# UK Gender Pay Gap Data

## April 2024

"Achieving strong representation of women across all levels of our business remains a key priority and the latest report serves as a reminder of the importance of investing in the growth and development of our workforce to ensure we attract and retain the best talent across all aspects of our organisation.

Our UK Gender Pay Gap has remained relatively consistent with last year and we recognise that there is still work to be done. We will continue to prioritise creating an inclusive environment that fosters access to opportunities for all employees."

**Janine Chamberlin,**
**LinkedIn UK Country Manager**

## Gender Pay vs Equal Pay

The Gender Pay Gap is not the same as Equal Pay. At LinkedIn we regularly review and evaluate our pay practices to ensure all our employees are paid fairly regardless of their gender.

### Gender Pay Gap

Gender Pay Gap is the difference between what men and women are paid across all levels. This is measured by calculating the average earnings of men and women.

### Equal Pay

Measures whether men and women are being paid equally for similar work and experience.

## The Mean and Median explained

**Mean** refers to the sum of all the numbers divided by the amount of numbers in the set.

The **median** is the middle point, in which half the numbers are above the median and half are below.

## Pay & Bonus

### LinkedIn UK Gender Pay Gap

*Median Gender Pay Gap: The difference between the median hourly pay paid to men and women during the 12 months prior to our April 2024 payroll.

**Mean Gender Pay Gap: The difference between the mean hourly pay paid to men and women during the 12 months prior to our April 2024 payroll.

### LinkedIn UK Gender Bonus Gap

+Median Gender Bonus Gap: The difference between the median bonus pay paid to men and women during the 12 months prior to our April 2024 payroll.

++Mean Gender Bonus Gap: The difference between the mean bonus pay paid to men and women during the 12 months prior to our April 2024 payroll.

## Bonus Participation

Men and women who received a bonus during the year, expressed as a percentage of the respective women and men.

## Salary Quartiles

How our workforce is organised into evenly-sized quartiles based on ranking employees from highest to lowest by hourly rate of pay.

## What's Behind the Numbers

## What we are doing to close the Gender Pay Gap

"Addressing gender imbalances is an ongoing journey. Over time, we have seen our gender pay and bonus gap consistently improve and are encouraged by this progress. But while we've made significant strides, this year's gender pay gap highlights that there's still progress to be made in expanding access to opportunities for all. One area we continue to explore is how we grow the relatively lower representation of women in mid/senior sales positions and look to balance gender representation in our non-commission based roles.

Our focus continues to be providing equal opportunities for career advancement across the organisation. We remain dedicated to enhancing opportunities for all employees by building a robust pipeline for future leadership and senior roles. We will continue to invest in training and support for our managers, equipping them to attract, hire, and nurture a diverse workforce that truly reflects the range of talent available. We're committed to fostering an inclusive environment where every employee can thrive and reach their full potential."

**Penny Dixon, HR Director, LinkedIn UK**

### A Gender Pay Aware Recruitment Process

Our Gender Pay Aware Recruitment Process means that we aim to include an equal number of women candidates in the shortlist for every job, have women interviewers present on the panel for every job, and we do not ask for prior salaries during the recruitment process.

### Women In Leadership (WIN) programme and Steer

At LinkedIn, we want to empower all our employees to be more productive and successful in their careers. Our Women in Leadership Programme (WIN) is a management development programme for high potential employees, which focuses on overcoming self-limiting beliefs, networking, sponsorship and coaching. We also launched Steer, a global Programme supporting our mid-career talent to grow our leaders, as well as our Lil Coaching for All programme, to provide additional support to our employees in achieving business results and career goals in a rapidly changing environment.

### Providing the right benefits

Our benefits are designed to support all our employees as individuals, at any stage of life. Over the last few years, we have introduced coaching for new parents, increased maternity/paternity leave and pay, enhanced family care and bereavement leave, reimbursement towards childcare and eldercare, and hybrid and remote working options. These benefits are vital to ensuring our employees can have balance in their work and personal lives.

### Women at LinkedIn

LinkedIn has several Employee Resource Groups, which are employee-led community groups that aim to create spaces of belonging and support for group members and allies. One of our dedicated Employee Resource Groups, Women at LinkedIn, supports employees who want to grow their careers by providing helpful workshops and celebrating women through a range of internal and external events.

I confirm that LinkedIn has produced its Gender Pay Gap calculations in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the calculations are accurate at the time of publishing.

*Janine Chamberlin*

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**LinkedIn UK Country Manager**