



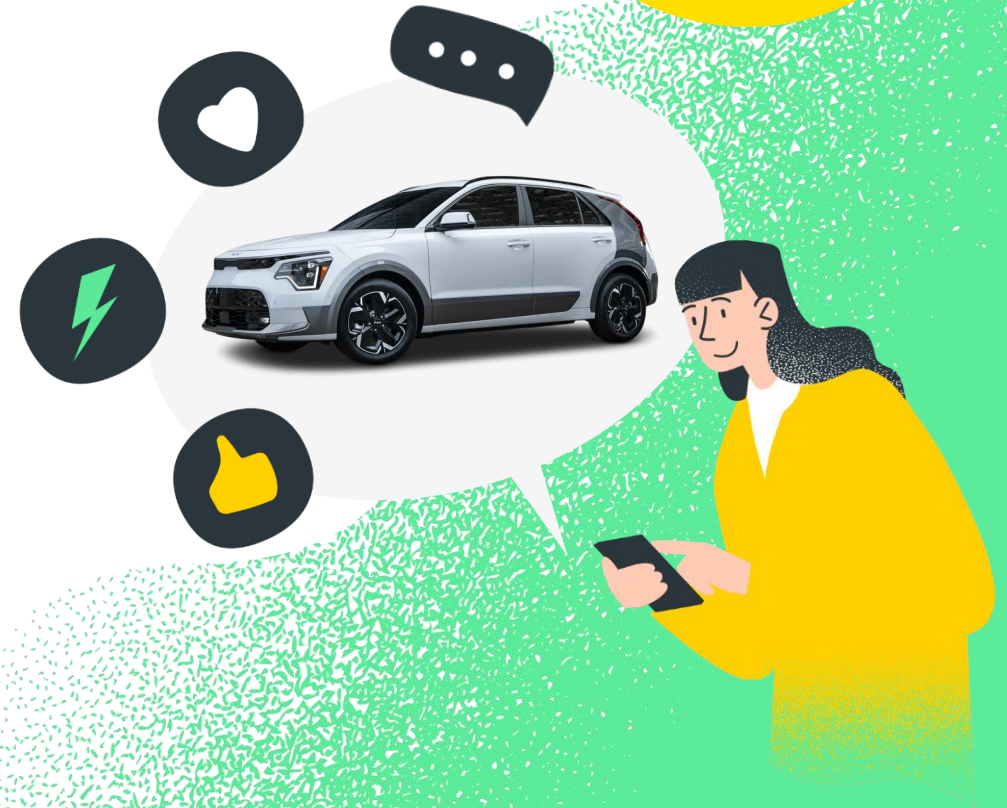
Salary sacrifice for **electric** cars

By making electric cars more affordable,
you can support your team's
journey to Net Zero



Take 3 minutes
to read:

HOW IT WORKS &
HOW TO GET STARTED



Happy employees healthy company



Make your team feel rewarded

Improve your benefits package, saving your team £5,000 to £15,000 each on the cost of their car through salary sacrifice – at no cost to the company.

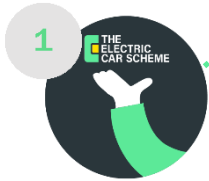


Drive down CO2 emissions

Switching to an electric car is the biggest step people can take to reduce their carbon footprint.

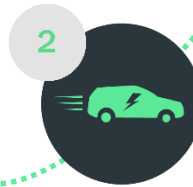
Provide an affordable alternative to petrol and lead the charge to hit your sustainability goals.

What is salary sacrifice for electric cars?



The employer leases an electric car

Employees choose a car on The Electric Car Scheme. The employer signs up, orders, and pays the leasing company for the car.



Employees get the car (as a benefit) in exchange for salary

The employer agrees to provide the car in exchange for the employee looking after the car and sacrificing gross salary to pay for it.



