

LeasePlan UK Ltd Gender Pay Gap Report

April 2023



LeasePlan UK Ltd – Gender Pay Gap Report April 2023

Our 2023 Gender Pay Gap report shows a narrowing of the gap in both the mean and median measures compared to the results in our 2022 report. The gap is now 13.2% for the mean and 17.3% for the median. This progress is very pleasing to see.

The number of women in senior roles compared to men remains the primary reason for our gender pay gap but it is equally the progress we have made in this area over the period since the last report which has been key in delivering an improved gender pay gap. The proportion of women in the upper quartile has increased to 44% in the 2023 report, compared to 34% in the previous year.

Our continuing activity on DE&I has delivered in a number of areas but the focus on gender within our talent development and recruitment activity has meant very positive movement in the results. However, there is always more that can be done, and we will continue to extend the scope of our DE&I work.

We have also seen increasingly strong employee engagement results during this period which reaffirms our view that people will only stay, and be happy, in an organisation which recognises diversity and supports fairness and equity.

Whilst we aim to constantly improve our gender pay gap, we have continued to measure pay across our internal grading system. We see very strong parity here and are confident that men and women in the organisation are paid fairly and equally for doing the same job.

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

Matthew Huckle, Head of HR

Gender pay gap results 2023

Women's hourly rate

Mean 13.2%
Lower

Median 17.3%
Lower

Women's bonus pay

Mean 38.2%
Lower

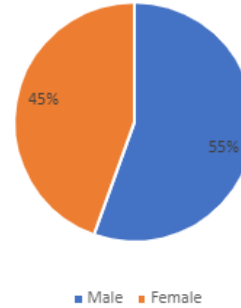
Median 26.1%
Lower

Bonus eligibility

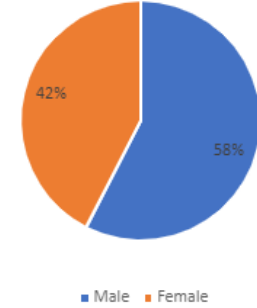
Receiving a bonus in 2023

Male 91.2%
Female 94.4%

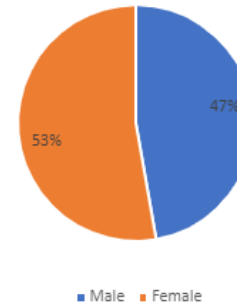
Upper quartile



Upper Middle quartile



Lower Middle quartile



Lower quartile

