



IFF Research



# Gender pay gap report 2019/20



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At IFF, an inclusive workforce and a culture of respect and acceptance are at the heart of everything we do. That's why two of our core values are **Being Human First** and **Making a Difference**.

We passionately believe that it's the people who make IFF what it is today, and who add real value to our clients. We all work and think in different ways, bringing together a wealth of skills and perspectives. Embracing and valuing these differences allows us to add a depth to the research we deliver and create a more stimulating workplace, where people can share, challenge and collaborate.



I realise that's an easy thing to say; and that actions speak louder than words. That's why I'm proud to publish a gender pay gap report which once again shows a relatively even split through all our teams, between men and women who are – by and large – paid evenly. We believe our approaches to progression and remuneration are gender-blind, in line with our company values. And we know that better information informs better decision-making, so we regularly measure how we pay men and women across our business to ensure that we are truly living those values.

As an employer of 307 people (100 members of our executive teams and 207 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 2020.

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](mailto:jan.shury@iffresearch.com).



**Jan Shury**  
Managing Director



# 2019/20 Reporting demographics

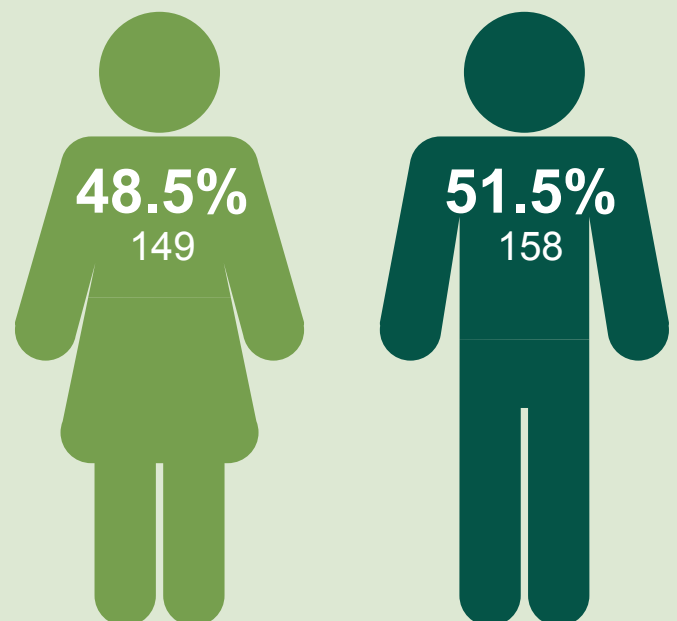
**Our people**



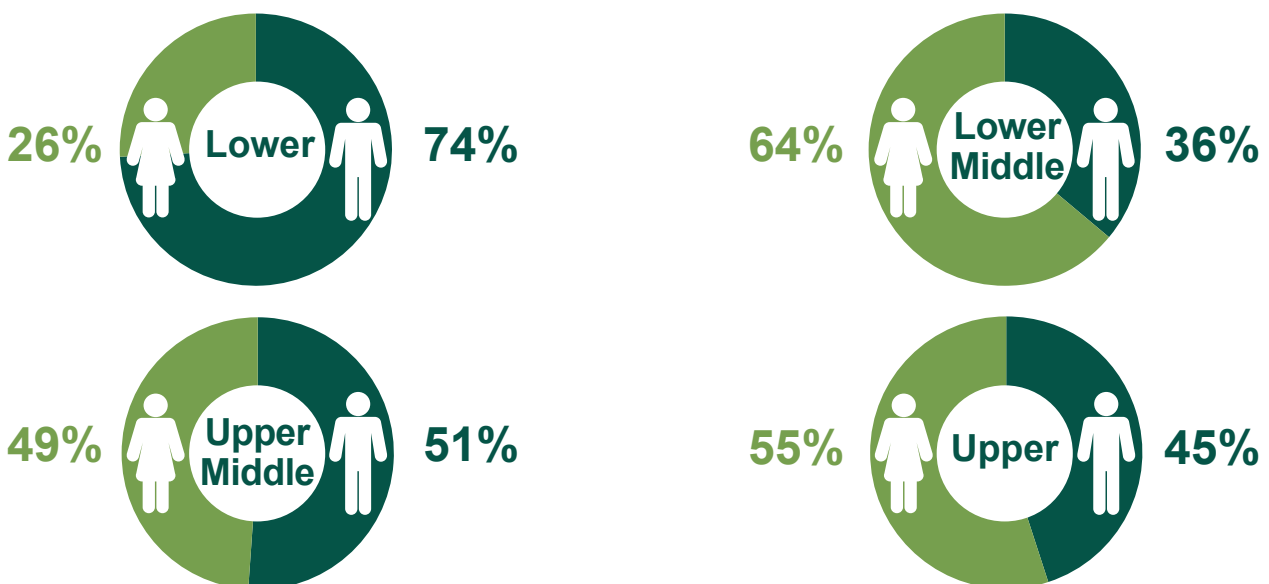
**Field operations team 207**

**Executive team 100**

## Gender split







## Gender split by pay quartile



# 2019/20 Gender pay gap

## IFF pay gap

		Mean	Median
	National average gap*	14.6%	15.5%
	IFF pay gap	-2.2%	-2.3%
	Executive teams	12.1%	-15.4%
	Field operations teams	-4.3%	0%

\*Source: ONS.gov.uk, 2020

# 2019/20 Bonus pay gap

## Bonus pay

Proportion of males & females receiving a bonus payment



	Mean	Median
IFF bonus pay gap	-21.4%	-4.3%
Executive teams	-8.4%	22.1%





# Explaining our figures

The majority of businesses have a gender pay gap.

At IFF, our figures show that on average men and women are paid at similar rates for similar roles.

The median pay rate for women in our executive teams is higher than the median rate for men; this reflects that the women we employ are most typically in higher pay-rate roles than the men we employ.

It also explains why women at IFF earn higher bonuses – on a mean average basis.

However, the fact that the mean average pay rate is slightly higher for men in our executive teams than for women reflects that four of the five highest paid individuals within our company are men. This is something we will remain watchful of.

