

Our Community

LeasePlan UK

Corporate Responsibility Review 2015

Our story as we work towards
becoming a more responsible business

Our Business

Our People



It's easier to leaseplan

Contents

LeasePlan UK is a member of LeasePlan Corporation NV Group, part of the world’s leading fleet and vehicle management company with more than 1.5 million vehicles in 32 countries worldwide.

Established here in the UK in 1979, LeasePlan UK operates a serviced fleet in excess of 165,000 vehicles. Because we know that every customer is different we’ve organised our business into four brands. So whether you know us better as LeasePlan, Automotive Leasing (Public Sector), LeasePlan Go (SME), or Network (franchisees) you’ll know what drives everything we do – making it ‘easier to leaseplan’.

From simple funding to full outsourcing - whether you’re looking for a personal lease or if you’re a business or public sector organisation, you can be confident that fleet is not a part of what we do – it’s everything we do. No distractions, just great products and 100% commitment to service.

Our People

- › Developing our talent and skills **09**
- › Employee engagement **11**
- › Employee wellbeing **13**
- › Diversity **15**
- › Health and safety **17**

Our Business

- › Customers (Treating Customers Fairly) **20**
- › Products and services **22**
- › Supply chain **23**
- › Environment **24**
- › Living wage **26**

Our Community

- › Local hiring and youth unemployment **28**
- › Skills transfer **30**
- › Community support **32**
- › Charity fundraising **33**

Matt Dyer's message

Before we start... an introduction from our MD... and not just because he's the boss either. Our responsibilities as a business are part of what we do every day right through from top to bottom and side to side.

LeasePlan UK's vision is to make it 'easier to leaseplan' for our customers. How we go about doing this is important and we have to do it in the right and most responsible way.

Being a responsible business makes complete sense for us. It is simply good business to run our company in this way. We're responsible for our customers, business and employees - without them we wouldn't be here today.

And framing all of this are our four company values of Commitment, Expertise, Passion and Respect and our global employee Code of Conduct. These define the behaviours we want our people to display and in turn how we want to be perceived by everyone else – our customers, suppliers, future customers and the local community.

We've still got a long way to go – we'll always be ambitious with our targets for being a responsible business and revise them as we go to make sure we stretch ourselves.

We believe our Corporate Responsibility approach sets us apart. We want other organisations to want to work with us – just like we want to work with other like-minded organisations that share our mind-set for responsible business.

We've achieved a lot in a short space of time but we know there is so much more we can do. We're confident that through our focus on being a responsible business we'll continue to make a difference and we'll still be here in many years to come to deliver for our customers, employees and our business.



Matt Dyer
Managing Director
LeasePlan UK



A note from the author...



We've not written a review of how we're living up to being a responsible business before, so we're proud to be able to share this with you – and thank you for taking a look.

Our work to be a responsible business is set out clearly in our Corporate Responsibility strategy. This sets out what we believe in, what we're going to do and how we're going to measure that.

It is all pushed ahead and governed by a small but enthusiastic CR Steering Group. We're lucky to have a mix of people from across our business who make up this group and give a range of perspectives to help drive our work to be a more responsible business.

We want our Corporate Responsibility review to tell you things you didn't know about us. If you're a potential customer looking for your next fleet partner; an existing customer keen to know more about us as your supplier; interested in coming to work for us; a stakeholder in the local community where we're based; or one of our own suppliers - there's stuff in here that will help to make your view of us much clearer.

It isn't a report as such and we've tried to stick to the point. This is very intentional; it makes it easier for you to read but still gives you a true sense for what we believe in and what we're doing about that.

We think we've got a really good story to tell.

We'd also love your feedback to help us along the way and even make our CR Review better in the future, so if you do have anything you'd like to say or ask us about, just email cr@leaseplan.co.uk

Jonathan Webster, Employee and Community Engagement Manager - LeasePlan UK



“With the support of BITC, LeasePlan UK developed a simple yet comprehensive strategy covering material social and environmental issues for the company's continued commercial success. I have been particularly impressed at the speed and passion with which they've pursued opportunities available to help the company via BITC - ranging from diversity benchmarking to reviewing recruitment practices for young people, to become a more inclusive employer.”

