

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 male and female employees' pay (annualised).

Median Gender Pay Gap: The difference between the median male and female employees' pay (annualised).

LinkedIn UK Gender Bonus Gap



Mean Gender Bonus Gap: The difference between the mean male and female employees' bonus (annualised).

Median Gender Bonus Gap: The difference between the median male and female employees' bonus (annualised).

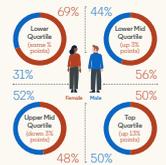
Bonus Participation

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:** A LinkedIn Learning program, available in multiple languages, that helps employees gain the skills and knowledge they need to succeed in their roles.
- Employee Development:** We invest in our employees' growth through various programs, including mentorship, coaching, and professional development courses.
- Women's Leadership Program:** One of our dedicated Employee Resource Groups, Women at LinkedIn, supports female employees who wish to gain more confidence, providing helpful workshops and networking events through a range of virtual and external events.

What we are doing to close the Gender Pay Gap

"We have been on a steady 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 diverse talent that is an accurate representation of our LinkedIn job in the UK, as well as including the future hiring underrepresented 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 interviewers present on the panel for every job, reduce our pay bands to reduce the impact of organisations on starting salaries, and we no longer seek to recruit during the recruitment process.

Women in Leadership programme

Our Women in Leadership programme is a management training course for women of high potential. It aims to build their skills and confidence and prevent career setbacks, getting to know senior level roles, to be last year we've supported this programme to allow more women to benefit from it. We've also been able to deliver this by addressing some of our most challenging areas, including remote collaboration, executive presence, networking, and a personalised career management.

Providing the right benefits

Our benefits are designed to support all our employees on individual, where they are in their career, but also to support our employees who are in their early career. Over the last few years we have introduced a new parental leave policy, improved our bereavement and sick leave policies, and introduced a new flexible working policy. We will continue to review our benefits and ensure that our employees can have the best of both worlds and personal lives.

Women at LinkedIn

One of our dedicated Employee Resource Groups, Women at LinkedIn, supports female employees who wish to gain more confidence, providing helpful workshops and networking events through a range of virtual 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 are currently working with the UK government to ensure that our employees can continue to grow their careers at LinkedIn and supporting them in achieving the right work-life balance.

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