



**Lease
Electric**

EV Salary Sacrifice Scheme

FCA FINANCIAL
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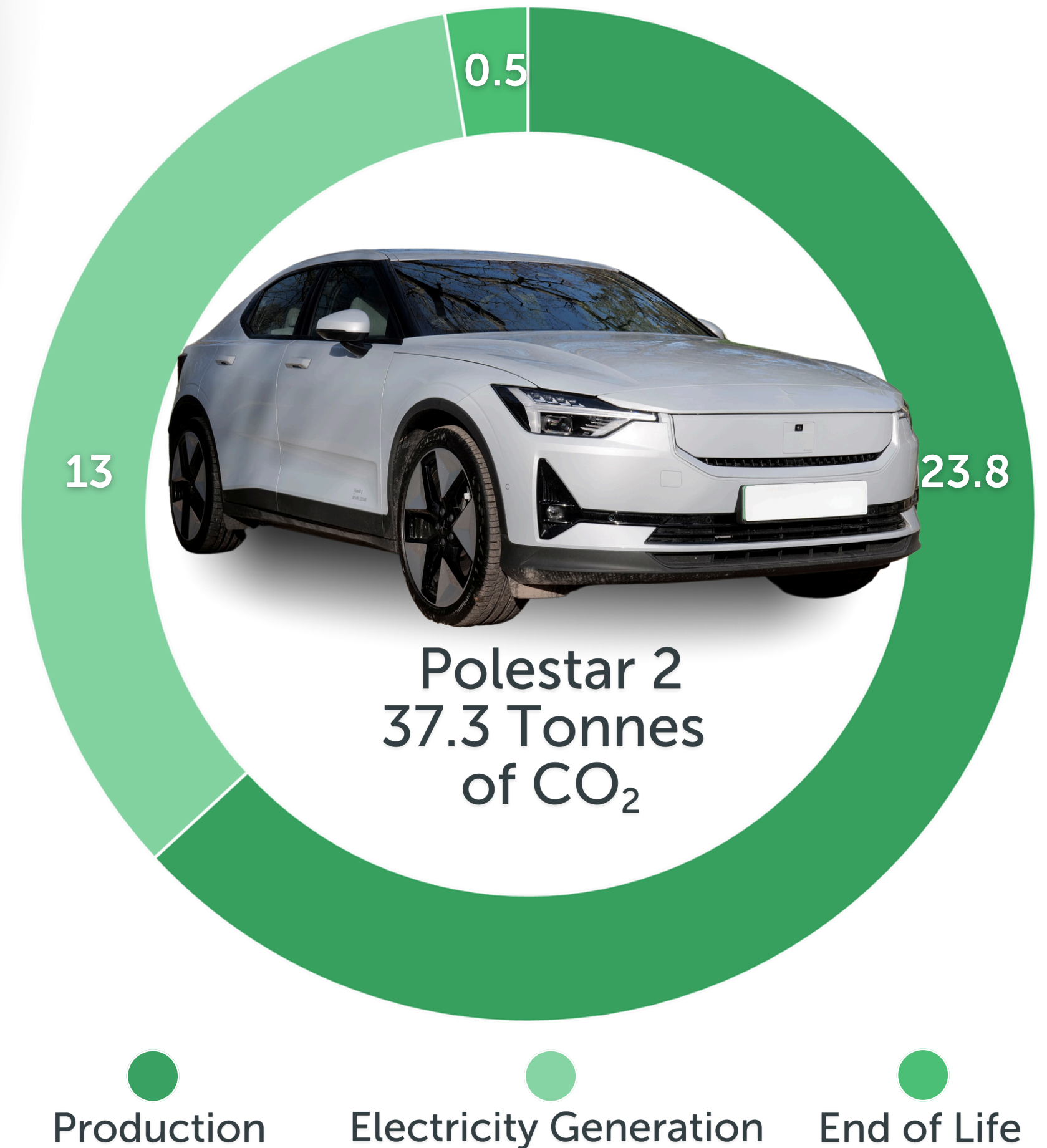
Ecologi | climate
positive
workforce

Partner **jurni**

What is Climate Positive Leasing?

The use of EVs helps to lower air pollution, improve air quality, and decrease our reliance on fossil fuels. Whilst EVs produce zero emissions, the life cycle of an EV is not emission free.