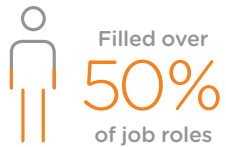
Charlotte West, BITC's Marketplace Director



We're members of Business in the Community
www.bitc.org.uk

Our approach to Corporate Responsibility in numbers

At a glance, these are some of the key areas we tracked in 2015 to measure how we were doing in achieving our objectives of being a responsible business. This isn't an exhaustive list, we do measure other stuff too as you'll see as you read more.

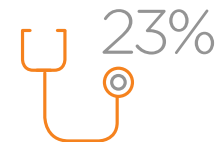


internally within LPUK in 2015 (through promotion or lateral moves, including secondments)

Increased employee engagement score to



up by 3 points from 2014, in our high performance organisation index (HPO) from our annual employee survey



Vital employee measures on things like blood pressure and cholesterol from "Know Your Numbers" sessions attended by 23% of the workforce



Demographic composition of all employees. *3 out of 8 of our Managing Board are female



78 employees completed on road driver training



Our annual customer satisfaction scores increased in our customer loyalty survey



The average CO2 produced by the vehicles our employees drive is 127 g/km of CO2 - down 3.9 g/km of CO2 from 2014



Signed up to the UK Living Wage of **£8.25 per hour**



A 'Community Day' was taken up by **207 employees**



Employees raised **£7,388** for local and national charities



137 days in the local community working with young people



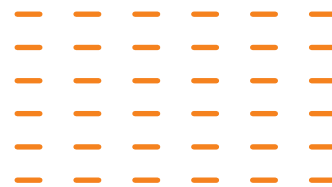
Average length of service rose from 7 to 8 years in 2015 (compared to 2014)

Being a responsible business

A snap-shot of our focus areas

Our People

- › Developing our talent and skills
- › Employee Engagement
- › Employee wellbeing
- › Diversity
- › Health and safety

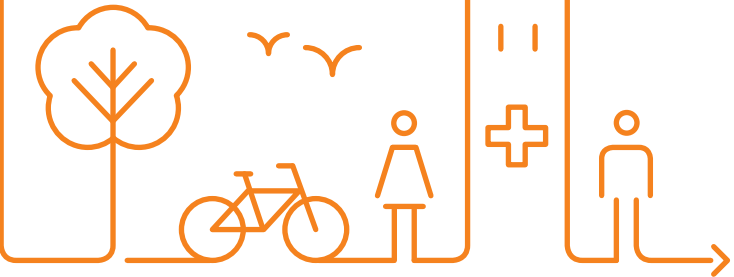


Our Business

- › Customers (Treating Customers Fairly)
- › Products and services
- › Supply chain
- › Environment
- › Living wage

Our Community

- › Local hiring and youth unemployment
- › Skills transfer
- › Community support
- › Charity fundraising



Our 2016 plans for becoming a more responsible business

Here's a quick peak into some of the areas we're focusing on for 2016. Our strategy is something we're always looking to evolve so each year we'll focus on key areas where we want to be better.

We want to:

- Continue to deliver great service to our customers and work hard to make it even better
- Introduce new products and services that help our customers
- Keep working with our suppliers to help us - and them - deliver their responsible business objectives
- Continue to promote diversity in all forms across our entire business
- Work with local young people to help prepare them for working life
- Increase the engagement of our employees
- Keep working to minimise our impact on the environment as a result of our operations
- Do more for our employees to help improve their wellbeing
- Increase the amount of money we raise and donate to good causes
- Help out in the local communities and offer our skills and expertise wherever they're called upon

