middle Quartile	30.00%	70.00%
Upper Quartile	31.95%	68.05%

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



**Mike Dixon**  
Chair Remuneration Committee - NOC