

# UK Gender Pay Gap Data

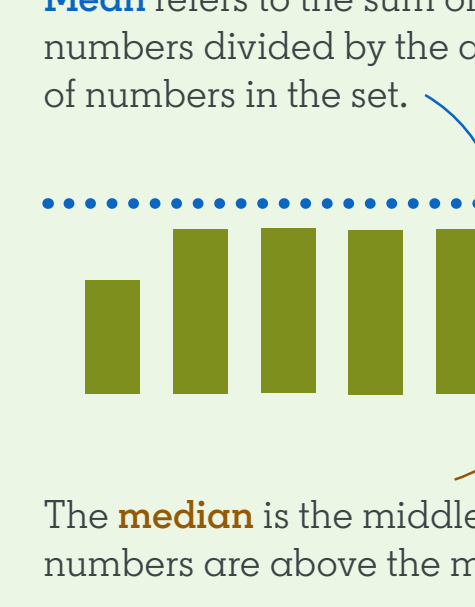
April 2023

“As we remain committed in our efforts to ensure gender balance across all levels of our business, we are pleased to report a decrease in the Gender Pay Gap in our company, with improvements across all reporting metrics. Nevertheless, there is still room for progress, particularly within our sales roles. Our focus remains to support the advancement of women into leadership positions and eliminating barriers to career growth.”

Janine Chamberlin,  
LinkedIn UK Country Manager

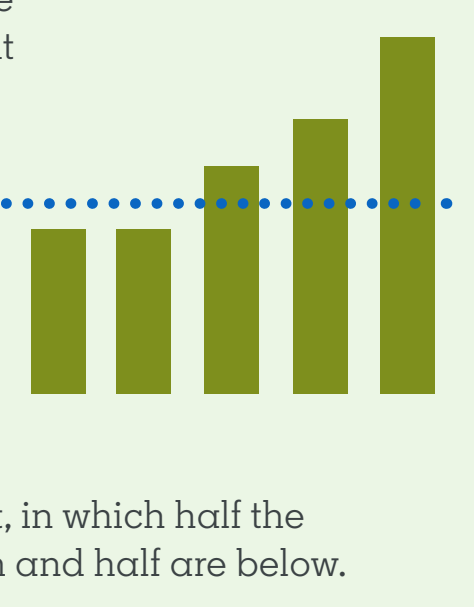
## Gender Pay vs Equal Pay

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.

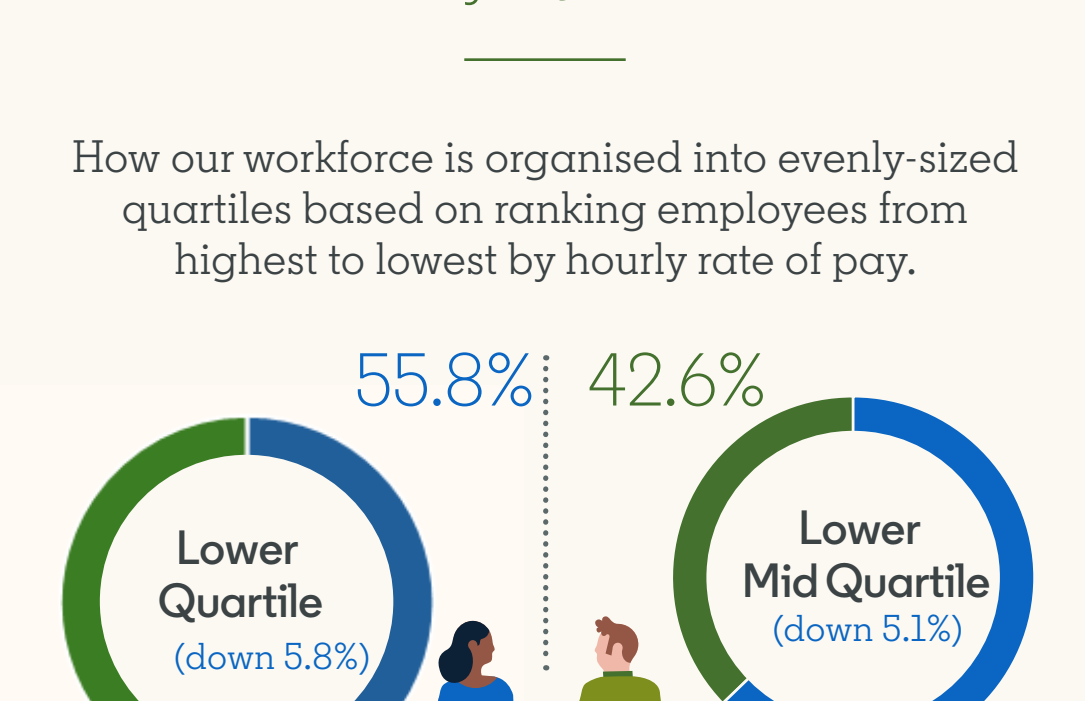
## Pay & Bonus

### LinkedIn UK Gender Pay Gap



\* **Median Gender Pay Gap:** The difference between the median hourly pay for men and women in our April 2023 payroll.  
 \*\* **Mean Gender Pay Gap:** The difference between the mean hourly pay for men and women in our April 2023 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 2023 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 2023 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

Although our gender balance across sales roles has improved since reporting began, we see a persistent trend with slightly more men occupying senior sales positions, while women are predominantly represented in early and mid-career levels

We also have a higher concentration of women in non-sales roles eligible for an annual bonus, in contrast to commission-based roles. It's important to note that commission-based positions offer the potential for greater financial rewards compared to roles under an annual bonus plan

As we are a relatively small company size in the UK, our gender pay metrics are susceptible to fluctuations. The addition or departure of a few individuals can impact our results from year to year

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

“We have made good progress in advancing gender diversity within our organisation, but we recognise we have more to do in consideration of our Gender Pay Gap. We are pleased to report a reduction in both our median and mean pay gaps compared to the previous year, demonstrating a consistent downward trend over the past few years.

To close this gap, our strategic focus will continue to centre on rectifying the under-representation of women in senior sales roles and intensifying efforts to facilitate the career growth of women across all levels of the organisation. Furthermore, we remain committed to investing in comprehensive training initiatives and providing robust support to our hiring managers as they continue to attract, develop, and retain a diverse and talented workforce.

Simultaneously, we are dedicated to dismantling barriers faced by underrepresented groups within our workforce and fostering an environment of inclusivity and belonging.”

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, refine our pay bands to reduce the impact of negotiations on starting salaries, and we do not ask for prior salaries during the recruitment process.

### Women in Leadership (WiN) programme and Steer

Our Women in Leadership Programme (WiN) is a management development programme for women of high potential. It aims to address some of the issues that may potentially surround and prevent women progressing to senior level roles, focus on overcoming self-limiting beliefs, networking, and each participant in WiN programme also receives an executive sponsor, and professional coaching.

We have increased our focus on retention and development of mid-career women, launching Steer - a Programme aimed at supporting our mid-career female talent to grow as leaders, and also the WiN pay it forward Programme in which WiN alumni share their learnings with our earlier in career female population.

### Providing the right benefits

Our benefits are designed to support all our employees as individuals, whatever stage of life they may be at, but they are also geared at attracting and retaining female talent. Over the last few years we have introduced or improved: increased maternity/paternity leave and pay, support for emergency child or elder care needs, fertility assistance, improved adoption assistance, working parents coaching, 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

One of our dedicated Employee Resource Groups, Women at LinkedIn, supports women who want to grow their careers by providing helpful workshops and celebrating women and their allies, 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