Sacrificed salary is not taxable, saving thousands of pounds

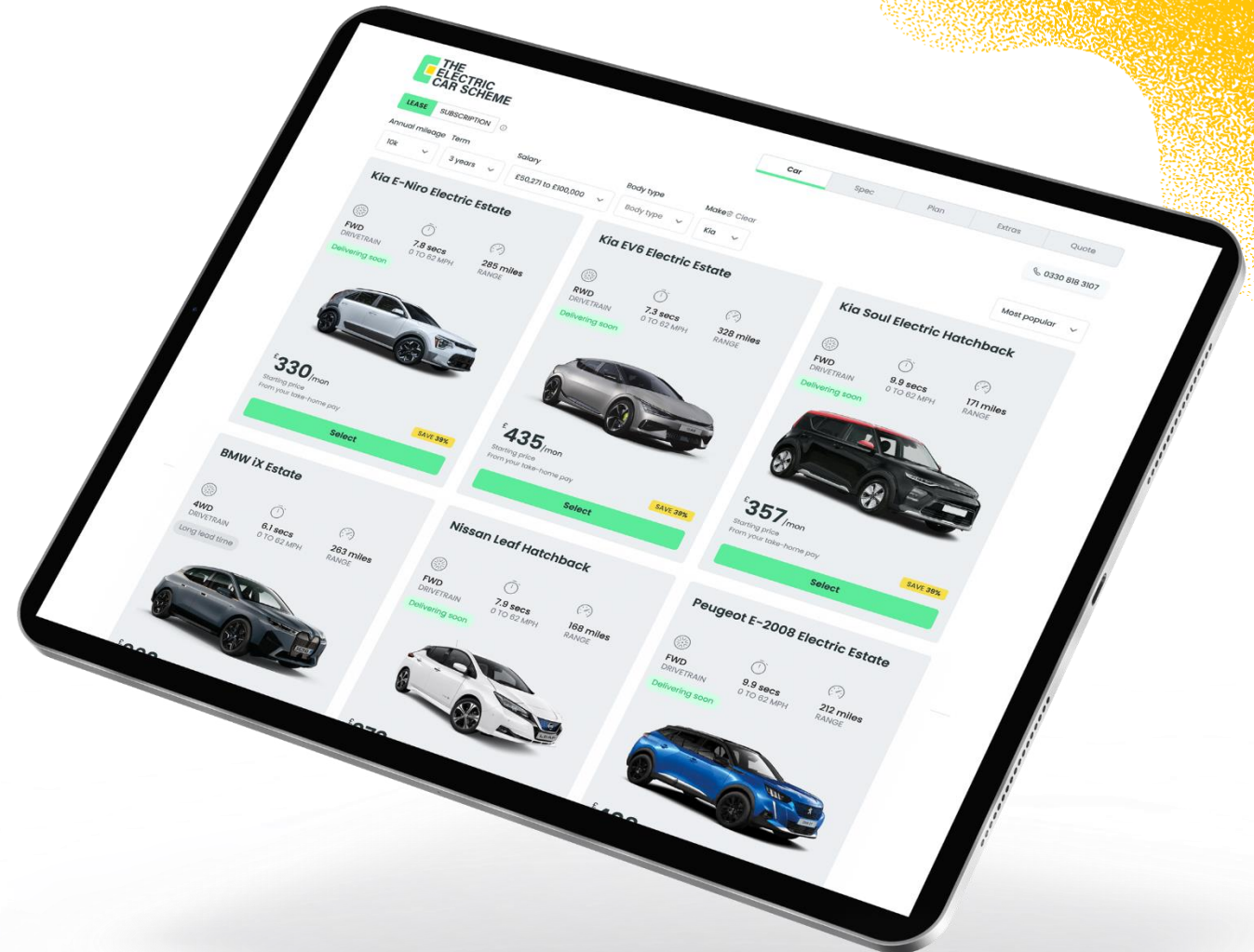
The Electric Car Scheme provides payroll adjustments so that the employer recoups the cost of the car from the employee's salary.

The employee saves 30-60% on the cost of any electric car by paying from salary before tax.

