

Imagine giving your employees **£50,000** worth of benefits, without it costing your business a penny...



**Lease
Electric**

Employer's Guide to EV Salary Sacrifice

Give your employees access to a brand-new Ford Explorer at used Kia Sportage Prices....



Brand new Fords for Used Kia Prices

48 Months | 10,000 miles per annum.



Ford Explorer
250kW Premium 79kWh AWD 5dr Auto

Including:

- Comprehensive Insurance
- Routine Servicing and Maintenance
- Tyre Replacement and Repair
- Breakdown Cover
- Annual Road Tax

Pod Point - Home Charger & Standard Installation

£505
per month
PCH

£441
per month
Net Salary Sacrifice



KIA Sportage 1.6T GDi PHEV GT-Line S
Used: 20,792 miles

Not Including:

- Insurance
- Routine Servicing or Maintenance
- Tyre Replacement or Repair
- Breakdown Cover

Home Charger & Standard Installation

How will our employees 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 the Income Tax and National Insurance contributions for your employees.

All inclusive package

This Salary Sacrifice scheme ensures that comprehensive insurance, maintenance, servicing, road tax (at the prevailing rate), tyres and breakdown cover are all included, the employee just adds electricity.

Comprehensive Insurance for two additional drivers

Comprehensive insurance is available for the Employee, and up to two additional named drivers, (subject to Insurance Eligibility Criteria & Annual Licence Checks)

No Credit Checks

Due to the payment for the vehicle being made via the employee's salary they 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, the employee can change their car every 2 or 3 years with ease.

Recruitment and Retention

EV Salary Sacrifice enhances benefit packages by offering your employees access to a brand new EV, with all expenses (insurance, servicing, maintenance) included at a fixed cost for a contract period.

National Insurance Savings

The reduction in your employee's salary decreases the National Insurance Contribution (NIC) made by the company.

Corporation Tax Savings

Electric vehicles currently qualify for 100% of the rental to be offset against Corporation Tax.

Lower Grey Fleet Risk

Meet legal obligations to ensure that an employee's vehicle is reasonably safe to use, fit for purpose and lawfully on the road.

Reduce Carbon Footprint

Encourages low-emission motoring due to financial and tax benefits of electric vehicles, reducing Scope 3 Emissions (Employee Commutes)

How does EV Salary Sacrifice benefit my business?



How does the Salary Sacrifice Scheme work?

Salary Sacrifice for Electric Vehicles (EVs) is currently the fastest-growing vehicle financing method. This initiative, similar to the cycle-to-work scheme but tailored for electric vehicles, enables your employees to save up to 40% on the cost of an EV while boosting your company's sustainability efforts

Implementation

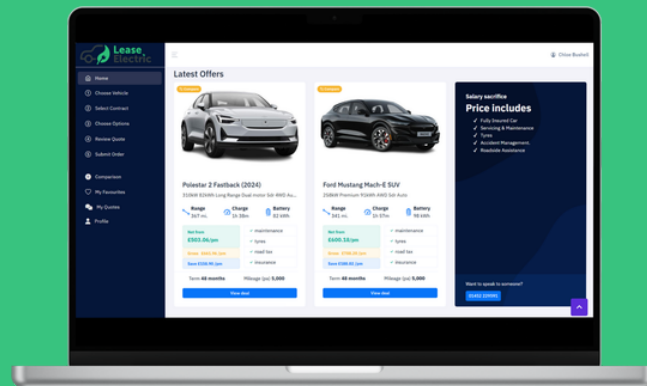


The Employer signs up to Lease Electric's Salary Sacrifice Scheme using our online registration

Once the business has passed initial credit checks, Lease Electric ask you to sign a Master Hire Agreement

We then support you to launch your Salary Sacrifice Scheme

Quote

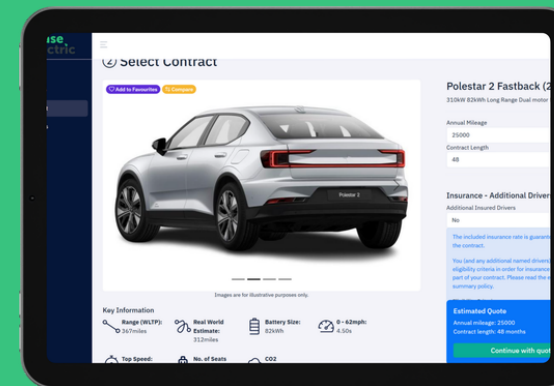


Employees gain access to the Lease Electric Employee Portal, register and login.

