

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 at 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 female pay and the median male pay during the 12 months prior to our April 2024 payroll.

**Mean/Gender Pay Gap: The difference between the mean female pay and the mean male pay during the 12 months prior to our April 2024 payroll.

LinkedIn UK Gender Bonus Gap



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

++Mean/Gender Bonus Gap: The difference between the mean female bonus paid to women and the mean male bonus paid to men 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

Our gender pay gap remains influenced by the structure of our workforce. While progress has been made over the past several years, we continue to work on addressing the gender pay gap. We are committed to creating a more inclusive environment where everyone can thrive and reach their full potential."

Permy Dicos, 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 salary during the recruitment process.

Women In Leadership (WIL) programme and Stear

At LinkedIn, we want to empower all our employees to be more productive and successful in their careers. Our Women in Leadership Programme (WIL) is a management development programme for high potential employees, which focuses on a recurring self-leading beliefs, networking, sponsorship and coaching. We also launched Stear, a global Programme supporting career development to grow our leaders, as well as our LI 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 at different stages 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

Janine Chamberlin,
LinkedIn UK Country Manager