Leasing through
salary sacrifice
helps employees
to save **30-60%**



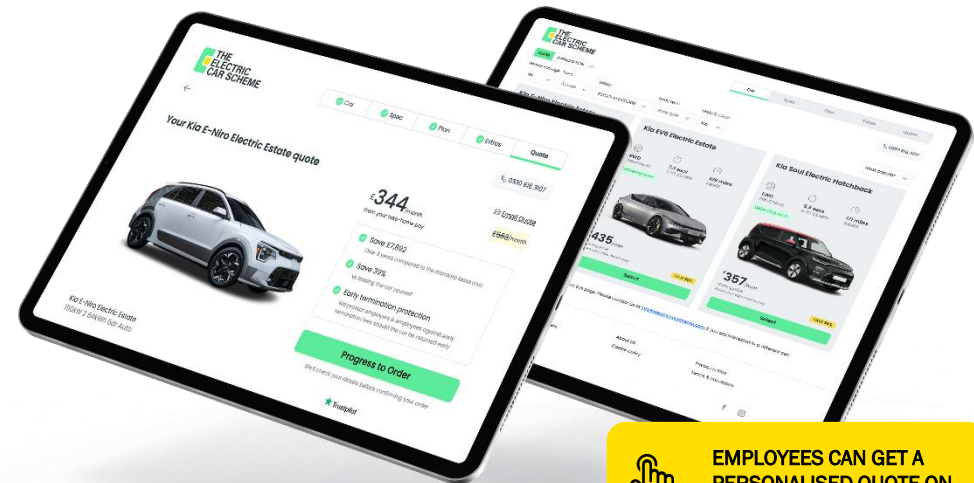
EMPLOYEES CAN GET A
PERSONALISED QUOTE
ON OUR WEBSITE



Leasing through salary
sacrifice helps employees
to save 30-60%

The detail

Kia e-Niro 2
Save £8,991



EMPLOYEES CAN GET A
PERSONALISED QUOTE ON
OUR WEBSITE

| Kia e-Niro 2 Higher rate taxpayer | Per month | |
|---|-----------------|--|
| Best lease available (5,000 miles pa) | £560 Inc VAT | The Electric Car Scheme finds the best prices available on the market. This amount is taken from gross salary before tax |
| Employee tax savings | -£235 | Income tax and National Insurance are reduced due to salary sacrifice |
| Average benefit-in-kind tax over lease | +£48 | Electric car benefit-in-kind tax is set at very low rates until at least 2028 |
| Net cost / employee pays | £373 | Making electric cars much more affordable |

34%

* Assumes a 4-year lease starting on May 2024, for a higher rate taxpayer.
Prices are indicative only, the best deals on the market change daily.

What's included with The Electric Car Scheme?

TYPES OF LEASES:



NEW

2 - 4 years
Lease a new fully-electric
car of your choice



USED

1 - 3 years
Largest selection of used
electric cars on the market



SUBSCRIPTIONS

12 months +
Flexible, short-term hires
of electric cars

ALL-INCLUSIVE
PACKAGE:
All through salary
sacrifice



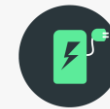
SERVICING

Includes maintenance,
tyre replacement, MOT,
breakdown cover



INSURANCE

Fully comprehensive top
rated NIG car insurance,
incl. GAP insurance



CHARGING

Something for everyone
– home, office and public
charging available



Why choose The Electric Car Scheme?



Complete protection

Companies and their employees shouldn't have to worry about extra fees if their electric car needs to be returned early due to unforeseen circumstances.

That's why we offer unrivalled protection and peace of mind to you and your team.



Best prices available

We search across the electric car market to find the best prices. Our access to the top leasing companies means we can access the best prices available.

Employees can be confident that they are getting the best deal.



Trusted 5* service

We've helped more than 1,000 companies setup their Electric Car Scheme, delivering a service rated "Excellent – 5 stars" by our clients.

Our straightforward tools and team of dedicated experts support you from launch and all the way along your electric car salary sacrifice journey.

Complete Risk Protection

What if an employee's circumstances change?



We provide protection to safeguard you from unexpected costs if a car needs to be returned early.

If the employee can no longer salary sacrifice, the car may need to be returned early. Early termination fees charged by the lease provider are generally 50% of remaining lease payments.


Employers should not need to pay any fees for charges outside of their control.

That's why we offer Complete Employer Protection Services and peace of mind for you and your team.

Who pays early termination fees if the lease ends early?

