Gender Pay Gap is the difference between the mean bonus pay paid to men and women during the 12 months prior to our April 2022 payroll.

**Gender Bonus Gap**

The difference between the hourly pay for men and women in our April 2022 payroll.

What's Behind the Numbers

- **Women Men**
- **Lower Mid** 57 157
- **Lower** 9 2
- **Lower** 2.5 4.9
- **Top** 157 57
- **Top Mid** 9 2
- **Upper Mid** 2.5 4.9
- **Upper** 9 2
- **Mean** 57 157
- **Median** 9 2
- **Pay Gap** 9 2
- **Gender Pay Gap** 2.5 4.9

Pay & Bonus

LinkedIn UK Gender Bonus Gap

The Mean and Median explained

- **Mean** is the average earnings of numbers in a set. It is calculated by summing all numbers and dividing by the amount.
- **Median** is the middle point, in which half the numbers divided by the amount.

Women at LinkedIn, supports women who want to grow their careers by providing helpful workshops and training events.

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

As we continue our multiyear efforts to reach parity across all levels of our business, we are seeing some progress especially within our sales roles. We are focused on ensuring all our employees are paid fairly regardless of their gender.

Providing the right benefits

- Providing the right benefits
- Providing male and female parents coaching
- Extended paternity leave
- Additional paid days off
- 35-hour working week for non-sales roles
- Remote working options
- Improved adoption support
- Fertility assistance
- Maternity/paternity leave

We have made really good progress in our gender diversity efforts since embarking on this journey. Women in Leadership programme is ongoing and work is focused on removing any obstacles to career progression.

We have introduced or improved: increased maternity/paternity leave and pay, support for emergency child or elder care needs, fertility assistance, improved adoption support, remote working options, and working parents coaching.

What we are doing to close the Gender Pay Gap

UK Gender Pay Gap Data

April 2022

- **Mean Gender Pay Gap:**
  - Women: 8.6%
  - Men: 2.5%
  - Difference: 6.1%
- **Median Gender Pay Gap:**
  - Women: 2%
  - Men: 2%
  - Difference: 0%

Women in Senior Sales Roles

Our median pay gap has reduced since last year, primarily due to the low representation of women in senior sales roles and strengthening our effort to help women grow their careers. This year we will continue to invest in training and supporting our hiring managers to attract, develop and retain more women into leadership positions.

**Gender Pay Gap Information** Regulations 2017 and that the introduction or improvement of women candidates in the shortlist for every job, have women present on the panel for every job, refine interview questions, and continue to have more men in the shortlist for every job to ensure women are more senior level.

A gender pay aware recruitment process will be introduced and the UK Gender Pay Gap Information Regulations 2017 will be adhered to.