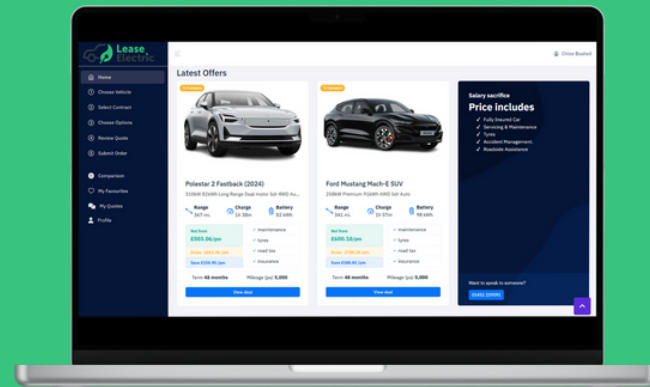
At Lease Electric, we invest in certified carbon reduction projects to offset the carbon produced by the production of an electric vehicle (25 Tonnes), we also plant 100 trees, equivalent to twice the carbon generated by charging an EV over its life time from non-renewable electricity (30 Tonnes).



How does the Salary Sacrifice Scheme work?

Salary Sacrifice for Electric Vehicles (EVs) is currently the fastest-growing vehicle financing method. Similar to the cycle-to-work scheme, EV Salary Sacrifice supports you to drive a brand new EV, that is comprehensively insured and fully maintained for the next 2,3 or 4 years, whilst saving up to 40%

Quote

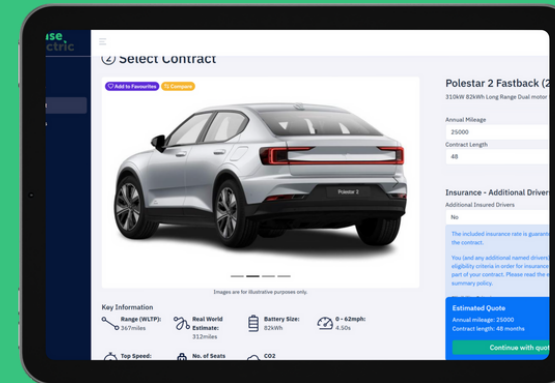


Using your unique company ID number, access to the [Lease Electric Employee Portal](#), register and login.

Configures you EV, and terms on the vehicles you are considering, then Lease Electric will provide quotes.

When you're happy, accept the quote and proceed to ordering your EV

Order

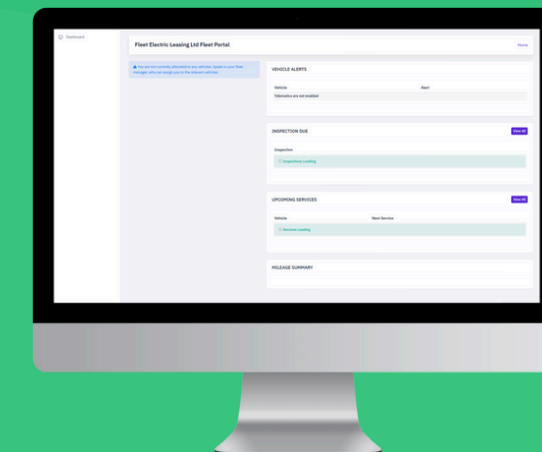


You and your Employer mutually agree on the vehicle and verify the order

Lease Electric confirm all delivery details and timeline directly with you

The EV is delivered and you can now enjoy driving a brand new EV for the next 2, 3 or 4 years

Payment



Your Employers pay a monthly payment directly to the lessor and the insurance company. They will then deduct this from your gross salary, for the duration of your EV contract (2,3 or 4 years)

How will you benefit?

Ben's Feedback

"The salary sacrifice scheme was an opportunity that was hard to say no to. For me it was the convenience of having everything covered under one payment with the only additional cost being charges, and not having to worry about unexpected car faults that always seem to come at the worst possible time. Obviously, the key reason to go with a salary sacrifice is the cost, you get to drive a brand-new car at a cheaper rate, which you would be silly not to take advantage of. When I started looking into this scheme, I was without a car due to an unexpected breakdown, thanks to the great service of the team in lease electric I managed to have a brand-new car delivered within 3 weeks!"

