

Drive a brand-new Ford Explorer at used Kia Sportage Prices...



Employee's Guide to EV Salary Sacrifice

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 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 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.

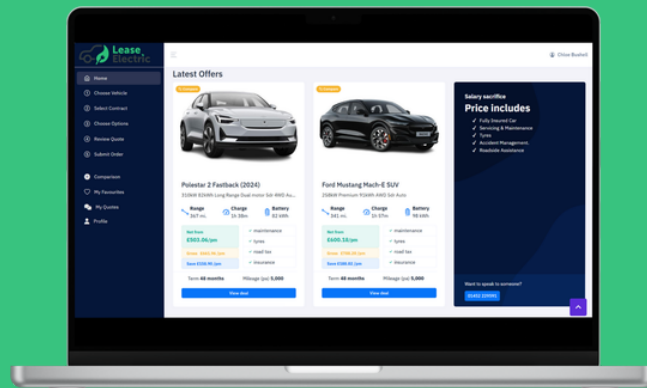
Brand new car every 2, 3 or 4 years

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

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

Quote

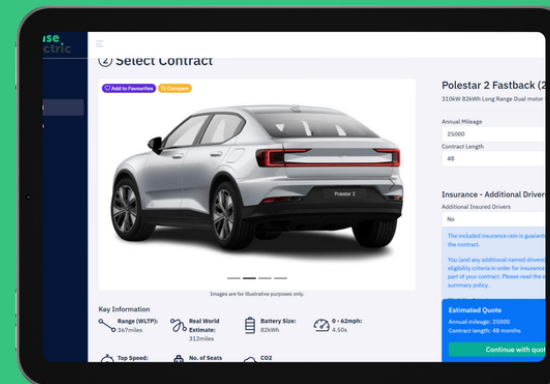


Access to the Lease Electric Employee Portal, register and login.

Browse EVs from all leading manufactures before configuring your chosen vehicles.

When you're happy - submit your quote

Order

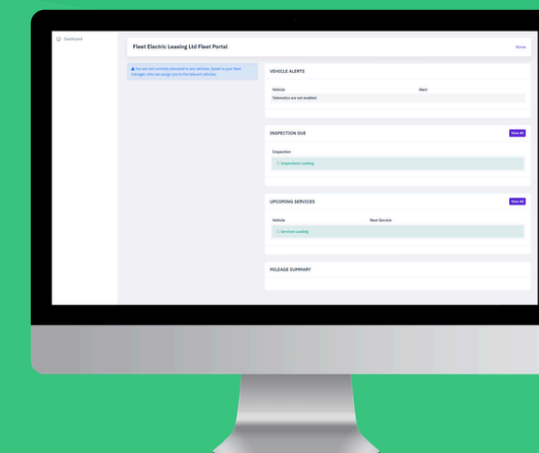


The Lease Electric team contact your Employer to agree on the vehicle and verify your order

Lease Electric confirm all delivery details and timeline directly with your

Your brand new EV will be delivered, for you to drive for the next 2, 3 or 4 years.

Payment



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

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.

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

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.

What else do I need to consider?





Electric Cars & Vans
Contract Hire & Leasing
Company Cars
EV Salary Sacrifice
Fleet Consultancy



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