2016

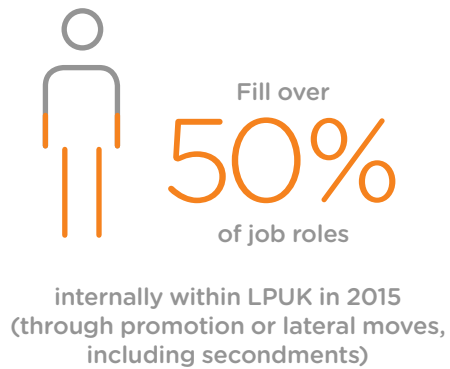
Our People



Developing our talent and skills

> Highlights

We managed to:



Ran 210 training courses in 2015
- that's 6,671 hours of learning

Introduced our career path tool to help people find a way to fulfil their potential here at LeasePlan UK.



Developing our talent and skills

Employee development counts. People stay where they have a rewarding career and make a telling contribution. That means putting a strong emphasis on training and new skills to help our people achieve their goals

Every new starter receives a minimum of 5 days of training in their first 6 months, so they can get to know us, what we do, how we operate, and understand our industry. We track the take up of the training we offer so it is efficient and makes best use of our budget - in 2015 the figure topped 78%. We encourage all employees to take responsibility for their own development, be that through further education, formal training or an internal secondment.

In 2015 we developed and launched our Career Path tool to help employees clearly see where their career can go. The key is allowing each employee turn their unique potential into a working reality from a diverse pool of opportunities.

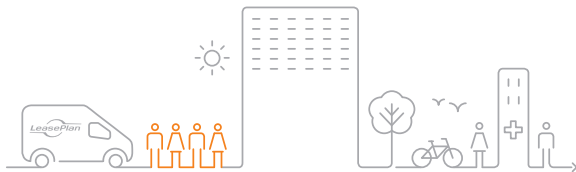
In 2016 we're running SHINE again, our programme to develop high potential employees. We find a group of ambitious employees – 12 to be precise – keen to push their career forward. They earn the chance to grow, learn new skills, try different approaches and, critically, show they can stretch to become a business leader of the future at LeasePlan UK.



“Being part of SHINE was quite probably the best career decision I’ve made. It gave me the skills I needed to be an effective leader and I haven’t stopped to look back.

“I learnt new ways of doing things and stretched out of my comfort zone, it gave me the confidence that I could go on and do more – I even had fun whilst I did it. I’ve been able to put everything I learnt together, making me a more rounded person and it’s given me the foundation from which to progress. Onwards and upwards!”

Kabir Khan, 2015 Shine graduate



Employee engagement

> Highlights

We managed to:

Increase employee engagement score to



up by 3 points from 2014,
in our high performance organisation (HPO)
index from our annual employee survey

Employee engagement

Engaged employees make a real contribution to an organisation's success. They stand up when the going gets tough and get things done. But they also get a real sense of satisfaction from succeeding in doing the difficult stuff well.

By putting the customer at the heart of what they do, our employees have helped grow our fleet and increase our profitability.

Our annual employee survey allows our employees to tell us what it's like to work at LeasePlan. We increased our employee engagement score to 78, up 3 points from 2014, in our high performance organisation index (HPO) on the back of a 90% response rate.

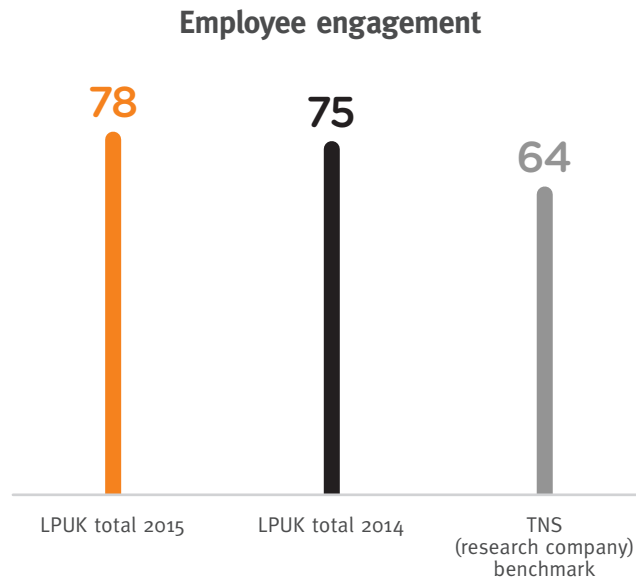
But we're not idle between surveys. Starting from the leadership team we take a proactive role in working with teams to ensure the lessons we learn from each survey is turned into action and our scores continue to make positive reading.