WHO PAYS

REASON

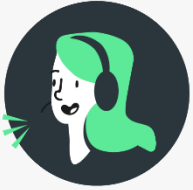
| | |
|--|---|
|  THE ELECTRIC CAR SCHEME pays if... | Redundancy or dismissal |
| | Resignation after 3 months into lease |
| | Family Friendly Leave (incl. statutory maternity, paternity & adoption) |
| | Long term sickness or death |
| EMPLOYEE pays if... | If your employee doesn't pay their fees |
| | Resignation in first 3 months of lease |
| | Loss of driving license, breach of lease terms or dismissal for cause |
| | Car written off or stolen normally through the car insurance provider |



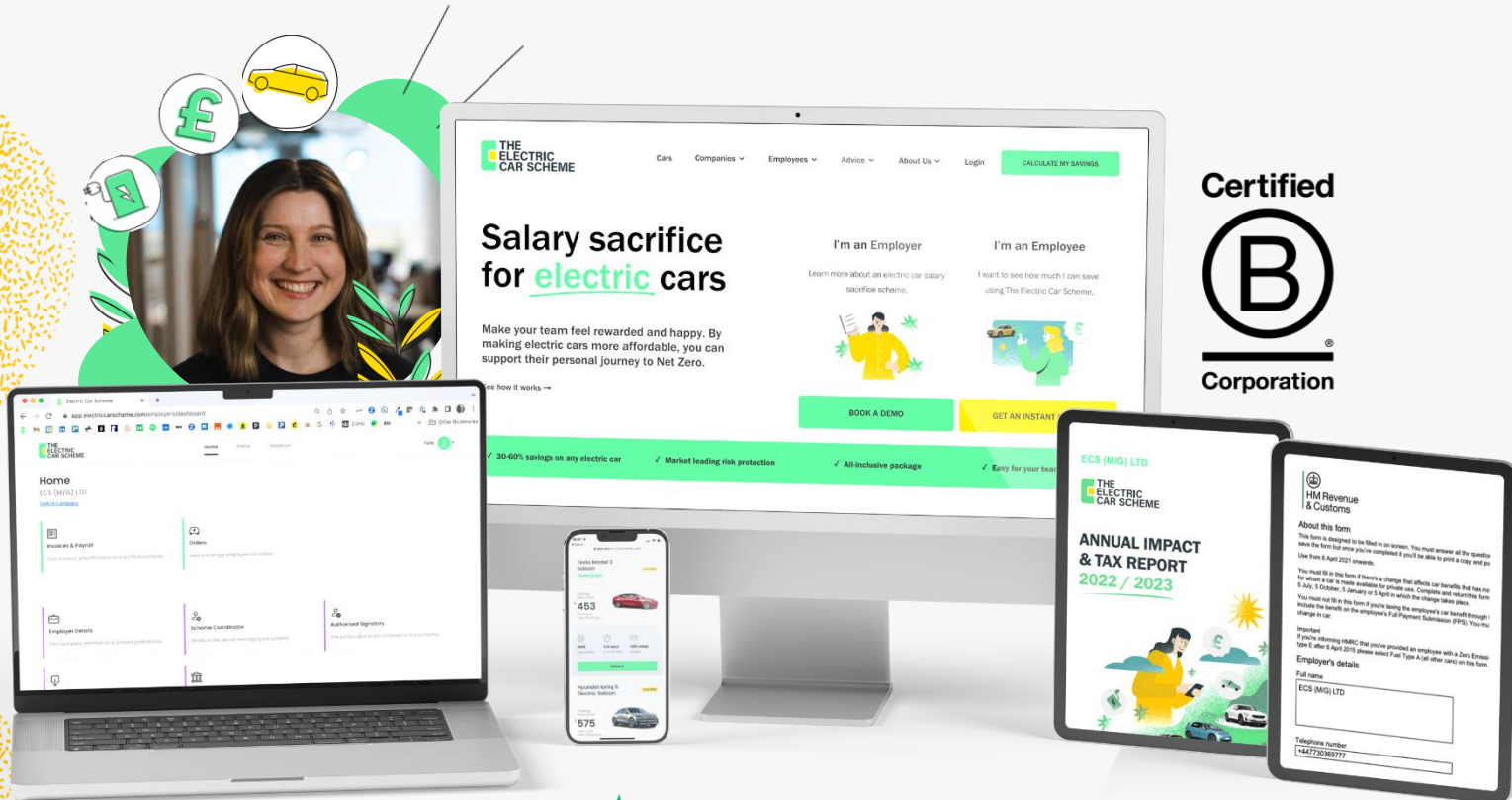
Complete Risk Protection is market leading

