LeasePlan

LeasePlan UK Ltd Gender Pay Gap Report

April 2020

LeasePlan UK Ltd – Gender Pay Gap Report April 2020

The imbalance highlighted in our 2018 Gender Pay Gap Report (there was no requirement to report in 2019) was almost identical to 2020 at the mean level but slightly less pronounced at the median.

The number of women in senior roles compared to men continues to be a prime reason for our gender pay gap.

At more junior levels, our gender balance is much better. These colleagues are our senior managers of the future and therefore we continue to invest in their training and development activities to ensure they fulfil their potential. We are confident that, down the line, this will lead to a better gender balance at senior levels and hence a reduction in the overall gender pay gap. Since last year we have also appointed a Diversity & Inclusion champion, Rebecca Whittaker, to help ensure continued focus on all aspects of D&I.

If we make our gender comparison across our own internal grading system and apply a weighted average the gap is virtually non-existent. We continue to take seriously our efforts to address the disparity in gender representation at senior levels. Although this will take time, we have an unwavering commitment to gender equality and are working to close the pay gap.

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 & Legal Director

Our gender pay gap results 2020

Women's hourly rate

Mean 21.8%
Lower

Median 27.5%
Lower

Women's bonus pay

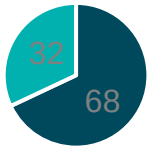
Mean 40.7%
Lower

Median 42.8%
Lower

Bonus eligibility

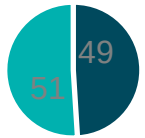
Receiving a bonus in 2020
Male 87.3%
Female 88.0%

Upper quartile



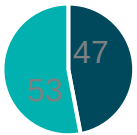
Male Female

Upper middle quartile



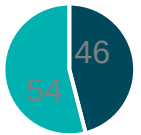
Male Female

Lower middle quartile



Male Female

Lower quartile



Male Female

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What's next?