The Employee configures their EV, and their term, then Lease Electric provide a quote

The Employee accepts the quote and proceeds to ordering their EV

Order

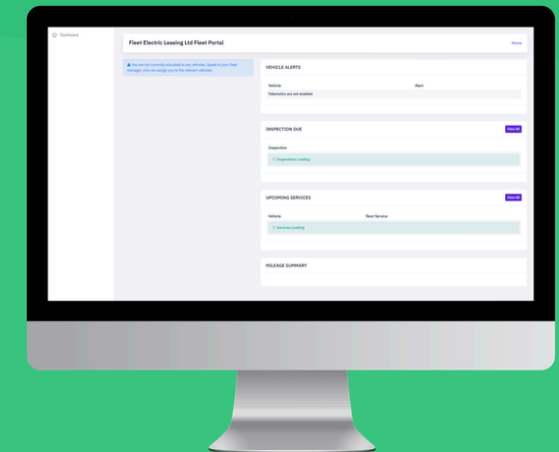


The Employee and Employer mutually agree on the vehicle and verify the order

Lease Electric confirm all delivery details and timeline directly with the employee

The EV is delivered and the Employee drives a fully maintained, insured lease for 2, 3 or 4 years

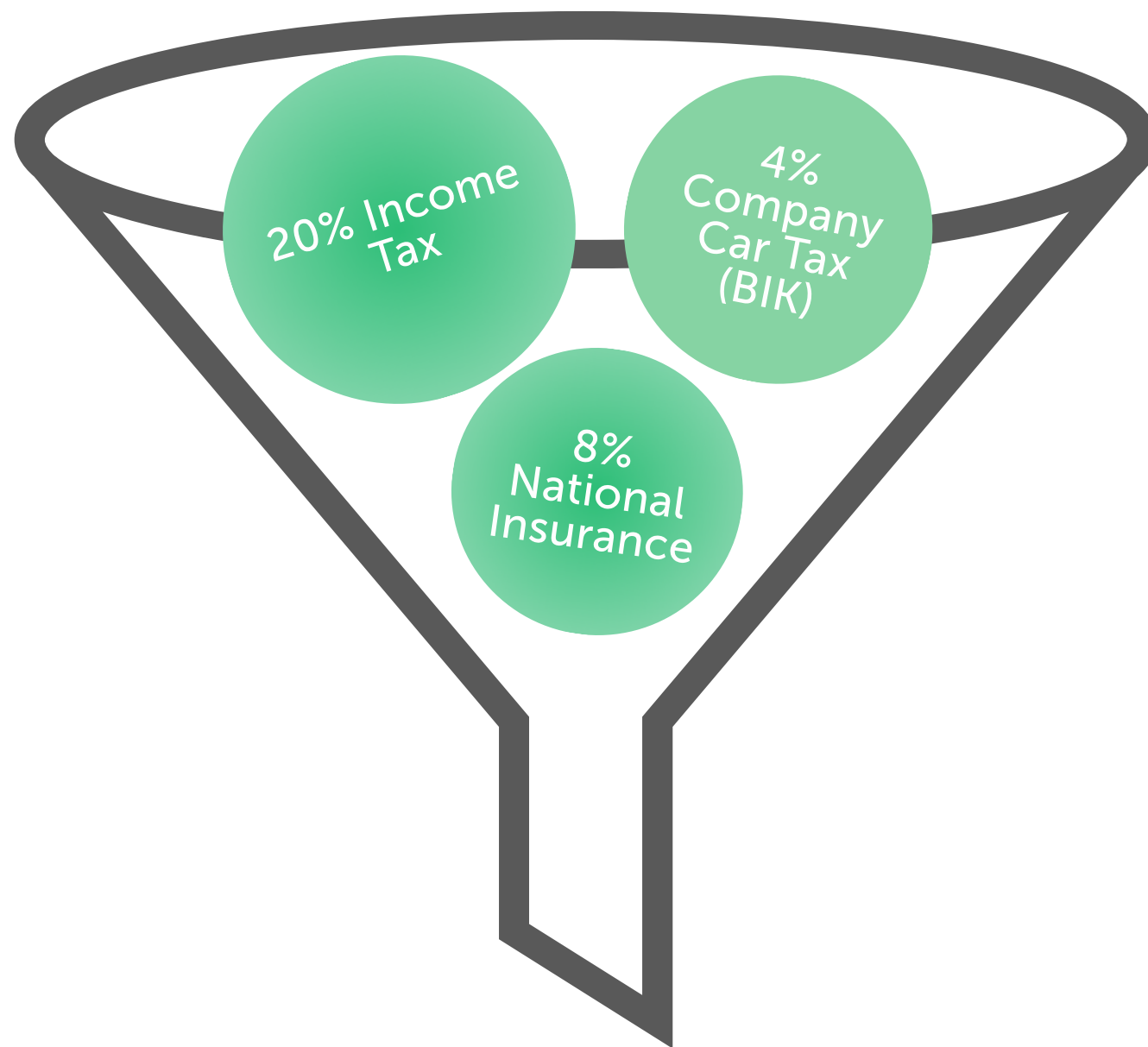
Payment



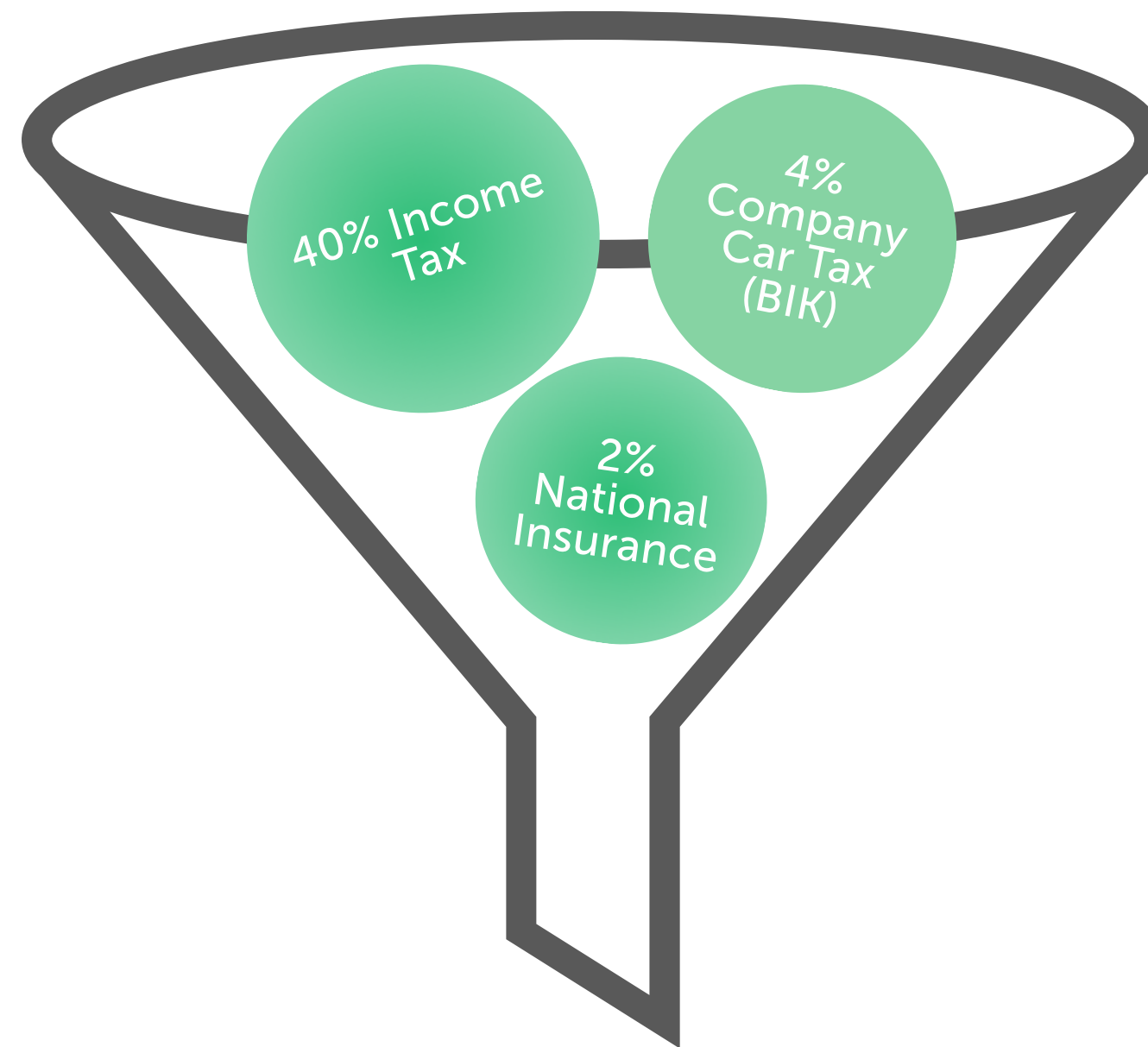
Employers pay a monthly payment directly to the lessor.

