



IFF Research

Ethnicity Pay Gap Report



Ethnicity pay gap report 2022/23

I'm really proud that as an organisation we've signed and committed to the Market Research Society's Inclusion Pledge. There are a number of commitments outlined in the pledge that are driving how we operate but one is that we will report and publish pay statistics annually for both gender and ethnicity.

In this, our first ethnicity pay gap report, we recognise that we still have a long way to go to better diversify our team from an ethnicity perspective, particularly at more senior levels within the business. Our representation of those from ethnic minority backgrounds doesn't yet reflect the location in which we operate and our pay gap at both mean and median level reflects higher hourly rates for our white colleagues. As reflected below, this is driven by representation in our higher pay quartiles.

We have committed to changes through a full external audit of our company processes and procedures, investing in training for inclusive recruitment and reviewing our advertising channels to ensure that we attract a more diverse candidate pool.

This report summarises how we paid those of white and ethnic minority groups 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 ethnicity pay gaps and ethnicity representation in our work force, please contact me directly at jan.shury@iffresearch.com.

A handwritten signature in black ink, appearing to read 'J Shury', with a long, sweeping horizontal line extending to the right.

Jan Shury
Managing Director

2022/23 Reporting demographics

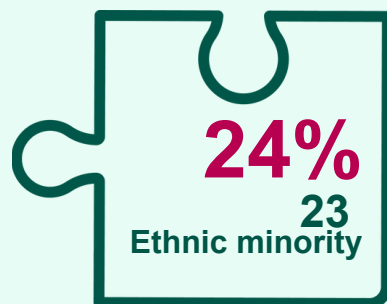
Our people

Executive team

95

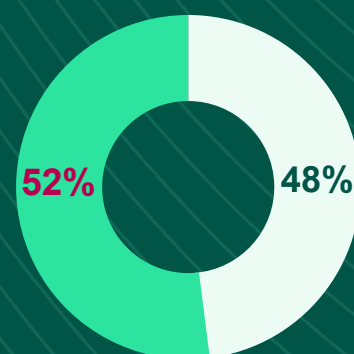


Ethnicity split

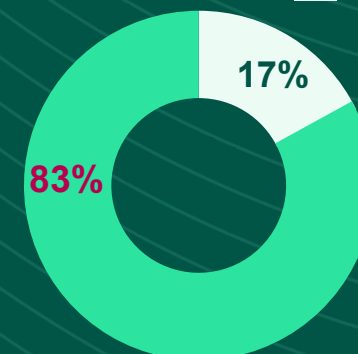


Ethnicity split by pay quartile

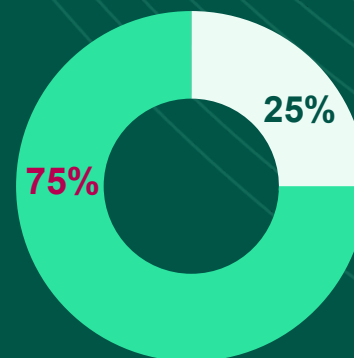
White
Ethnic minority



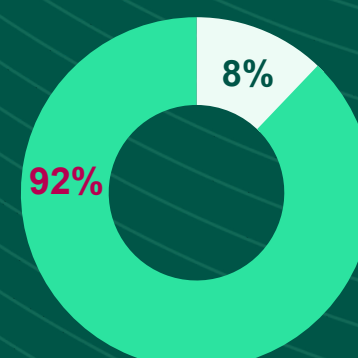
Lower



Lower Middle



Upper Middle





Upper

Bonus pay

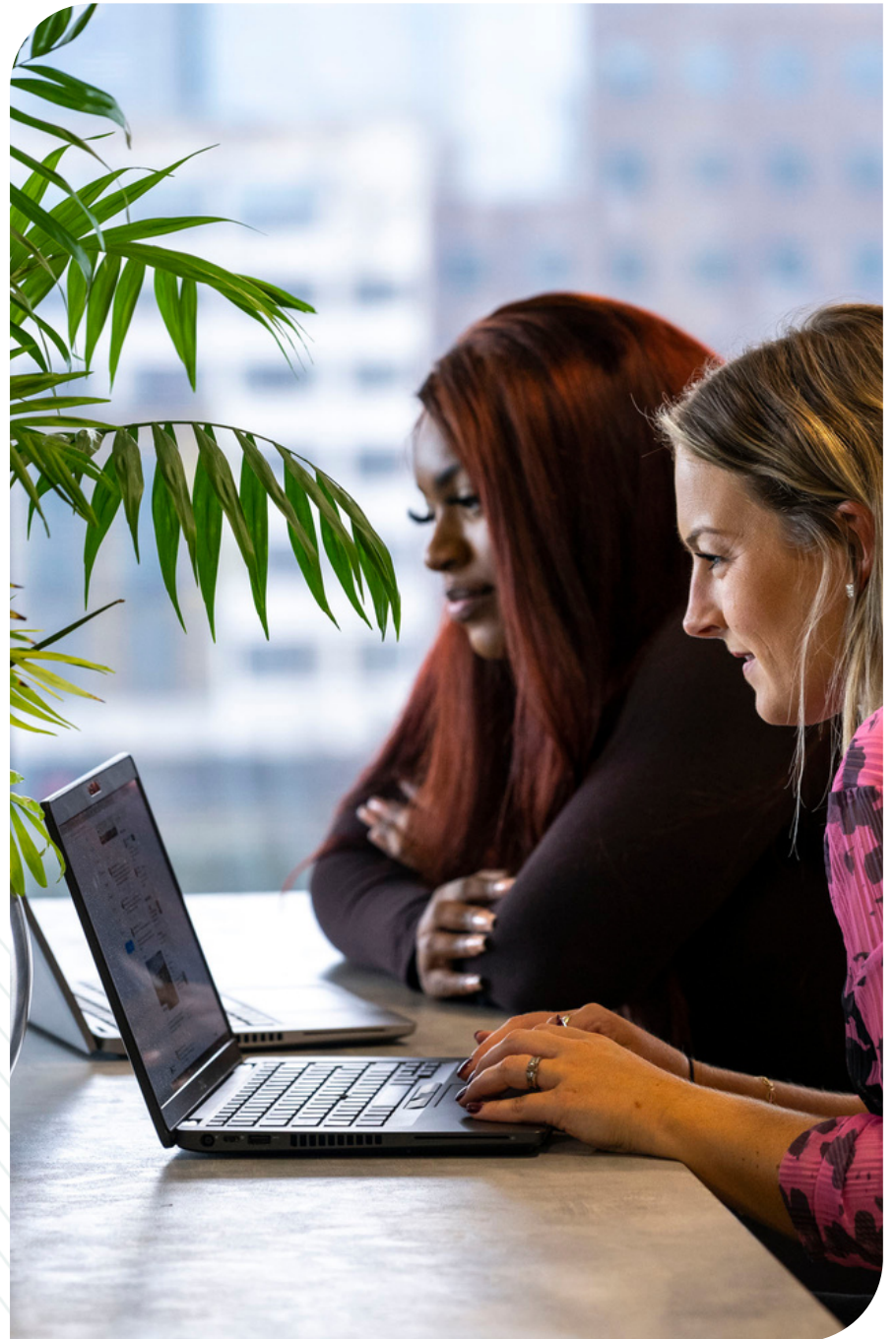
Proportion of white and ethnic minority employees receiving a bonus payment



*Our executive team bonuses are paid out to all employees in employment on a set date; those who did not receive a bonus payment were therefore people who were employed on the pay gap reporting date but not on the date the bonus was paid.

	Mean	Median
 IFF pay gap	23.1%	25%
 IFF bonus pay gap	45.6%	30.5%

We currently employ more white employees than those from an ethnic minority. And our ethnic minority colleagues are mostly concentrated in the lower occupational groups. Our mean average pay gap is 23.1% in favour of those from white ethnic groups and there is a large gap of 45.6% when it comes to the mean average of bonus payments. This is mostly impacted by the fact that 92% of those in our upper pay quartile are from white ethnic groups.





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