We run a half-way stage 'temperature check', based on simply asking a small sample of questions, to make sure we're doing the right things and moving in the right direction.



"We've got a great team spirit here at LeasePlan UK and this is something that every visitor to our office picks up on. It's pleasing to see that this is reflected in the numbers from our employee survey too. What makes this even more impressive in my mind is that we're a really ambitious company and we work in an environment where change is constant – change and employee engagement don't always make for great bedfellows but that is what we've seen at LeasePlan UK in 2015 and we're very proud of that."

Steve Moss, HR and Customer Insight Director



The total score is made up of four core pillars which analyse engagement, leadership, organisational capability, and goals and strategy

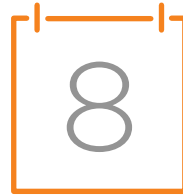
Employee wellbeing

> Highlights

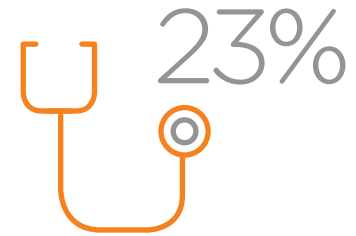
In 2015 we learned:



Our health benchmark by taking part in Britain's Healthiest Company survey



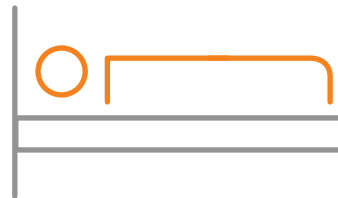
Average length of service rose from 7 to 8 years since 2014



Vital employee measures on things like blood pressure and cholesterol from "Know Your Numbers" sessions attended by 23% of the workforce



Employment satisfaction at LeasePlan UK rose from 3.8 in 2014 to 3.9 in 2015



Employees took 2,408 sickness days, at an average of 4.31 sick days per person

Employee wellbeing

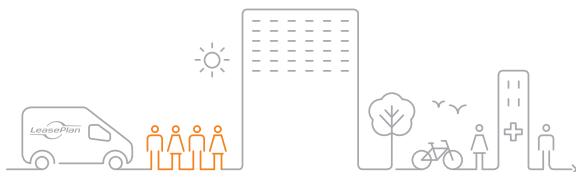
We ranked 91st out of 108 companies participating in Britain's Healthiest Company survey. That's a figure we need to improve. So we're taking proactive steps to give employees advice on nutrition and physical activity.

Our record on physical wellbeing is strong: In 2015 we saw.

- A mini health assessment that measures things like blood pressure and cholesterol
- Continuing popularity of the Know Your Numbers sessions
- Over 100 employees entered the London Winter Run
- 144 employees took up our annual 'wellness challenge'

But we want to do more. In 2016 we are building a more progressive approach to mental health issues. This brings a range of interesting challenges for LeasePlan UK; how can managers and employees spot a mental health issue with a colleague and what should they do about it?

In 2016 we're working with BEN, the automotive industry charity, to provide employees with guidance on mental health issues. We're going to start with a mandatory session for people managers and follow this up with optional, bite-sized drop-in sessions for all employees.



