

Gender Pay Gap Report

Reporting Year - 2018



IFF Research

Gender Pay Gap Report

Creating an inclusive workforce and a culture of respect and acceptance is engrained in our [company values](#), and we understand that different ways of thinking, working and communicating are key to our success.

As an employer of 576 people, 85 members of our executive teams and 491 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 on 4th April 2018.

2018 Reporting Demographics



Our People

Executive Team
75

Field Operations Team
268

Gender Split

49.9%



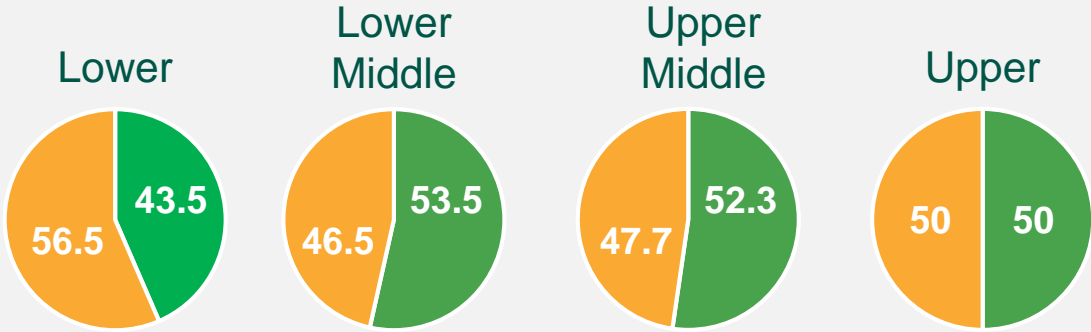
172



171

50.1%

Gender Split by Pay Quartile



2018 Gender Pay Gap

	MEAN	MEDIAN
NATIONAL AVERAGE GAP*	17.2%	18.4%
IFF PAY GAP	-1.9%	7.4%
EXECUTIVE TEAMS	-11%	-17.4%
FIELD OPERATIONS TEAM	0.4%	0%

Explaining our figures

The majority of businesses have a gender pay gap. Our overall pay gap is explained by two factors:

- 1 There is a significantly larger population of our Field Operations than our Executive Team – greatly influencing the median score.
- 2 There are more women than men in our higher paid Executive Team roles. Team Leaders in Field Operations.

Our Executive Teams' gender pay gap is caused by having proportionally more women than men in our two upper pay quartiles. There are two influencing factors that influence these scores:



There are significantly more men in administrative roles.



There are more women in higher paid senior roles.

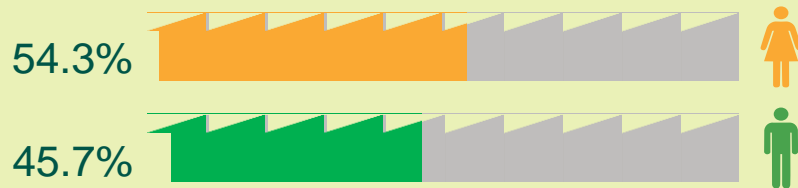
**EQUAL PAY ISN'T THE PROBLEM,
GENDER REPRESENTATION IS!**

*Source: ONS.gov.uk, 2018

2018 Bonus Pay Gap

Bonus Pay

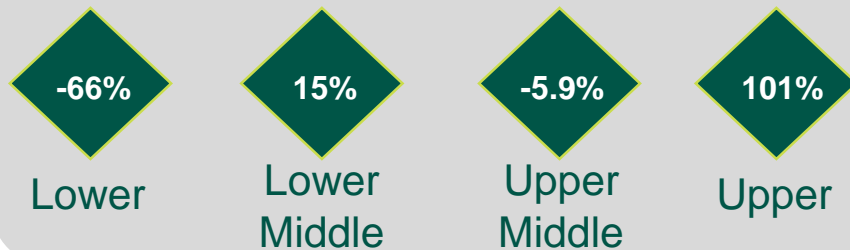
Proportion of Males & Females Receiving a Bonus Payment



IFF Bonus Pay Gap

58.1% 20.3%
Mean Median

Gender Split by Pay Quartile



Explaining our figures

The majority of businesses have a gender bonus pay gap. Our overall bonus pay gap is caused by two factors:



The business performed well, which led to strong bonuses for our senior staff.



We have more men in senior director roles, with more established client bases, which led to higher individual bonuses.

**EQUAL PAY BONUSES ISN'T THE PROBLEM,
GENDER REPRESENTATION IS!**