Your payroll team can access a monthly summary online, showing which employees have EVs, what to deduct from gross salaries and P11D information upfront.

Salary Sacrifice Discount



~ 30% Discount



~ 40% Discount

Employee Savings example

20% Taxpayer Citroen E-C3 83kW Max 44kWh		40% Taxpayer BYD Seal 230kW Design 83kWh	
			
Monthly Costs		Monthly Costs	
£413.52		£716.26	
Income Tax Saving	-£82.70	Income Tax Saving	-£286.50
National Insurance Saving		National Insurance Saving	
-£33.08		-£14.33	
Company Car Tax	£16.32	Company Car Tax	£45.65
Net Monthly Salary Reduction	£314.05	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.

Employer Savings example

20% Taxpayer

Citroen E-C3 83kW Max 44kWh



Monthly Net National Insurance Contributions

-£62.03

Net National Insurance Contributions over 4 years

-£2,977.44

40% Taxpayer

BYD Seal 230kW Design 83kWh



Monthly Net National Insurance Contributions

-£126.40

Net National Insurance Contributions over 4 years

-£6,067.20

Figures based on 4 year insured lease, 10,000 miles per annum including all maintenance, servicing, tyres, breakdown. 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.

Potential Employer Class 1 NI savings based on engagement

	5 Electric Cars Per Year	10 Electric Cars Per Year	20 Electric Cars Per Year
	Cumulative Savings		
Year 1	£4,388	£8,776	£17,552
Year 2	£8,776	£17,552	£35,103
Year 3	£13,163	£26,327	£52,665
Year 4	£26,327	£52,655	£105,3010
Total savings generated from orders placed in the first 3 years, based on a 4year lease term	£52,654	£105,307	£210,614

Average annual saving per employee: £877.56
 Total savings are based on the savings generated by each car over its full term.
 Assumes a 4-year term for each driver

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 Citroen E-C3 83kW Max 44kWh		40% Taxpayer BYD Seal 230kW Design 83kWh	
			
P11D Value £24,473		P11D Value £44,990	
BIK Percentage (2026)	4%	BIK Percentage (2026)	4%
Income Tax Rate	20%	Income Tax Rate	40%
Annual Total	£195.84	Annual Total	£539.88
Monthly Total	£16.32	Monthly Total	£44.99

Early Termination

Our inclusive scheme aims to protect businesses and employees from unforeseen circumstances. Should an employee leave the business mid-contract for any number of reasons, our funder offers solutions to minimise the financial risk to the employer.

*If the employee voluntarily leaves employment or is dismissed before the end of the vehicle contract term they will be required to return the vehicle and pay the termination fees. The termination fee and any other amounts will be deducted from the employee's final salary by the employer.

If the hire of the Vehicle is terminated during the first 3 months of the term, the Employee will pay an Early Termination Payment (equal to 50% of the remaining rentals), thereafter, the Employee shall pay the lower of the amount that is equal to 3 monthly rentals or the Early Termination Payment.

The minimum contract term is as stated on the Vehicle Order Form. If the Employee leaves employment before the end of this term for the following reasons (lifestyle provisions), the Employee will be required to return the Vehicle to the Funder and pay the associated termination fees.

For absence due to any one of the following (None to Pay), the hire of the Vehicle will be terminated, and the Employee shall return the Vehicle, and there shall be no costs associated with the early termination of the Vehicle.

For absence due to parental leave, the Employee can either terminate the hire of the Vehicle prior to the expiry of the term or continue to hire the Vehicle provided that the payments do not take them below the National Minimum Wage or National Living Wage. If the hire of the Vehicle is terminated during the first 6 months of the term, the Employee will pay an Early Termination Payment (equal to 50% of the remaining rentals). If the hire of the Vehicle is terminated after the first 6 months of the term, the Employee shall pay the lower of the amount that is equal to 3 monthly rentals or the Early Termination Payment. If the Employee continues to hire the Vehicle, the salary sacrifice deductions will continue until such time as would reduce the Employee's pay below the National Minimum or National Living Wage, after which the salary sacrifice will be suspended for a maximum of 12 months, or until the end of the term, this only applies to the Vehicle and Maintenance Element of this scheme, Insurance will continue to be deducted monthly.