Brand new EV

Salary sacrifice offers the most cost-effective method to drive a new car and make the switch to an electric vehicle. Apart from benefiting from fleet discounts and VAT savings, opting for salary sacrifice will lower your the Income Tax and National Insurance contributions.

All inclusive package

This Salary Sacrifice scheme ensures that comprehensive insurance, maintenance, servicing, road tax (at the prevailing rate), accident management, tyres and breakdown cover are all included. You just need to add electricity.

Comprehensive Insurance for two additional drivers

Comprehensive insurance is available for you and up to two additional named drivers (conditions apply).

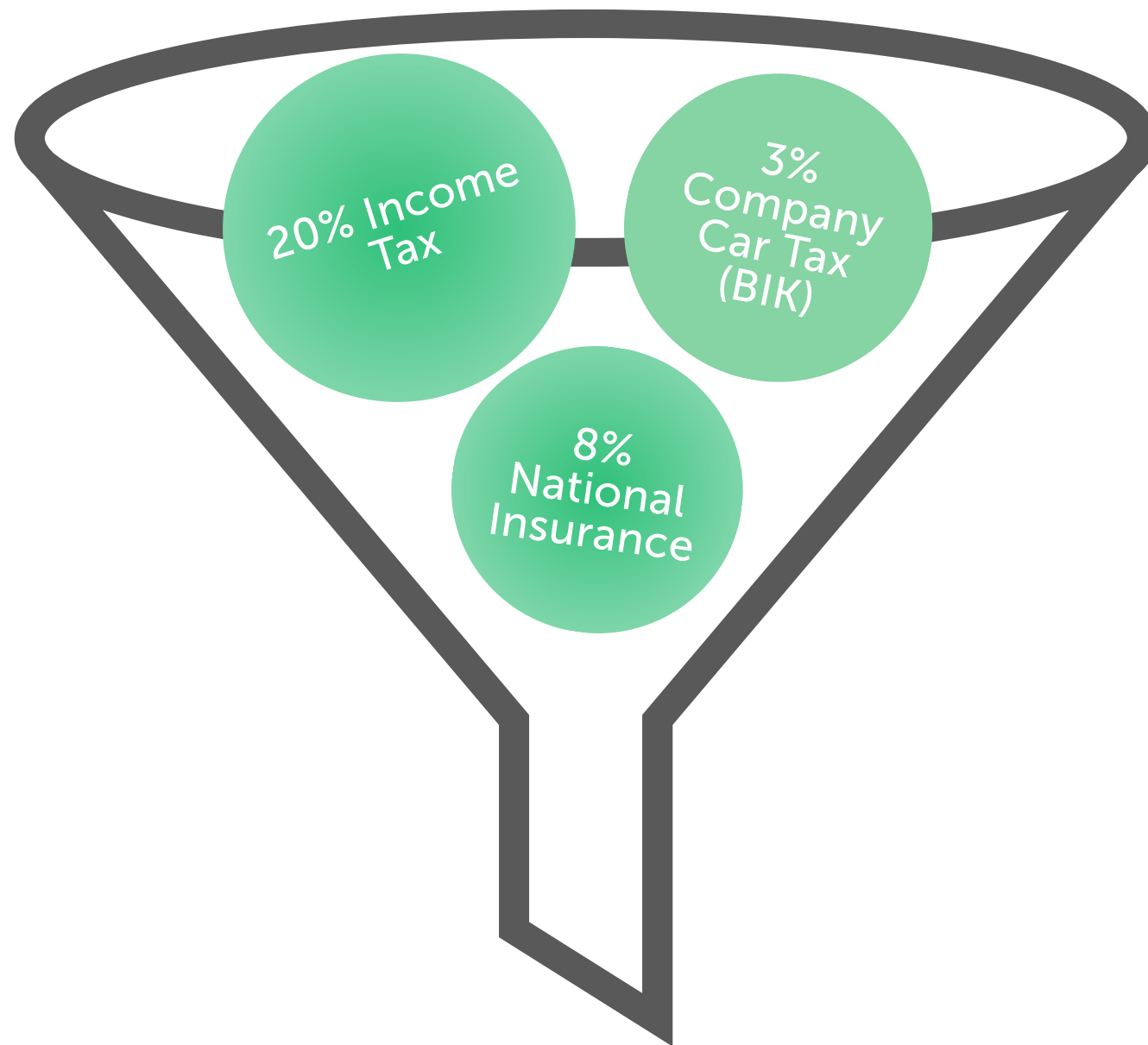
No Credit Checks

Due to the payment for the vehicle being made via your gross salary you do not need to pass any credit checks.

