

UK Gender Pay Gap Data

April 2020

"We are committed to making LinkedIn a balanced organisation and ensuring equal opportunities for women and men across the company. I am pleased to see we have made significant progress on our Mean Gender Pay Gap, which went down by 2.5% points between April 2019 and April 2020 however we know there is still considerable work to be done. We remain focused on reaching gender parity at every level of the business."

Josh Gault, 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 the average earnings of male and female employees.

Equal Pay

Means whether male and female employees are paid equally for equal work and experience.

The Mean and Median explained

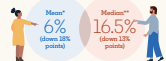
Mean refers to the sum of all the numbers divided by the count of numbers in the set.



The median is the middle point in which half the employees are above the median and half are below.

Pay & Bonus

LinkedIn UK Gender Pay Gap



*Mean Gender Pay Gap: The difference between the mean base pay between male and female employees as of April 2020.

**Median Gender Pay Gap: The difference between the median base pay between male and female employees as of April 2020.

LinkedIn UK Gender Bonus Gap

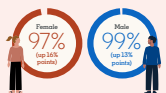


*Mean Bonus Gap: The difference between the mean bonus pay between male and female employees as of April 2020.

**Median Bonus Gap: The difference between the median bonus pay between male and female employees as of April 2020.

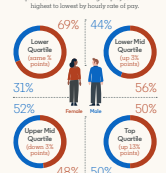
Bonus Participation

Female and male employees who received a bonus during the year, expressed as a percentage of the respective female and male employees.



Salary Quartiles

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



What's Behind the Numbers

- Global Leadership Training** - LinkedIn's Leadership Training programme is a results-driven, multi-year initiative that provides high-quality training and coaching for high-potential employees across all levels of the organisation.
- Investment in employee development** - LinkedIn invests in employee development through a variety of programmes, including leadership training, coaching, and mentorship. These programmes are designed to help employees build the skills and knowledge they need to succeed in their roles and advance their careers.
- Focus on diversity and inclusion** - LinkedIn is committed to creating a diverse and inclusive workplace. We have implemented a variety of initiatives to attract, retain, and advance diverse talent, including unconscious bias training, diversity and inclusion workshops, and employee resource groups. These initiatives are designed to create a more equitable and inclusive environment for all employees.

What we are doing to close the Gender Pay Gap

"We have been on a multi-year journey to achieve gender balance in our workforce at all levels of the organisation. This year our gender pay gap results demonstrate that we have made significant steps in achieving parity at several levels of the UK organisation. Diversity Inclusion and Belonging remains our number one talent priority at LinkedIn and we are continuing to invest in training and supporting our hiring managers to attract diverse talent and ensure the best talent is in our organisation. At LinkedIn, we are committed to achieving the future being gender-represented groups within our current workforce."

Philo Curry HR Director, LinkedIn UK

Inclusive recruiting

Our Inclusive Recruitment Process means that we aim to include an equal number of female candidates in the shortlist for every job, have women interviewees present on the panel for every job, and our pay bands to reduce the impact of organisations on starting salaries, and we no longer seek to pay more during the recruitment process.

Women in Leadership programme

Our Women in Leadership programme is a management training course for women at high potential. It runs for 12 weeks over 6 months. It focused on and present various topics to cover various key areas, such as the last year we've expanded the programme to offer more access to benefit from it. We've also been able to deliver the programme to a wider audience, including those in different roles, including executive assistant roles, coaching, and a dedicated career management.

Providing the right benefits

Our benefits are designed to support all our employees on individual, where they are in their career and their needs. We offer a range of benefits, including health and wellness, financial, and legal services. We also offer a range of flexible working options, including remote work, flextime, and job sharing. We are committed to providing a comprehensive benefits package that supports our employees' overall well-being and helps them to achieve their full potential.

Women at LinkedIn

One of our dedicated Employee Resource Groups, Women at LinkedIn, supports female employees who wish to gain more visibility, providing helpful workshops and networking events through a range of internal and external events.

Supporting new parents

With a growing demographic of parents at LinkedIn, we are working on providing more support to new parents. We offer a range of flexible working options, including remote work, flextime, and job sharing. We are committed to providing a comprehensive benefits package that supports our employees' overall well-being and helps them to achieve their full potential.

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.

Josh Gault, LinkedIn UK Country Manager