

A woman in an orange sweater is leaning over a desk, pointing at a computer monitor. A man in a dark suit and glasses is sitting at the desk, smiling and looking at the monitor. The background shows an office environment with other desks and people.

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

Mean **21.85%**  
Lower

Median **31.29%**  
Lower

## Bonus pay

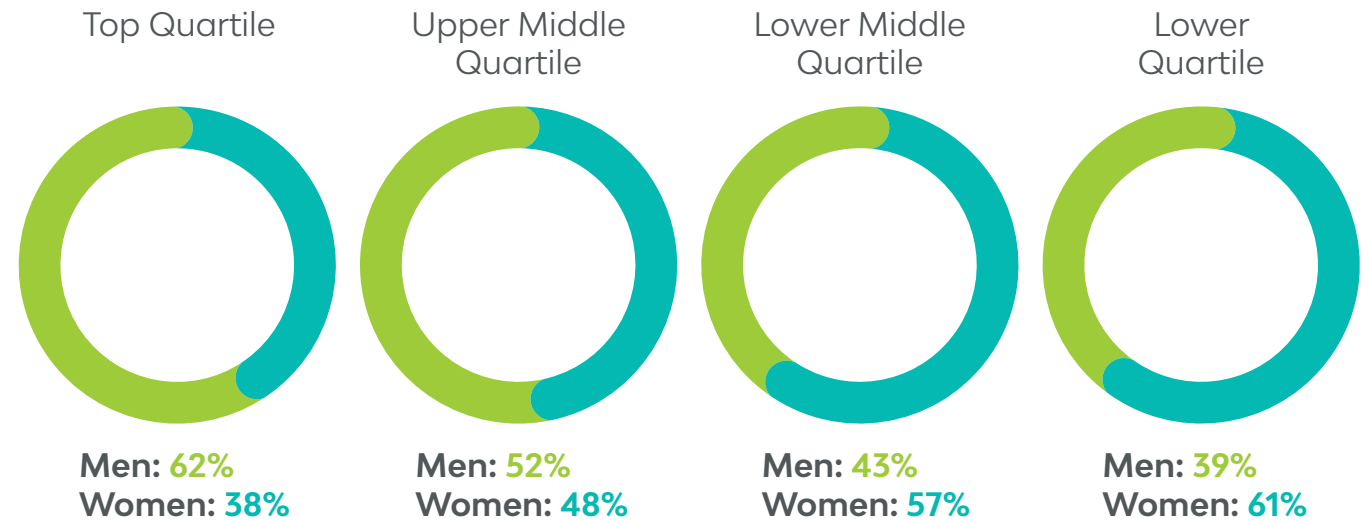
Women's bonus pay is:

Mean **36.74%**  
Lower

Median **44.91%**  
Lower

## Pay quartiles

Proportion of men and women employees according to quartile pay bands



**100%**  
of men and women received bonus pay



The background consists of several overlapping, semi-transparent shapes in various shades of orange and red. These shapes are rounded and organic in form, creating a layered, abstract effect. The colors range from a light, warm orange to a deep, vibrant red. The overall composition is dynamic and modern.

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What's next?