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

What else do we need to consider?

Employee Eligibility

Employees must have completed at least 6 months employment to qualify. They must also consider whether they are going to remain in your employment during the contract to avoid early termination charges.

National Minimum Wage

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

Multiple Cars

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

Terms and Conditions of Employment

For the car scheme to be effective we will need to make amendments to Terms and Conditions of employment in accordance with the provisions of Section 4 of the Employment Rights Act 1996. Employees will be agreeing to these changes when they sign the vehicle order form and Employee Agreement.



Post launch Support

Launch day with Demonstrators

Provide seminar sessions with employees to explain the scheme and nuances of electric vehicles, portal demonstrations and the chance to sit in and drive some electric cars.

Payroll Support

We'll make it easy for your payroll team with monthly summary by employee of what to deduct from their salaries and P11D information upfront.

Employee Agreement

We provide an Employee Agreement to act as a variation to the employee's contract of employment which passes on all of the risk, responsibility and liability to the employee.

On going support for you and your employees

Access a comprehensive suite of online resources designed to help you launch your scheme with confidence. From step-by-step guides for your team to a detailed FAQ library, everything you need is at your fingertips. And if you ever need a hand, our friendly team is just a phone call away.

Invitation to Go Electric Gloucestershire

Employees are invited to attend Go Electric Gloucestershire, our annual EV showcase, to meet our team and compare a wide range of EVs side by side.

Wednesday 8th July 2026 University of Gloucestershire Business School, Oxstalls Campus



Why use Lease Electric?



We work with every mainstream vehicle manufacturer to source and supply the right vehicles for your business and your employees.



Our specialist salary sacrifice funder provides businesses with a low risk employee benefit scheme.



Should an employee leave the business mid-contract for any number of reasons, our funder offers solutions to minimise the financial risk to the employer.



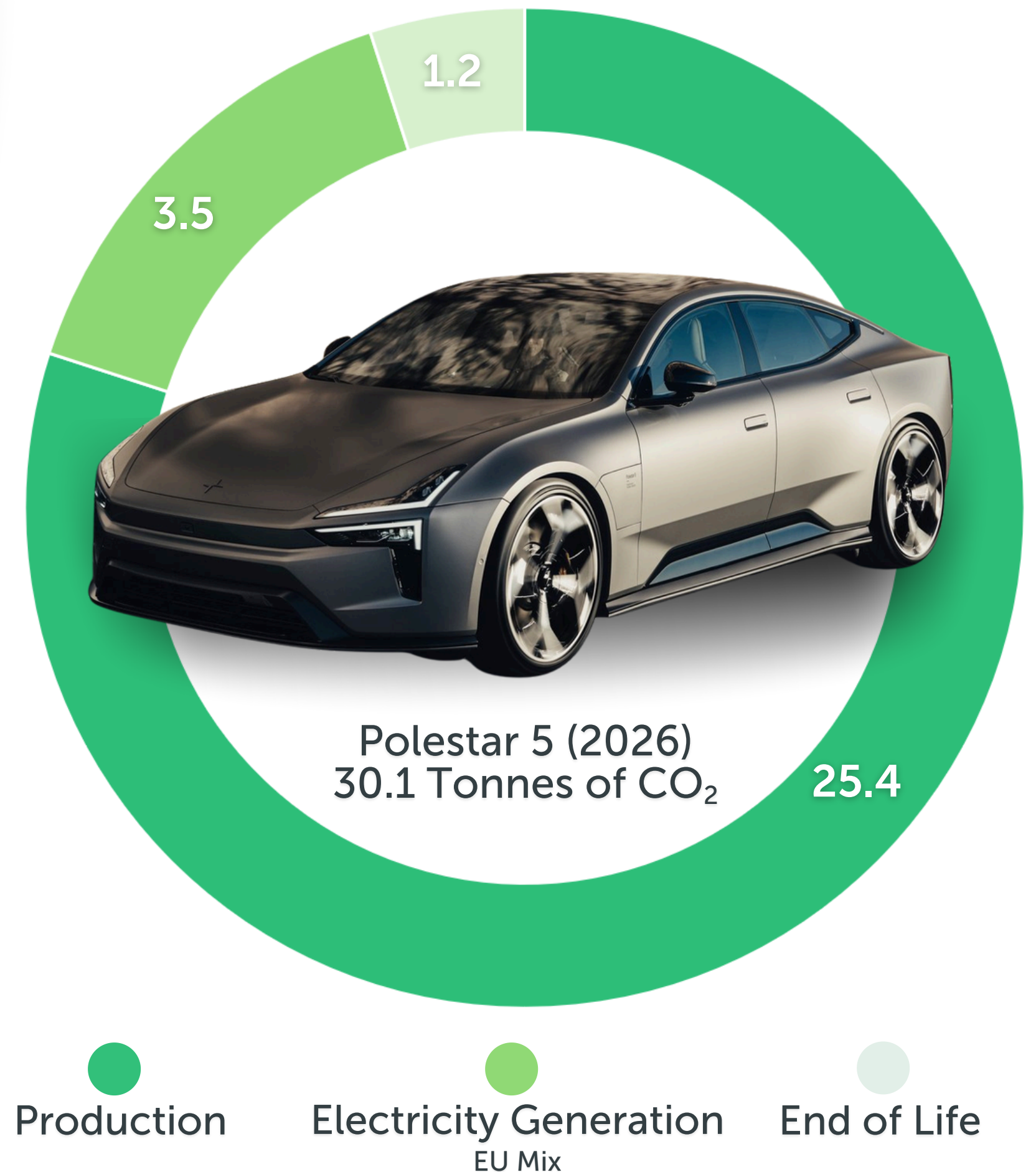
When you lease a vehicle with Lease Electric you have an even greater impact on climate change. As part of our commitment to Climate Positive Leasing, every vehicle leased with Fleet Electric contributes to the investment in carbon reduction projects (via our partners Ecologi) to compensate for the carbon created by the vehicle manufacturer.



