



IFF Research

Gender pay gap report 2021/22

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At IFF, we know that our people are our greatest asset. It's why two of our core values are **Being Human First** and **Making a Difference** – because creating an inclusive workforce and a culture of respect and acceptance are at the heart of everything we do.

The diversity of our team, and the wide range of skills, perspectives and experience we can consequently apply to our work, adds real value for our clients. It also creates a more welcoming and stimulating workplace, where people can share, challenge, and learn from each other.



I'm therefore proud to publish our 2021/22 gender pay gap report, which shows once again a relatively even split in all teams between men and women who are – by and large – paid evenly. We strive to make our approaches to progression and remuneration gender-blind, and since better information informs better decision-making, we regularly measure how we pay men and women across our business to ensure we're living truly living our values.

As an employer of 848 people (100 members of our executive teams and 748 members of our field operation teams), 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 2022.

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



2021/22 Reporting demographics

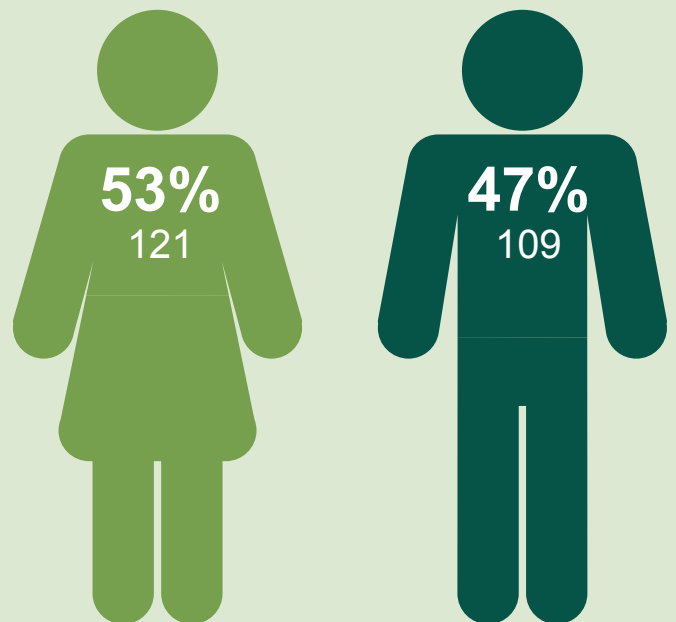
Our people



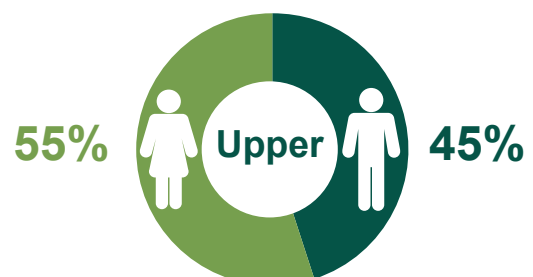
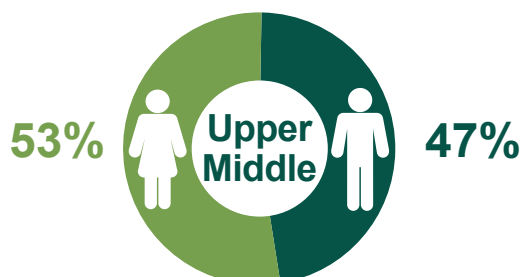
Field operations
team **130**

Executive team **100**

Gender split







Gender split by pay quartile



2021/22 Gender pay gap

IFF pay gap

		Mean	Median
	National average gap*	11.4%	15.4%
	IFF pay gap	7.3%	0%
	Executive teams	15%	-2.3%
	Field operations teams	-1.9%	0%

*Source: ONS.gov.uk, 2021

2021/22 Bonus pay gap

Bonus pay

Proportion of men and women receiving a bonus payment



86.8%



91.1%

	Mean	Median
IFF bonus pay gap	-1.8%	0.0%
Executive teams	2.2%	0.0%
Field operations team	-8.6%	-19.8%



Explaining our figures

The information provided above relates to those working with IFF on the snapshot date, 5th April 2021. We are an employer of a flexible workforce and therefore, whilst on this date we had 848 registered on our payroll, only 230 were carrying out work.

In a shift from our 2021 report, we now employ marginally more women than men. This is true across both our executive and field operations teams.

At an overall level, our mean average pay gap is 7.3% in favour of men, but just 0% in terms of the median measure.

Within the executive team there is a pay gap in favour of men at the mean average level, but in favour of women at median level. This reflects that three of the highest earners in the business (the business owners) are men, but outside of them there are more women in senior positions than men.

Most employees and workers received a bonus in 2022. There is a 2.2% pay gap in favour of men in our executive team at the mean level, however the median measure is 0%. In our field operations team, women were paid higher bonuses than men. Bonuses within this population are wholly performance related.

