



International Flavors & Fragrances Inc.

## UK Gender Pay Gap Report 2018

March 2019

IFF believes in creating a diverse and inclusive workforce which reflects the markets we serve. We operate a fair system for job and promotion opportunities, compensation and benefits, and provide equitable flexible working and personal development for all employees regardless of gender. Building on our history of equality and our Diversity & Inclusion (D&I) programme to enhance and embed our focus in this area.

We have calculated our gender pay gap according to the regulations and conducted an analysis to understand our gender pay gap information.

### UK Gender Pay Gap Reporting data

IFF has a gender pay gap of 7.2% (mean) and a median gender pay gap of 8.8%.

<b>Mean*</b>	<b>Median**</b>
<b>7.2%</b>	<b>8.8%</b>

The proportion of males and females in each pay quartile, total 253 employees

	Male	Female
Upper quartile	62%	38%
Upper middle	79%	21%
Lower middle	89%	11%
Lower quartile	37%	63%
Overall	66%	34%

### Bonus gap

IFF GB has a bonus pay gap of 6.3% (mean) and a median gender pay gap of 0.7%.

<b>Mean*</b>	<b>Median**</b>
<b>6.3%</b>	<b>0.7%</b>

The proportion for male and female employees receiving bonus pay is **Male 92% and Female 85%**. 13 individuals of each gender did not receive a bonus during the period.

\***mean**; a comparison of the average pay for a woman and the average pay for a man.

\*\***median**; a comparison of the 'middle' pay for a woman if all pay amounts were sorted from low to high and the 'middle' pay for a man. This number is less impacted by a very high or low number than the mean.

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### Understanding the gender pay gap

The gender pay gap is the average pay between men and women in the workforce, whatever their job or position. This includes everyone from trainees to senior managers, reflecting their hourly pay rate.

The UK Gender Pay Gap is 17.9% including all employees and 8.6% for full-time employees.

Source: Office of National Statistics (ONS), 2018

Q: What does it mean if a company has a gender pay gap? A: If you are a full time working woman in the UK, on average you earned 8.6% less than men in the last year based on hourly earnings, no matter what job or position you worked in.

The gender pay gap is not the same as equal pay. Equal pay is the right for men and women to be paid the same for doing equal work. This is covered under the Equal Pay Act 1970, and more recently, the Equality Act 2010. You can have equal pay as well as a gender pay gap.

### Understanding our gender pay gap

The analysis of our Gender Pay Gap as of 5<sup>th</sup> April 2018 shows that it arises from a few key factors:

- Fewer women working overall within the organisation
- Moderately less women working in senior positions
- Significantly more women working in administration roles; occupations that offer less financial reward
- Only a small percentage of women work in manufacturing operations where the majority of roles attract a shift working pay premium

We are confident that we pay competitively linked to market regardless of gender. Men and women are equally paid for doing equivalent work across the organisation and both have an equal opportunity to participate in and earn a bonus. We complete regular reviews to make sure our compensation and benefits policies and practices are fair.

### Our future plans and actions

We are committed to building a diverse and inclusive workplace that provides opportunities for all, irrespective of gender, to reach their full potential. We will support this by: monitoring pay, bonus, and career progression within our workforce; reviewing potential barriers preventing women from progressing to the top of their careers; refreshing our recruitment processes to ensure they are inclusive and attract applications from both genders; and empowering our leaders to own and drive inclusion within their teams.

We confirm the data reported is accurate.



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