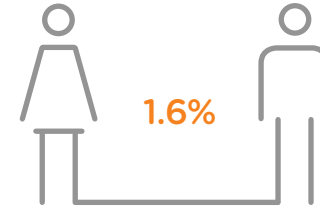
Diversity

> Highlights

In 2015 we reported:



Demographic composition of all employees.
*3 out of 8 of our Managing Board are female



A gender pay gap of 1.6% between males and females doing similar jobs, based on a weighted average



of our employees are BAME (Black, Asian or Minority Ethnic)



female employees traversed Baffin Island in the Arctic Circle as part of the LeasePlan Women's Arctic Challenge

Diversity

Diversity is a big deal and we've made some serious strides recently.

We've run diversity training for all employees including an 'Unconscious Bias' session and we organised the LeasePlan Women's Arctic Challenge too.

We're publishing our gender pay gap to be transparent on this. Our gap is 1.6% - that is a weighted average which compares men and women who do similar jobs.



"The global programme from LeasePlan Corporation gave our diversity work great impetus. We've done even more than we originally planned and whilst our employees tell us diversity isn't a major area of concern for us, this doesn't mean for a second that we're going to sit back."

"There is still much more to do as we look to be the best that we can be. Shrinking the gender pay gap further, encouraging even more of our BAME employees to develop their careers with us, and continuing to recruit people of all ages are just a few of our goals."

Matthew Huckle, Head of HR Operations



"I've learnt that the quickest way to acquire self-confidence is to do the thing that terrifies you; and for me that was to leave my young children behind and head out into the unknown."

"Our traverse of Baffin Island, through the steep sided valley of the Akshayuk Pass, would see us walking 10km each day pulling heavy sleds through some of the harshest conditions known to the local Inuit community. Yet, after 10 days, having initially battled the elements, I realised I had learnt to embrace and enjoy the struggle."

"Today I look back on the experience with a real sense of privilege - the region is an area so remote only 100 people see it at the time of year we were there, each year and I was there with a team of remarkable women celebrating just what it is to be human."

Rebecca Whittaker, Arctic Challenge team member

The LeasePlan UK Women's Arctic Challenge

The Arctic Challenge was a conscious step to help raise the profile of gender equality. Mentored by professional adventurer and diversity champion Debra Searle, 13 women, from 87 original applicants, crossed Baffin Island in the Arctic Circle. The fact 30% of the workforce applied shows the power and impact of the initiative.



The LeasePlan UK Women's Arctic Challenge team

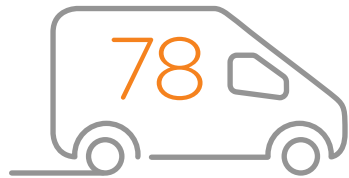
You can find out all about the Arctic Challenge on YouTube – we like the whole story video which is here:

www.leaseplanarcticchallenge.co.uk

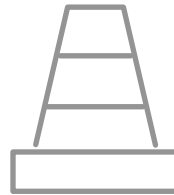
Health and safety

> Highlights

In 2015 we saw:



78 employees completed on road driver training



24 employees completed The AA's driver manoeuvring training



284 employees completed an online driver assessment



33 employees attended a Driver First Assist (DFA) course



The average number of days for incident reporting fell to 5.2 from 8 days in 2014



3 office based incidents in 2015

Health and safety

We know only too well the potential danger of driving. That's why we take a proactive relationship with our employees on driver safety. It's one of the most dangerous things our employees do every day and one of our top priorities.

We produce a driver scorecard for those employees driving a LeasePlan vehicle. The statistics raise awareness of sensible changes to driver behaviour.

All our drivers (284 strong) complete an online interactive road safety-training module provided by AA DriveTech 'Fleetsafe'. That led to 78 employees taking road driver training with a further 24 taking specific manoeuvre training.

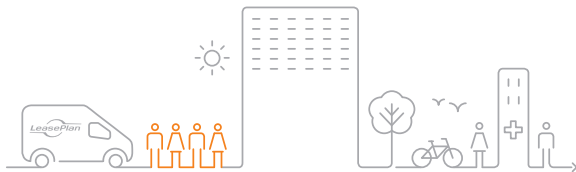
We launched Driver First Assist to train and equip our high mileage drivers to handle a road traffic collision (RTC). 33 of our drivers learned how to manage an incident if they're first on the scene and vital, potentially life-saving, first aid skills.