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).



Projects we have invested in

Cleaner Cookstoves in Zambia and Ghana

Rudimentary cookstoves that burn non-renewable biomass emit greenhouse gases and create harmful household air pollution, contributing to climate change and poor health. Ghana is the largest per-capita consumer of charcoal in West Africa, where it is widely used for cooking. The Toyola project in Ghana and the 3 Rocks project in Zambia address these impacts by introducing cleaner, fuel-efficient stoves. Toyola replaces charcoal stoves with insulated Toyola Coalpots, while the 3 Rocks project replaces traditional three-stone fires, reducing biomass use by up to 66%.

Avoiding Methane Emissions from Land fill in Brazil

Brazil is the world's fifth-largest waste producer, generating nearly 80 million tonnes of municipal waste annually, much of which ends up in landfills releasing methane, a potent greenhouse gas. The Macaúbas Landfill Gas Project in Minas Gerais captures and manages landfill gas through active extraction, flaring, and electricity generation. The project has reduced emissions by 102,580 tCO₂e, prevented methane release, supplied power to the grid, and created skilled jobs.

Protection of the Mataven Forest in Eastern Columbia

Colombia hosts around 10% of the world's biodiversity, but regions such as Vichada have experienced significant deforestation. The Matavén REDD+ project protects over 1.15 million hectares of tropical forest, preventing emissions while supporting sustainable livelihoods. Benefiting nearly 16,000 Indigenous people, the project provides education, healthcare, and food security, and is certified under Verra's Climate, Community and Biodiversity Standard.



Our Impact

31,704

Trees Planted

52

Projects Funded

7,308.78

tCO₂e Prevented

21,926 metres²

Sea ice saved



5608 long haul flights

London to San Francisco (5356 miles)



18,133,083 miles

Driven in petrol cars



Who are Lease Electric?

Lease Electric is an independent vehicle finance and leasing broker specialising in Electric Vehicles (EV) to help businesses of all sizes transition their fleets and employees to electric cars & vans.

Working directly with every mainstream vehicle manufacturer and a tailored panel of funders, Lease Electric will source and supply vehicle(s) via a funding method best suited to your business and requirements reducing Scope 1 Emissions

Funding is available for all normal business vehicle requirements such as company cars, pool cars and company vans.

Our Funders



ALD
Automotive

ALPHABET



ARVAL
BNP PARIBAS GROUP

MOBILIZE
BEYOND AUTOMOTIVE

LEX AUTOLEASE



DRIVALIA

LEASYS

Novuna
Vehicle Solutions

Santander
Consumer Finance

Volkswagen Financial Services



ayvens

TCH Leasing

Membership



Partners

Partnerjurni

pod POINT

Ecologi



Fleet Procure

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LeaseElectric



Electric Cars & Vans

Contract Hire & Leasing

Company Cars

EV Salary Sacrifice

Fleet Consultancy



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