No exclusion periods for employers, no excess to pay, no underpayment for maternity, plus protection if your employee doesn't pay for fees or damage

| | THE ELECTRIC CAR SCHEME | octopus electric vehicles | Tusker. | loveelectric |
|-------------------------------------|-------------------------------|--|--|--|
| Resignation | From 3m | From 6m | From 3m | From 3m* |
| Redundancy | Yes, immediately | From 6m | From 3m | From 6m* |
| Dismissal | Yes, immediately | From 6m | From 3m | From 3m* |
| Parental leave | Yes, immediately | Yes | From 3m | From 6m |
| Long term sickness | Yes, immediately | Yes | From 3m | Yes |
| Loss of license (medical) | Yes, immediately | Yes | Yes | Yes |
| Death | Yes, immediately | Yes | Yes | Yes |
| Excess to pay for protection | None | None | None | 1m rental denoted by * |
| Caps or limits of usage | None | 10 cars or 10% pa | None | None |
| If employee doesn't pay for ET fees | Yes | No | From 3m | No |
| If employee doesn't pay for damage | Yes | No | No | No |
| | Best on everything | Leaves your business exposed in the first 6m | Leaves your business exposed in the first 3m | Excess payments; 6m exclusion on redundancy & parental |

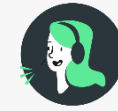


Trusted 5* service to make salary sacrifice simple



Online Tools

- Secure employer and employee portal
- Personalised tax saving calculator and car configurator for employees



Personal support

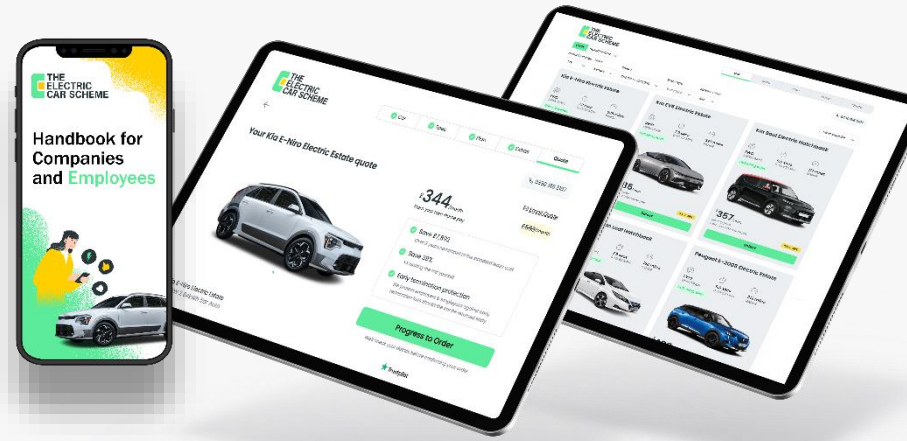
- A brilliant launch to your team including webinars and drive days
- EV specialists on hand to help your team find their dream car
- Dedicated account management and HR & Finance support



Straightforward reporting

- Clear, simple to use payroll input
- Draft HMRC notifications incl. P46 (Car), P11D and P11D(b)
- BIK, NI and VAT calculations
- Annual impact report including Scope 3 carbon emission reductions

Easy for **employees** to understand, quote & order



“The experience was fantastic! Highly recommend The Electric Car Scheme to anyone wanting to get into an EV!”

James Browne – Founder, Hilo



“I couldn’t fault the process at any stage”

Gail Atkins – Head of People, PACE-XL Limited



“The Electric Car Scheme provided a really good experience from start to finish”

Graham Appleby – Head of Development, Great Annual Savings Group



The scheme runs at net zero cost



Our fee is equivalent to the employer's tax savings so the scheme is a **net zero cost**

Employer tax savings consist of **reduction in Employer NI** due to salary sacrificed, and **VAT recovery** on the lease



| Example 3-year lease | Monthly | Explained |
|--|----------------------|--|
| Total cost of lease and extras (paid by employer to lease provider) | - £520 (inc. VAT) | The lease cost is recovered directly from salary sacrifice |
| Reduction in Employee gross salary | £520 | |
| £0 | | |
| Reduction in Employer NI (due to salary sacrifice) | £72 | The employer realises tax savings from a reduction in NI and recoverable VAT |
| Class 1A Employer NI due to BIK | - £8 | |
| Total impact on Employer NI | £64 | |
| VAT recovery (reclaim 50% of VAT on lease costs) | £43 | |
| The Electric Car Scheme fees | - £107 | Fees equal the employer's tax savings |
| £0 | | |
| Net impact to employer | £0 | |

*Example assumes reclaim of VAT at 50%. Note that reclaim of VAT on maintenance is 100%.