You can find out more about Driver First Assist here: www.driverfirstassist.org



"I spend so much time in the car, as many of us do. When I see accidents on the road I have wondered what could I do if I was needed to help or even if I had the skills to help. The excellent training from Driver First Assist has given me the knowledge and skills to be able to help if needed until the emergency services arrive. I'm now a part of a community of trained drivers that can support other road users."

Darren McMillan, a LeasePlan employee on DFA training



Our Business



Customers (Treating Customers Fairly)

> Highlights

In 2015 we learned:



Our annual customer satisfaction scores increased based on our customer loyalty survey



Use of Net Promoter Score to get **instant feedback** from our drivers has become embedded



Customers can contribute to forums through our Customer Advisory Boards

Customers (Treating Customers Fairly)

Customers are at the heart of our business – without them we wouldn't be here – so treating them fairly is a must. Being a responsible business means listening and identifying our vulnerable customers wherever possible.

Our annual TRI*M survey boils down the strength of customer relationships down to a single figure. Customers rate our products and services; tell us if they'd recommend us; whether they'd buy from us again; and whether we help them achieve their own business objectives. In 2015 our customer TRI*M scores went up across all of our four brands:

- Automotive Leasing – 98 (up from 68 in 2014)
- LeasePlan Brand - 82 (up from 59 in 2014)
- LeasePlan Go - 78 (up from 70 in 2014)
- Network - 83 (up from 81 in 2014)

We also use the common Net Promoter Score (NPS) method. As soon as a driver has received a service, we ask them to score that experience out of 10. We can instantly find out how a driver feels about his new fitted tyre and share scores with suppliers for fair, accurate and transparent feedback.

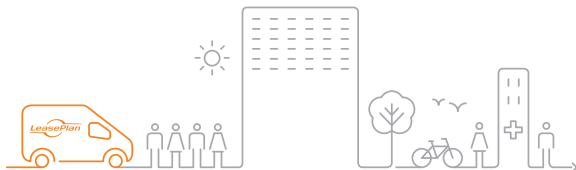
We reward suppliers with the best NPS scores with more business – leading to even better customer experiences.



“Verbatim comments from our drivers and customers telling us about their experiences are incredibly powerful - they ensure we really understand the impact of the services we deliver on a day to day basis. We are able to link each comment to a specific event which enables us and our suppliers to get to the root cause of issues quickly and also celebrate success about great service performance.”
Jo Miles, Head of Driver Service Excellence

Every month we track the queries and complaints from our drivers too. We look for trends in what our customers are telling us so we can promptly do something about it. We've also done a lot to improve our own internal process around how we handle complaints, helping us to resolve things for customers more quickly.

We run some customer forums as well to hear directly from them what they want from their leasing provider. An example of this is the customer advisory board run by our LeasePlan Go brand where we invite customers to come together, share best practice, give them insights into our industry, update them on products and services and crucially listen to their ideas on how we can improve our service to them.



Products and services

We understand the impact vehicles have on our customers, their employees and the environment.

That’s why all product development is done to add value to all drivers we support - but also with full environmental consideration.

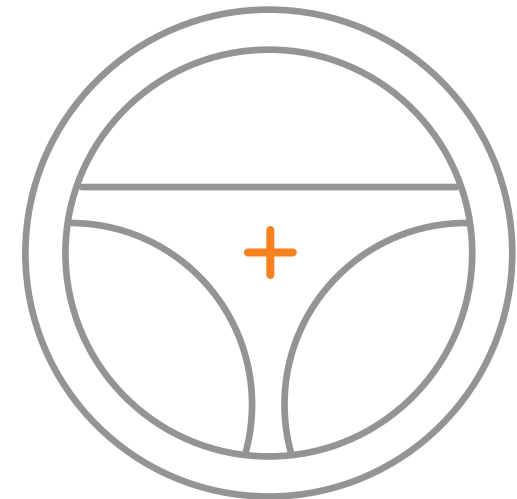
During the last year LeasePlan has launched the following initiatives help our customers improve corporate responsibility:

- Electric vehicle trial - we offered 15 ULEV vehicles free of charge to our clients to raise awareness and increase use of sustainable vehicles.
- Car-sharing scheme - we will supply 10 vehicles at no cost to our clients to help them test and prove the concept of the shared vehicles to their employees.
- MyCarChoices site - we help employees with no access to company vehicles to source a new, more CO2 efficient vehicle - based on fact that the average age of employee owned vehicles is well over five years.



“We see reduction of harmful emissions, and improvement of employee satisfaction as our core duty. Any new product that we develop will be aimed at addressing these two CR objectives. We have even invested in the creation of an Innovation Council, with their principal role to question and support product ideas in achievement of this mission. If a new product idea is not able to prove how it will add value to our clients’ employees and the wider environment it will from the outset be negatively viewed.”

Hein du Plessis, New Product Development, LeasePlan



Supply chain

Running our business would be impossible without all of our suppliers. They often touch our customers more than we do.

We ask them for great service and, in return, we promise to behave as responsible buyers.

Our suppliers sign up to our Code of Conduct and adhere to its principles. Every tender process involves self-assessment against the key areas for our CR strategy and we keep track of progress through a supplier management process. If something isn't clear, we aim to work with them until it is.

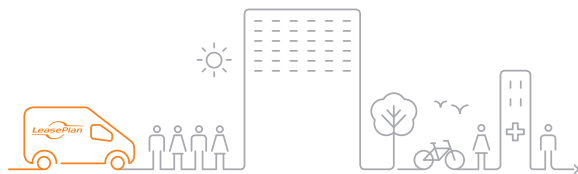
It's not a one-way street. In 2016 we're introducing our first supplier survey to find out more about how they work to support our responsible business objectives, and in turn how we can help them too.

We want to pay all of our suppliers promptly. We recently implemented a new finance system and are working to get it streamlined so we can sign up to the Prompt Payment Code.



“At LeasePlan we firmly believe that treating people fairly and with respect is a core part of our values, and this extends beyond our employees into our Supplier community. Being clear on how we will behave and how we expect our supply partners to behave underpins the relationships that we have across our supply base, and will continue to be enhanced by our Corporate Responsibility strategy.”

Neil Dixon, Head of Procurement and Supplier Management



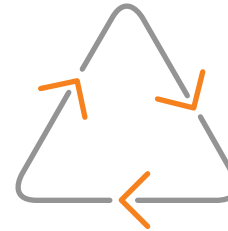
Environment

> Highlights

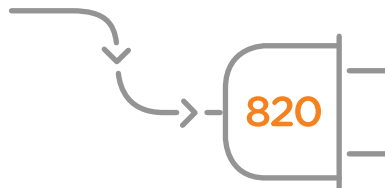
In 2015 we learned:



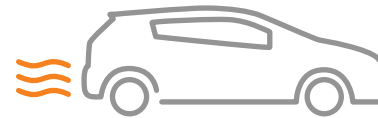
Our **ISO14001** certification has been maintained



We send **zero waste** to landfill



Our electricity consumption has dropped from 898 kwh in 2014 to 820 kwh



Our own fleet of vehicles is reducing CO₂ emissions when averaged by vehicle

Environment

We understand our impact on the environment. And we take our responsibilities very seriously.

With our ISO14001 commitment we're fixed on making continuous improvements against defined targets. But we're not resting on our laurels.

We're focused on controlling our water usage. Our plans include employing water saving devices such as modern hot water urns and low flush WCs while monitoring our water consumption regularly to identify any usage spikes that indicate a leak.

At the same time we want to continue our electricity reduction and want to keep our 100% record on waste recycling.



