

The background of the slide is a photograph of a modern office. In the foreground, a woman with long brown hair, wearing an orange sweater and dark trousers, is leaning over a desk. She is smiling and looking at a man who is sitting at the desk. The man is wearing a dark suit, a white shirt, and a striped tie. He is also smiling and looking towards the camera. He has his hands on a computer keyboard. There is a large computer monitor in front of him. On the desk, there are some papers and a pen. In the background, other office workers are visible, but they are out of focus. A large, stylized orange graphic, resembling a series of connected 'W' or 'M' shapes, is overlaid on the left side of the image.

LeasePlan

Gender Pay Gap Report April 2018

What's next?

LeasePlan UK Ltd – Gender Pay Gap Report April 2018

The number of women in senior roles compared to men is still a prime reason for our gender pay gap, as it was last year. In truth, the imbalance highlighted in our 2017 Gender Pay Gap Report is slightly more pronounced in 2018. There is also a higher proportion of women relative to men in lower-level roles.

At more junior levels, our gender balance is much better. These people are our senior managers of the future and therefore we are investing in training and development activities – such as our Leadership Journey and our SHINE programme for aspiring managers – to ensure they fulfil their potential. We are confident that this will lead to a better gender balance at senior levels and hence a reduction in the gender pay gap.

Addressing the disparity in gender representation at senior levels will take time, but we have an unwavering commitment to gender equality and are working to close the pay gap.

If we make our gender comparison across our own internal grading system the gap for each grade is virtually non-existent. We remain confident that men and women across our organisation are paid fairly for doing the same job. However, as our UK gender pay gap data shows, we still have more work to do to create further career opportunities so that women can continue to progress.

I confirm the gender pay gap data contained in this report is accurate.

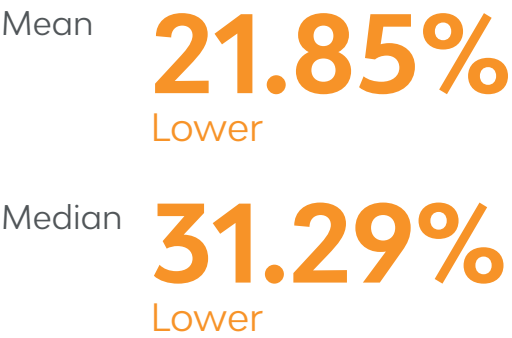


Steve Moss, HR Director, LeasePlan UK Ltd.



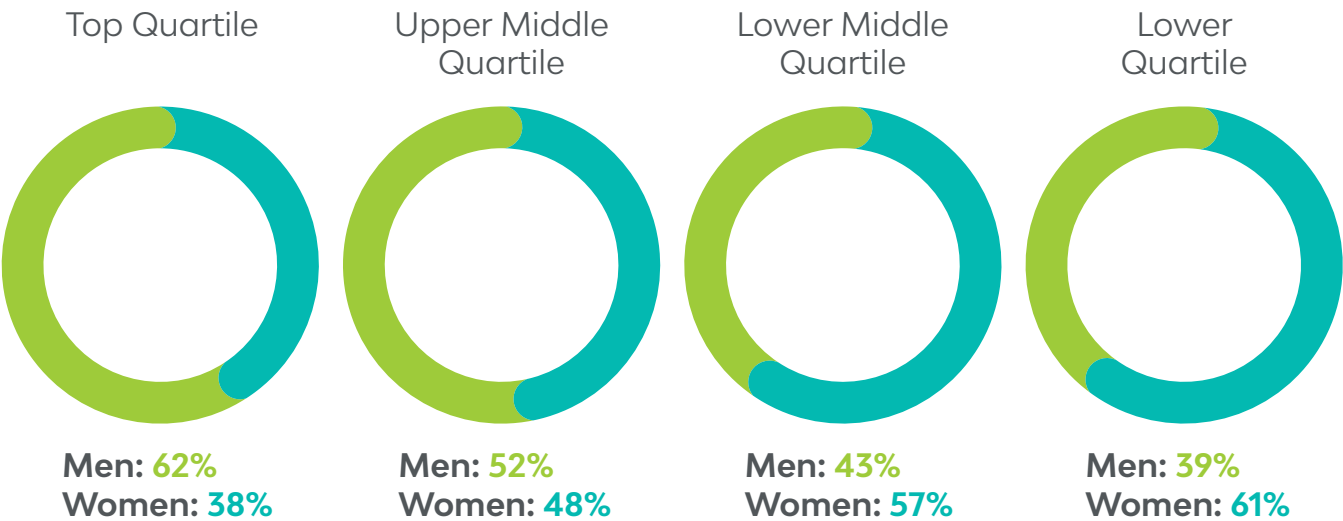
Our gender pay gap results

Women’s hourly rate



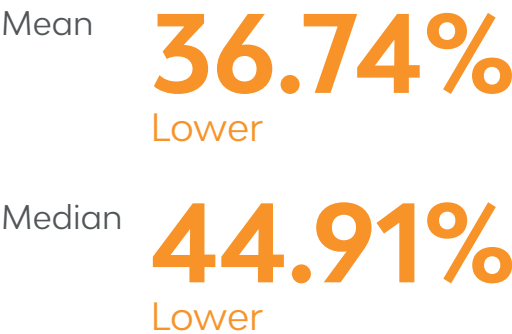
Pay quartiles

Proportion of men and women employees according to quartile pay bands



Bonus pay

Women’s bonus pay is:



The background is a solid orange color with several large, overlapping, rounded shapes in varying shades of orange and red, creating a dynamic, abstract pattern.

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What's next?