Green credentials

We are the UK's only
B Corp Certified salary
sacrifice scheme

Certified



Corporation



The Electric Car Scheme is an easy win for your ESG goals, combining sustainability and social responsibility in one easy-to-use package.

We're thrilled to highlight the major strides we've made towards our green objectives in 2024, which are outlined below.



8,170 tonnes of Carbon
Dioxide Equivalent
saved



Equivalent of
400,000 trees
planted



Used cars are more
affordable for
everyone



We are the UK's
only B Corp
Certified salary
sacrifice scheme



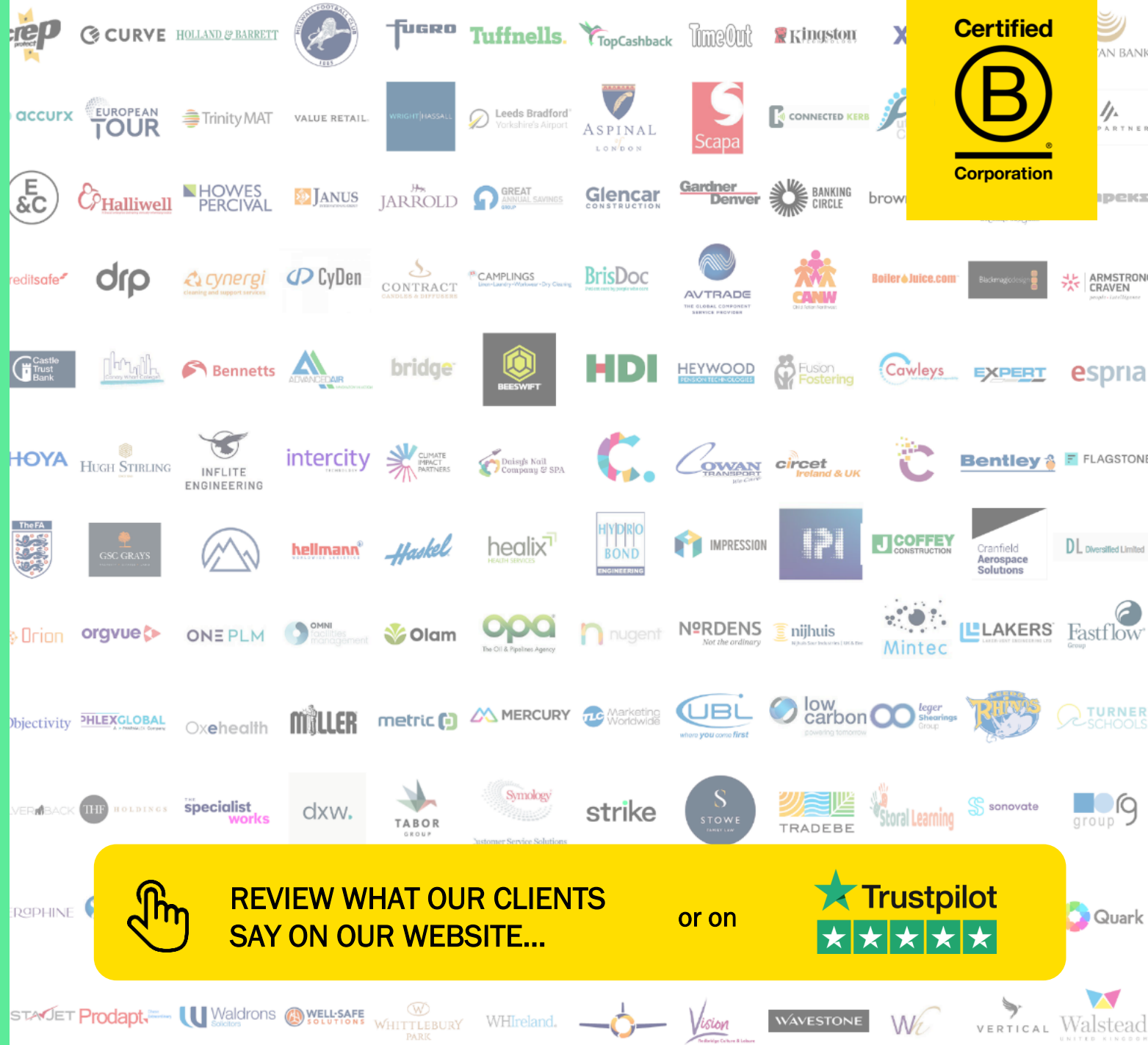
Accredited by the
FCA, BVRLA, REA
and GBC