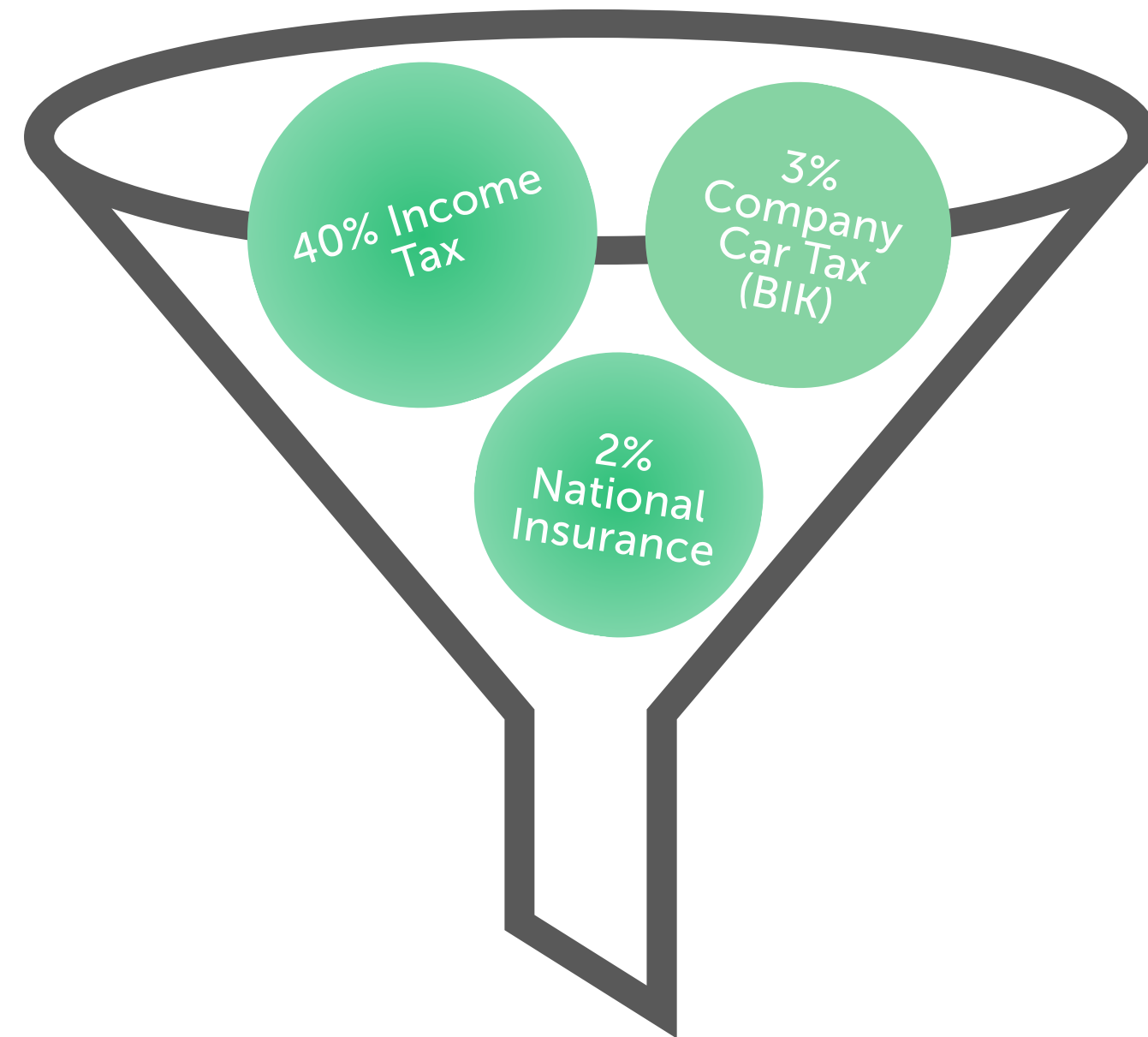
Brand new car every 2, 3 or 4 years

With no deposits or an old vehicle to sell, you can change your car every 2 or 3 years with ease.

