



IFF Research

Gender Pay Gap Report

IFF Gender Pay Gap Report 2023/24

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At IFF Research, our value of “being human first” recognises that we are all unique and individual and it drives our desire to promote diversity, equity and inclusion in our workplace.

In publishing this years’ gender pay gap report, we are proud to be an organisation that focuses on gender pay parity and that our pay gap sits significantly below the national average. As an organisation, and as shareholders of the business, we will continue to pursue pay parity and eliminate any gender bias.

As an employer of 530 people* (140 members of our executive team and 390 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 up to the snapshot date.

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



Jan Shury
Managing Director

*on the snapshot date, 5th April 2024



2023/24 Reporting demographics

Our people

Field operations team

390

Executive team

140



Gender split

Male

54%

284

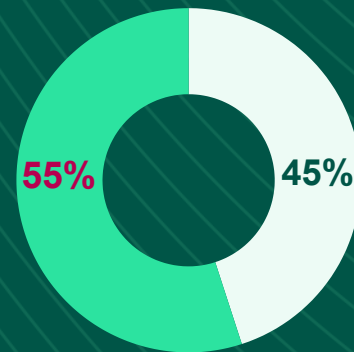
Female

46%

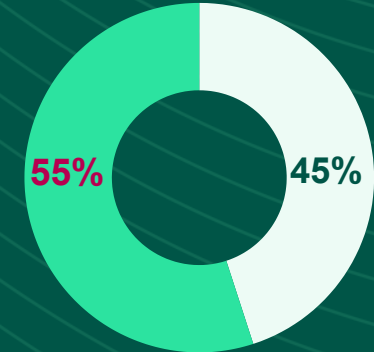
246

Gender split by pay quartile

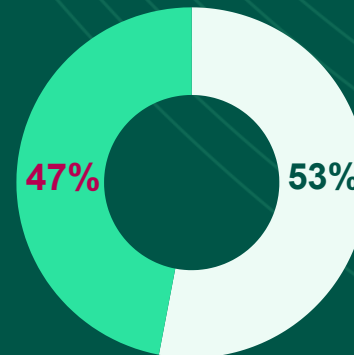
Women
Men



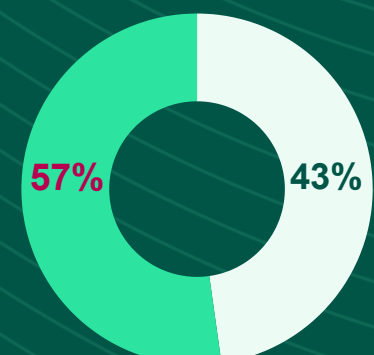
Lower



Lower Middle







Upper Middle



Upper

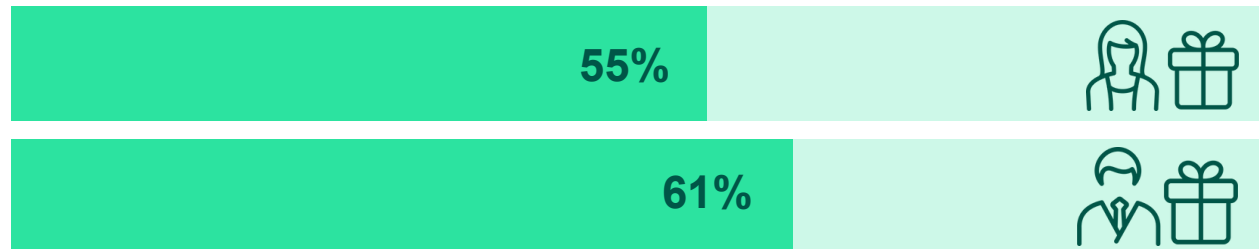
IFF pay gap

		Mean	Median
	National average gap*	13.2%	14.2%
	IFF pay gap	-3.2%	1.3%
	Executive teams	1.4%	-4.4%
	Field operations teams	-0.7%	1.5%

*Source: ONS.gov.uk, 2023

Bonus pay

Proportion of men and women receiving a bonus payment



Mean

Median



IFF bonus pay gap

7.2%

27.8%



Executive teams

0%

0%



Field operations team

16.1%

35.7%

Explaining our figures

We continue to employ more women than men in both our executive and field operations teams. At an overall level, our pay gap is -3.2% in favour of women in terms of the mean average however, the median gap sits at 1.3% in favour of men. This is mostly due to the mean pay gap in our executive team with 4 out of our 5 highest earners being men.

An area where we have noticed a larger pay gap trend is in our bonus payments in our field operations team this is currently at 35.7% median in favour of men. Bonus payments in this team are performance related and we are committed to understanding the reasoning behind why our male colleagues are receiving higher bonus payments than females. We will take any necessary proactive action to eliminate any gender bias.





IFF Research



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