



IFF Research



Gender pay gap report 2020/21

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Creating 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**.

Our values aren't just words on a wall, they drive how we treat our customers and our people. We understand that different ways of thinking, working and communicating are key to our success, and make for a more stimulating and enjoyable work environment for all.




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 931 people (110 members of our executive teams and 821 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 2021.

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



2020/21 Reporting demographics

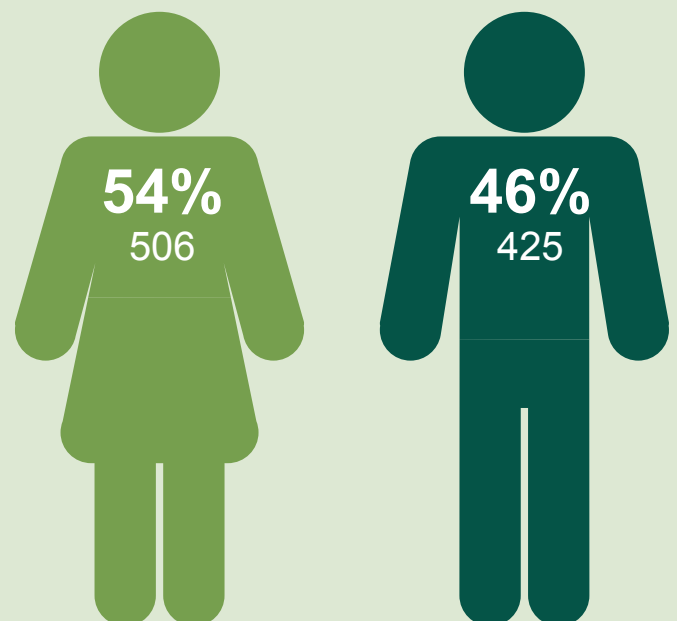
Our people



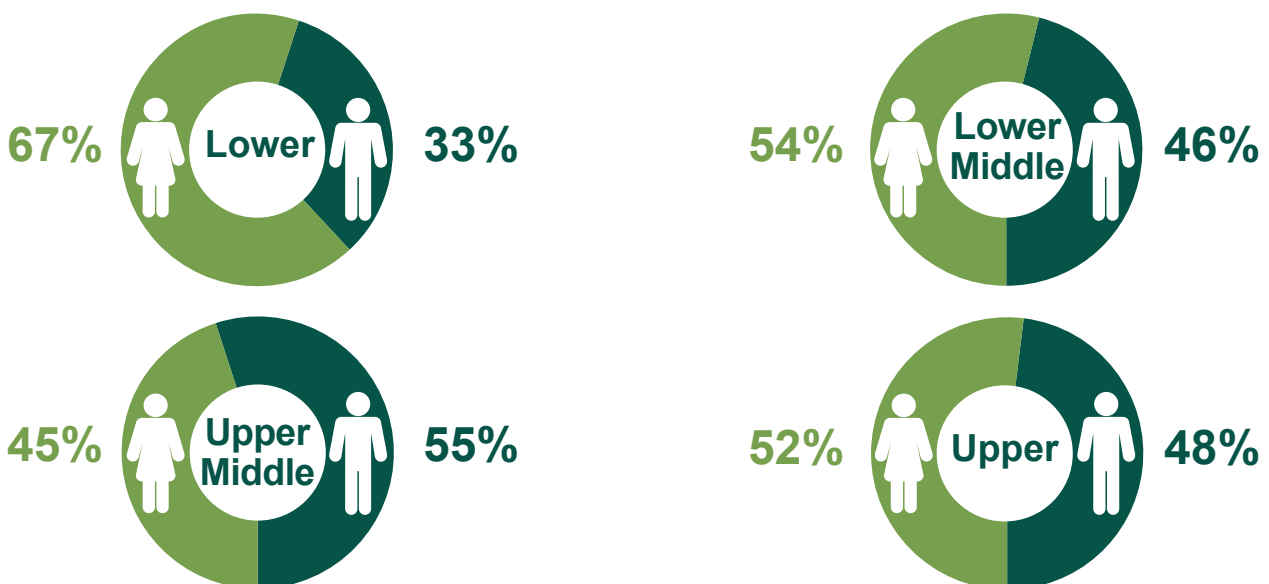
Field operations team 821

Executive team 110

Gender split







Gender split by pay quartile



2020/21 Gender pay gap

IFF pay gap

		Mean	Median
	National average gap*	14.6%	15.5%
	IFF pay gap	1.7%	0%
	Executive teams	9.3%	-18.5%
	Field operations teams	0.1%	0%

*Source: ONS.gov.uk, 2020

2020/21 Bonus pay gap

Bonus pay

Proportion of men and women receiving a bonus payment



	Mean	Median
IFF bonus pay gap	0.6%	-3.8%
Executive teams	-13.5%	-18.3%
Field operations team	1.0%	0.0%



Explaining our figures

We employ marginally more men than women. This is true across both our executive and field operations teams.

At an overall level, any pay gap is negligible: 0% in terms of the median and 1.7% in terms of the mean average.

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

Most of our employees and workers received a bonus in 2020-21. This was true of men and women in both our executive and field operations teams. There were no differences in the scale of bonus that men and women in our field operations team earned; in our executive team, women earned more bonus than men.