Salary Sacrifice Discount



~ 30% Discount



~ 40% Discount

Employee Savings example

20% Taxpayer Ford Capri 125kW Premium 52kWh		40% Taxpayer BYD Seal 230kW Design 83kWh	
			
Monthly Costs		Monthly Costs	
£408.24		£716.26	
Income Tax Saving	-£81.65	Income Tax Saving	-£286.50
National Insurance Saving	-£32.66	National Insurance Saving	-£14.33
Company Car Tax	£23.46	Company Car Tax	£45.65
Net Monthly Salary Reduction	£317.40	Net Monthly Salary Reduction	£461.08

Figures based on 4 year insured lease, 10,000 miles per annum including all maintenance, servicing, tyres, breakdown and fully comprehensive insurance. Company car tax based on delivery from April 2025. Saving calculation based on Class 1 National Insurance reduction from lower employee salary and increase in Class 1A National Insurance due to taxable benefit.

Company Car Tax

HMRC consider Salary Sacrifice a non cash benefit, therefore your employees will pay Company Car Tax, often referred to as Benefit in Kind (BIK). This will be shown in the payroll report to be deducted from their gross salary.

To calculate the BIK you will pay, use the formula: P11D X BIK percentage = Taxable benefit x Tax Rate = Tax for the full tax year / 12 = monthly cost.

20% Taxpayer Ford Capri 125kW Premium 52kWh		40% Taxpayer BYD Seal 230kW Design 83kWh	
			
P11D Value		P11D Value	
£46,920		£44,990	
BIK Percentage (2025)	3%	BIK Percentage (2025)	3%
Income Tax Rate		Income Tax Rate	
20%		40%	
Annual Total	£281.52	Annual Total	£539.88
Monthly Total	£23.46	Monthly Total	£44.99

Early Termination

Our inclusive scheme aims to protect employees from unforeseen circumstances.

The termination fee applicable depends on when the contract termination occurs.

*If an employee voluntarily leaves the company or is dismissed before the end of the vehicle contract term, they will be required to return the vehicle and pay any applicable termination fees.

These fees, will be deducted from the employee's final salary. Should the termination fee exceed the final salary payment, the employee may be required to reimburse the employer for the excess. Additionally, any charges related to vehicle damage or excess mileage upon return will also be payable by the employee.

In the event of long-term sickness (rendering the employee unable to work) or the loss of a driving licence due to medical reasons or death, the vehicle may be handed back without incurring additional monthly payments, subject to certain conditions.

If a Qualifying Event, as defined under the Lifestyle Provisions, occurs within the first three months after the vehicle is delivered and three salary reduction payments have not yet been made, the vehicle must be returned and 50% of the outstanding finance rentals will be payable.

If the Qualifying Event occurs after three months of salary reductions have been made, the vehicle must still be returned, but the employee will only be liable for either three months of gross salary sacrifice or 50% of the remaining rentals, whichever is lower.

The amount of the fee will depend upon how much your vehicle costs to lease and the remaining term on your contract.

Under Parental Leave provisions, employees have the option to retain the vehicle, subject to certain conditions.

Lifestyle Provisions*

Career Break

Dismissal

Resignation

Retirement

Redundancy

Reduction in contracted hours

International Secondment / Transfer

Loss of Licence (Other than to ill health)

None to pay*

Loss of Licence due to medical reasons / death

Long Term sickness (unable to work)

Option to retain vehicle*

Parental Leave

Employee Eligibility

To be eligible for the EV Salary Sacrifice Scheme, you must be a permanent employee who has successfully completed their probation period.

As this benefit is intended to reward long-term employees, please carefully consider your plans to remain with the company throughout the agreement, as voluntary early termination will result in additional costs.

National Living Wage

Participation in the scheme is not allowed if the amount sacrificed reduces your gross pay below the National Living Wage.

Insurance Requirements

All participants must meet the insurance eligibility criteria. Insurance is a critical component of the scheme, and failure to meet these criteria may affect your ability to participate.

Multiple Cars

You can obtain more than one car providing the overall amount of salary sacrificed does not take them below National Living Wage.

Terms and Conditions of Employment

For the car scheme to be effective we will need to make amendments to the Terms and Conditions of your employment in accordance with the provisions of Section 4 of the Employment Rights Act 1996.

What else do I need to consider?





Electric Cars & Vans
Contract Hire & Leasing
Company Cars
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Fleet Consultancy



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