



IFF Research

Gender Pay Gap Report

IFF Gender Pay Gap Report 2022/23

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Here at IFF Research, we're committed to ensuring that equality, diversity and inclusion is embedded into our culture and working practices. This aligns with our value of 'being human first' and is mirrored in our Rules of the Game. This drives how we engage both with our people and also with our other stakeholders: our customers, our partners and our supply chain.

In publishing this years' gender pay gap report, it is important for us to reflect on our commitments. In recent years, we've been proud to share that we had a relatively even pay split between men and women across all of our teams. This year, our mean measure has shifted in favour of women, however our median is in favour of men and there is a larger gap in favour of men for our bonus pay gap. As an organisation, and as shareholders of the business, this is disappointing to see and, something we're committed to rectifying.

As an employer of 428 people* (138 members of our executive team and 290 members of our field operation team), we are publishing our gender pay gap report in line with UK government guidance.

This report summarises how we paid men and women in different parts of our business in the financial year which ended in March 2023.

For more information about our report, or ways in which we monitor and address gender pay gaps and gender representation in our work force, please contact me directly at jan.shury@iffresearch.com.



Jan Shury
Managing Director

*on the snapshot date, 5th April 2023

2022/23 Reporting demographics

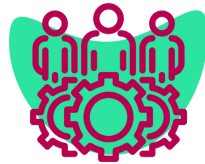
Our people

Field operations team

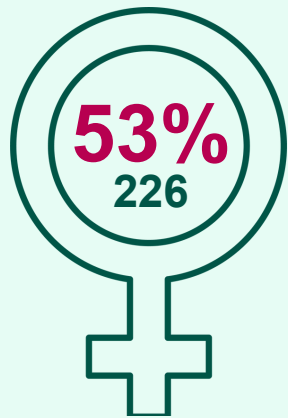
290

Executive team

138

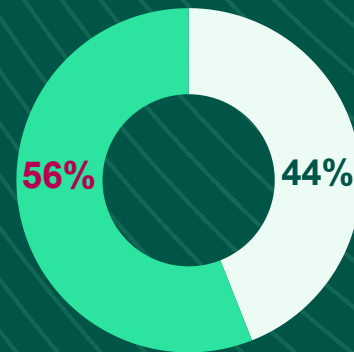


Gender split

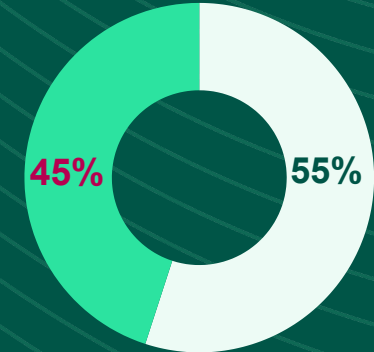


Gender split by pay quartile

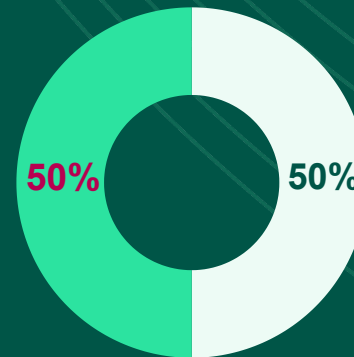
Women
Men



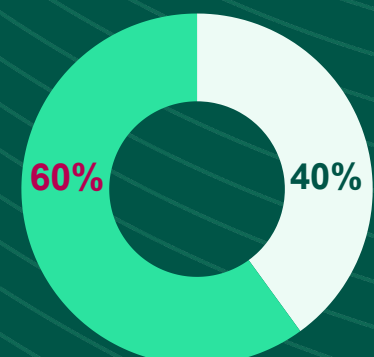
Lower



Lower Middle



Upper Middle



Upper

IFF pay gap

Mean

Median



National average gap*

13.9%

14.9%



IFF pay gap

-5.2%

3.7%



Executive teams

5.5%

4.1%



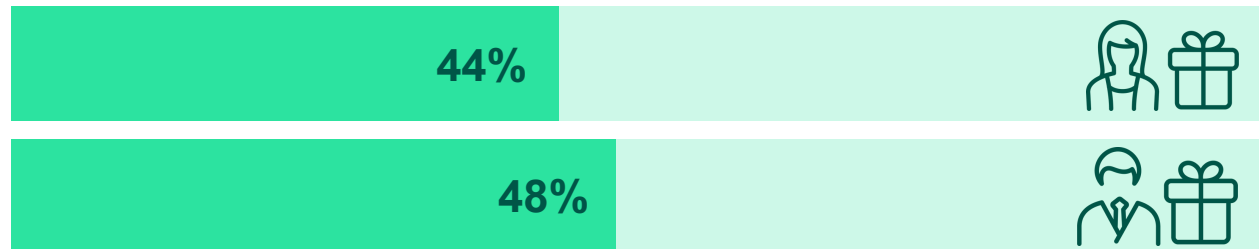
Field operations teams

-0.1%

0.7%

Bonus pay

Proportion of men and women receiving a bonus payment



Mean

Median



IFF bonus pay gap

20%

27.3%



Executive teams

35%

30.6%



Field operations team

20.5%

30.3%

Explaining our figures

We employ roughly even proportions of men and women overall, with a higher concentration of women in our upper pay quartile and our lower pay quartile (which is mostly comprised of members of our field operations team). Overall, our women employees have higher average pay than our men (a mean pay gap of -5.2%), although the median pay of our men employees is higher than the median of women (3.7% pay gap). This reflects that – despite the fact that 3 in 5 employees in our highest pay quartile are women - 3 of our 4 highest earners are men. The number of people receiving bonus in this year has decreased slightly and this is driven by our field operations team as they receive performance related bonus payments which can fluctuate. The bonus pay gap in both workforces reflect that men have received more bonus payments than women.





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