



LeasePlan

LeasePlan UK Ltd Gender Pay Gap Report

April 2021

LeasePlan UK Ltd – Gender Pay Gap Report April 2021

In comparison to 2020, the imbalance highlighted in our 2021 Gender Pay Gap Report has reduced by just over 1% on both the mean and median measures which is obviously pleasing to see.

The number of women in senior roles compared to men remains the primary reason for our gender pay gap although we are making some progress in this area – the proportion of women in the upper quartile has increased from 32% to 35%. We still want to do much more, though, and are maintaining our focus through training, development and career planning to ensure that we build a diverse and inclusive workforce. Our Diversity & Inclusion champion, Rebecca Whittaker has continued our progress in this area.

At more junior levels, our gender balance continues to be much better. These colleagues are our senior managers of the future and we are confident that, down the line, this will lead to a better gender balance at senior levels and hence a continued reduction in the overall gender pay gap. Although this will take time, we have an unwavering commitment to gender equality and are working to close the gender pay gap.

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.

Inevitably COVID had an impact on our figures this year, most notably in the number of employees of both genders receiving a bonus payment. We deferred payment of our annual bonus relating to 2020 performance from February 2021 until the middle of the year, meaning most employees did not receive a bonus in the reference period. However for those employees receiving a bonus we saw a narrowing of the Gender Pay Gap in comparison to 2020.

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



Steve Moss, HR & Legal Director



Our gender pay gap results 2021

Women's hourly rate

Mean 20.5%
Lower

Median 26.3%
Lower

Women's bonus pay

Mean 38.7%
Lower

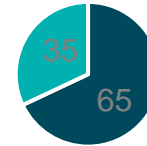
Median 38.1%
Lower

Bonus eligibility

Receiving a bonus in 2021

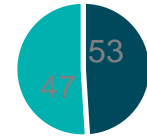
Male 25.7%
Female 19.5%

Upper quartile



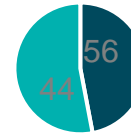
■ Male ■ Female

Upper middle quartile



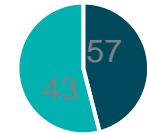
■ Male ■ Female

Lower middle quartile



■ Male ■ Female

Lower quartile



■ Male ■ Female

The background features several overlapping, semi-transparent shapes in shades of orange and red. These shapes are rounded and organic in form, creating a layered, abstract effect. The colors transition from a lighter orange on the left to a deeper red on the right.

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What's next?