Award-winning
salary sacrifice
provider

Don't just take
our word for it...

Our service is trusted
by more than
1,000 employers



REVIEW WHAT OUR CLIENTS
SAY ON OUR WEBSITE...

or on



Happy employees, healthy companies...



Holland & Barrett

Holland & Barrett

Business: Wellness Retail Services

Team: 800 employees

“Colleagues can lower their environmental impact while reducing their own motoring costs.”

- Richard Mason, Head of ESG



CURVE

Curve

Business: Financial technology

Team: 300 employees

“This is a must-have benefit for any business that cares about employees and the environment.”

- Shachar Bialick, Founder - CEO



Dreams

Dreams Beds

Business: Retail

Team: 2,300 employees

“The Electric Car Scheme is crucial for attracting, engaging and retaining our colleagues.”

- Abi Griffin, Head of Colleague Experience



XE.com

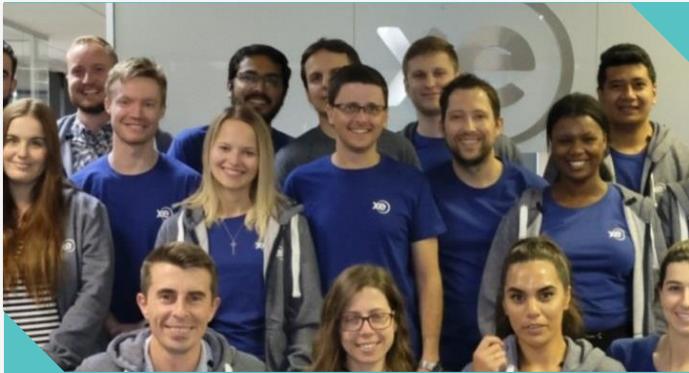
Business:

Team: 250

“It helps electric a impact.”

- Nigel Cham

... reward your team while driving down emissions



XE.com

Business: Foreign exchange

Team: 250 employees

“It helps our employees switch to electric and lessens our environmental impact.”

- Nigel Chambers - Chief of Staff



Fugro Holdings

Business: Surveying & geodata services

Team: 1,800 employees

“Sustainability is core to our business. We want our clients to understand that is matters to us.”

- Gordon Duncan, Head of Finance



Leeds Bradford Airport

Business: Transport

Team: 450 employees

“The Electric Car Scheme has provided first rate service from start to finish.”

- Alexander Tong, Chief Financial Officer

See more

Certified



Corporation

THE ELECTRIC CAR SCHEME

We believe that everyone wants to make choices to achieve a **Net Zero future.**

We want to create a **'no brainer'** decision for everyone to transition to Net Zero, at an affordable cost.



Featured by



The Telegraph

The Guardian

DAILY EXPRESS

This is MONEY

London Evening Standard

employee benefits

Benefits Expert.

Regulated by



Accredited by



Rated



Why choose The Electric Car Scheme?

You & your employees get



Complete risk **protection**



Best **prices** available



Everything in one place
to make the switch

With a trusted 5* service



Online tools to make salary
sacrifice simple



Straightforward reporting for payroll,
HMRC & carbon emissions



Dedicated HR, Finance
and EV **specialist support**



All at no cost to you as an employer
Are you ready to get started?

www.electriccarscheme.com



Our team is on hand to **help** you join us



We will run through these simple steps:

1

Product review

2

Portal setup
and sign-up

3

Credit check
for leases

+

Launch scheme



BOOK A CALL



Excellent

STILL NEED TO FIND OUT MORE?

VISIT OUR WEBSITE