

Gender Pay Gap Report



Gender pay gap report 2022/23

Here at IFF Research, we're committed to ensuring that equality, diversity and inclusion is embedded into our culture and working practices. This aligns with our value of 'being human first' and is mirrored in our Rules of the Game. This drives how we engage both with our people and also with our other stakeholders: our customers, our partners and our supply chain.

In publishing this years' gender pay gap report, it is important for us to reflect on our commitments. In recent years, we've been proud to share that we had a relatively even pay split between men and women across all of our teams. However, in this years' report we acknowledge that the split has shifted slightly in favour of men, particularly in our executive team. As an organisation, and as shareholders of the business, this is disappointing to see and, something we're committed to rectifying.

As an employer of 450 people* (116 members of our executive team and 334 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 which ended in March 2023.

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.

A handwritten signature in black ink, appearing to read 'J Shury', with a long, sweeping underline.

Jan Shury
Managing Director

*on the snapshot date, 5th April 2022

2022/23 Reporting demographics

Our people

Field operations
team

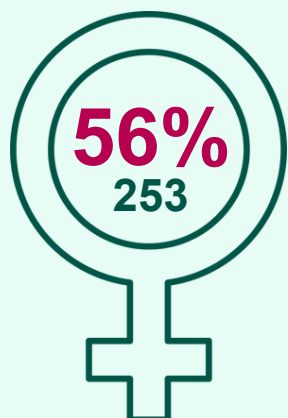
334

Executive
team

116

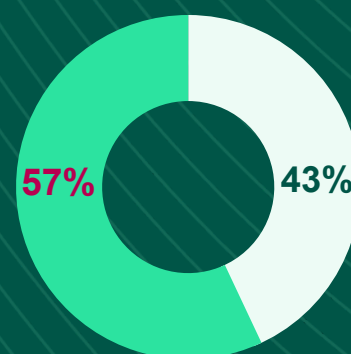


Gender split

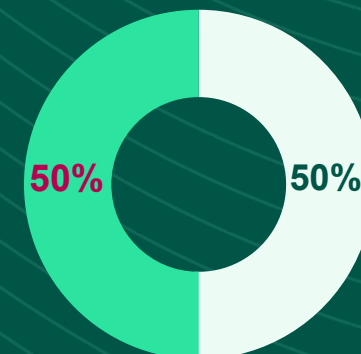


Gender split by pay quartile

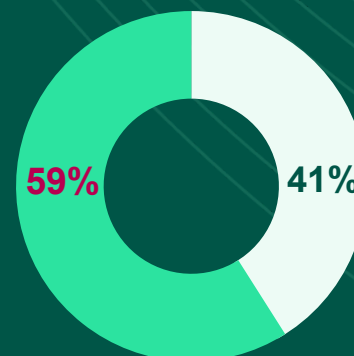
Women
Men



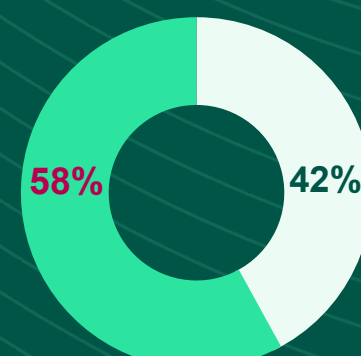
Lower



Lower Middle







Upper Middle



Upper

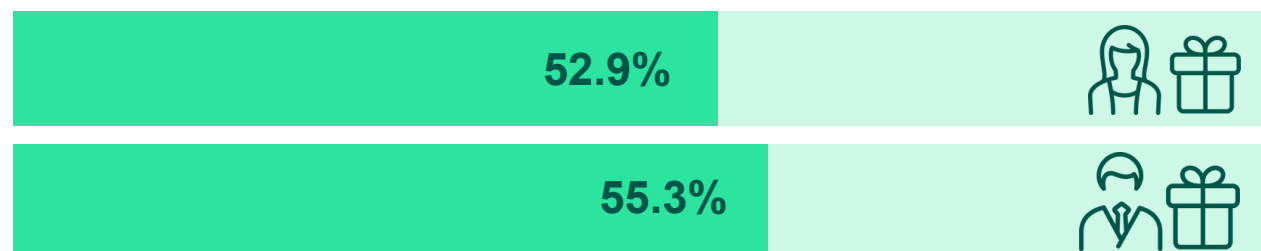
IFF pay gap

		Mean	Median
	National average gap*	13.9%	14.9%
	IFF pay gap	6.1%	0%
	Executive teams	14%	5.5%
	Field operations teams	2%	0%

*Source: ONS.gov.uk, 2022

Bonus pay

Proportion of men and women receiving a bonus payment



Mean

Median



IFF bonus pay gap

23%

27.8%



Executive teams

23.9%

23.3%



Field operations team

13.9%

0%

Explaining our figures

We currently employ more women than men in both our executive and field operations teams. At an overall level, our pay gap is 0% in terms of the median however, the mean average gap has increased slightly this year to 6.1% in favour of men. This is mostly due to the pay gap in our executive team with 3 out of our 4 highest earners being men.

The number of people receiving bonus in this year has decreased slightly and this is driven by our field operations team as they receive performance related bonus payments which can fluctuate. The bonus pay gap in both workforces reflect that men have received more bonus payments than women.





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