



IFF Research

Gender pay gap report

IFF Gender pay gap report 2024/25

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At IFF Research, our value of “being human first” recognises that we are all unique and individual and it drives our desire to promote diversity, equity and inclusion in our workplace.

In publishing this years’ gender pay gap report, we are proud to be an organisation that focuses on gender pay parity and that our pay gap sits significantly below the national average. As an organisation, and as shareholders of the business, we will continue to pursue pay parity and eliminate any gender bias.

As an employer of 562 people* (152 members of our executive team and 410 members of our field operations 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 up to the snapshot date.

For more information about our report, or ways in which we monitor and address gender pay gaps and gender representation in our workforce, please contact me directly at jan.shury@iffresearch.com



Jan Shury
CEO

*on the snapshot date, 5th April 2025



2024/25 Reporting demographics

Our people

Field operations team

410

Executive team

152



Gender split

Male

44%

246

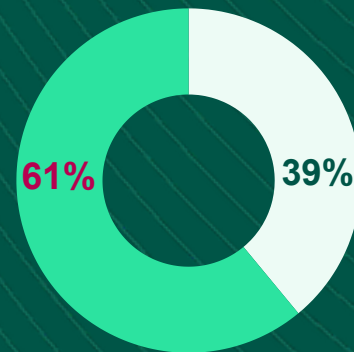
Female

56%

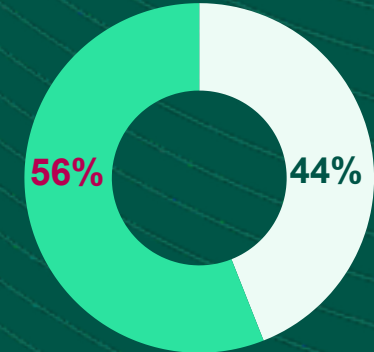
316

Gender split by pay quartile

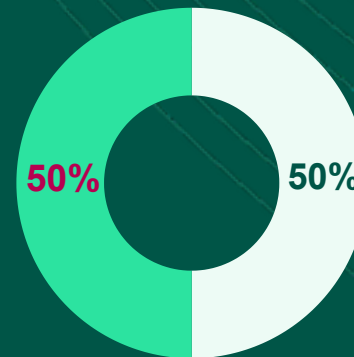
Women
Men



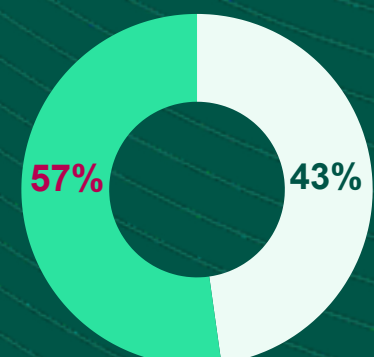
Lower



Lower Middle







Upper Middle



Upper

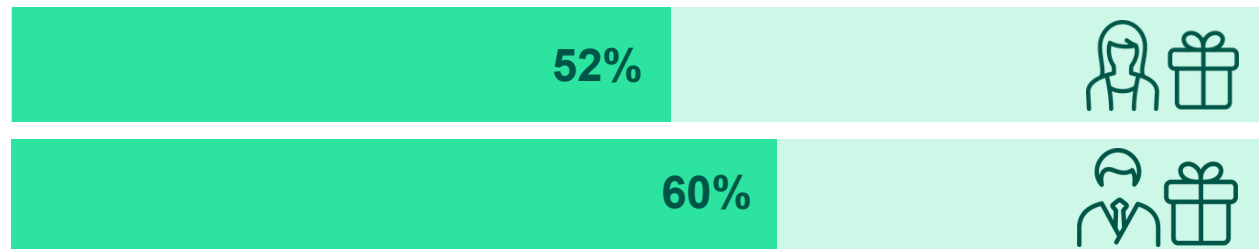
IFF pay gap

	Mean	Median
 National average gap*	13.4%	12.8%
 IFF pay gap	0.3%	1.4%
 Executive team	7.4%	-2.5%
 Field operations team	1.1%	1.2%

*Source: ONS.gov.uk, 2025

Bonus pay

Proportion of men and women receiving a bonus payment



Mean

Median



IFF bonus pay gap

-11.9%

0.6%



Executive team

9.3%

6.9%



Field operations team

12.4%

3.4%

Explaining our figures

We continue to employ more women than men in both our executive and field operations teams. At an overall level, our mean gap has shifted from -3.2% to 0.3%, this represent a near-total closing of the pay gap, achieved by maintaining a balanced distribution of gender across all levels of the business. However, our median gap remains stable at 1.4% in favour of men. This is mostly due to the executive team with 4 out of 5 highest earners being men.

We are pleased to report significant progress in closing our bonus pay gaps this year. Most notably, the field operations team's median bonus gap has been reduced from 35.7% to just 3.4%, following our commitment to investigate and address previous disparities in performance-related payments.

At a broader level, the mean IFF bonus pay gap has shifted to -11.9% (in favour of women) while the median stands at a near-equal 0.6%. While last year we achieved absolute parity (0%) in our executive team's bonus pay, the bonus gap in this group currently sits at 9.3% (mean) and 6.9% (median). We remain dedicated to scrutinising these trends to ensure that bonus structures across all departments, are consistently applied and free from gender bias.





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