



LeasePlan

LeasePlan UK Ltd Gender Pay Gap Report

April 2022

LeasePlan UK Ltd – Gender Pay Gap Report April 2022

Our 2022 Gender Pay Gap report shows a narrowing of the gap at the mean level in the preceding 12 months (19.3% compared to 20.5%) while at the median level the gap is virtually unchanged (26.4% v 26.3%).

The number of women in senior roles compared to men remains the primary reason for our gender pay gap and the proportion of women in the upper quartile has actually fallen slightly compared to 2021.

When we review pay across our own internal grading system we see much greater parity. We therefore remain confident that men and women across our organisation are paid fairly for doing the same job, a conviction reinforced by a deep dive analysis conducted by external consultants across LeasePlan globally in the months after April 2022 which showed no systemic bias.

We remain unwavering in our commitment to gender equality and are working to close the gender pay gap and continue to develop employees internally to increase the representation of women at senior levels. We were pleased to retain our Investors in People Gold Standard in 2022 as recognition of our efforts, as well as achieving our highest recorded levels of employee engagement. This last point is critical – employees will not stay and develop their career in an organisation they aren't engaged in, particularly given the strong employment market.

In addition we have training and development activity to ensure that we build an inclusive workforce and our Diversity & Inclusion champion, Rebecca Whittaker has continued to develop our work in this area. There is always more that can be done and we will extend the scope of our D&I work.

The main change in our results compared to last year is in the area of variable pay. As we explained in last year's report, during the initial periods of COVID we made some changes to the timing of our bonus payments for the majority of employees. This meant they still received a bonus but this fell outside of the 2021 reporting period. In 2022 we returned to our normal payment timetable and the number of employees receiving variable pay increased significantly. In addition, the Gender Pay Gap for those receiving a bonus has narrowed on both the mean and median measures.

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



Steve Moss, HR & Legal Director

Our gender pay gap results 2022

Women's hourly rate

Mean 19.3%
Lower

Median 26.4%
Lower

Women's bonus pay

Mean 35.0%
Lower

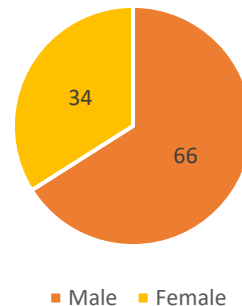
Median 36.6%
Lower

Bonus eligibility

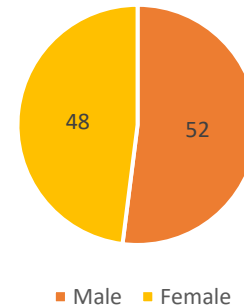
Receiving a bonus in
2022

Male 94.1%
Female 94.8%

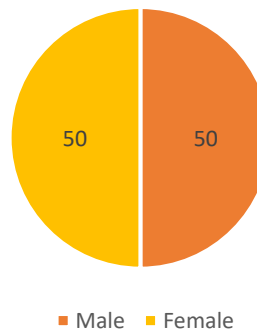
Upper quartile



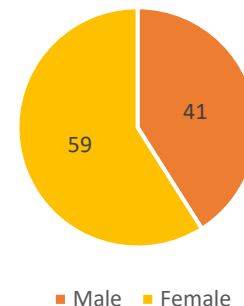
Upper middle quartile



Lower middle quartile



Lower quartile



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

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What's next?