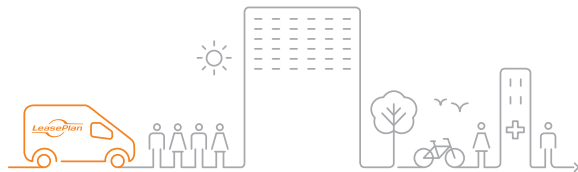
“We're proud of our ISO14001 status and our impact on the environment is an area we always want to improve upon. We're a service business and our office based activities don't have a huge impact on the environment so our focus is controlling what we can control and getting better year on year - so water, electricity and recycling will continue to be where we concentrate our efforts in 2016.”

Sarah Orford-West, Head of Facilities, LeasePlan

And what about the vehicles...

We don't want vehicles to be the elephant in the room in our corporate record. We're proactive internally to encourage our own employees to drive vehicles with a lower CO2. At the same time we give help and support to customers with CO2 reduction targets for their fleets.

On the vehicles our own employees drive that they get from us through an employee car scheme, the average CO2 produced is 127 CO2 g/km – that is down from 130.9 CO2 g/km in 2014 and represents a downward trend since 2012 when it was 144 CO2 g/km .



Living wage

> Highlights

We signed up to:



Signed up to the UK Living Wage of

£8.25 per hour

We like to do the right thing for the people who work with us and are part of the LeasePlan family – that includes all of the people who work in our buildings – our on-site Bistro or the Post Room or the team of cleaners who keep the office looking neat and tidy – and not just the people we directly employ.

We wanted to do more than pay the minimum wage, and the Living Wage gave us the perfect objective as it aims to give people a better wage to ‘live off’. We’re delighted to say that in 2015 we signed up to the Living Wage Foundation, guaranteeing that anyone who works in our building earns the Living Wage of £8.25 per hour compared to the national minimum wage of £6.70 (21 to 24 year olds) and £7.20 (25 and over). (We’ve got a certificate on the wall and a sticker on the window to prove it).



Our Community



Local hiring and helping young people into work

> Highlights

We contributed:



Partnerships with local organisations Slough Aspire and Learning to Work



137 days in the local community working with young people



22 work experience placements in 2015



68% of our employees under the age of 24 live within a 5 mile radius of our Slough office



Signed up to the Movement to Work initiative

Local hiring and youth unemployment

We encourage employees to help young people in the communities where we work. We want young people to know us and say to themselves ‘I want to work for LeasePlan’.

We don’t know if that will happen but we can help local young people get started with their careers.

Last year our employees gave up 137 days of their time involved in helping young people, Our main focus went into schools and colleges to run mock interview sessions; give CV writing hints and tips; and support entrepreneurial efforts like the TV’s The Apprentice.

We got to know young people better at local career fairs and hosted some successful ‘business insight days’ to give that crucial taste of what working in an office feels like.

“Thank you so much for hosting a professional visit as part of the NCS programme this Summer. We really appreciate your support and we look forward to hopefully working with you again in the future. Thanks again.”

Sophie, National Citizen Service

Eve-Lynn Ansley, HR Business Partner, and Tim Ward, Fleet Services Manager, have led this work.



“Working with young people is without doubt one of the most rewarding things you can do on a personal level, and one of the biggest differences you can make as an employer. Through our work with young people we want to help inspire those still in education to do great things as they think about their working lives; and we want to help those who aren’t in education to get some experience that allows them to develop.”

Eve-Lynn Ansley, HR Business Partner



“I’ve really enjoyed working in this area – it is something I’m hugely passionate about and I love to see the difference often simple things can do to help young people. I’m proud that LeasePlan UK prioritises working with young people and believes we can make a difference.”

Tim Ward, Fleet Services Manager

We signed up to Movement to Work, a collaboration of employers that aims to support young people by giving them the skills and confidence to find a job. In 2016, we’ll be offering our first ever work experience programme for young people who are out of work but not in education or training. We’re also continuing our successful ‘friends and family’ of employees work experience programme.



Skills transfer

Skills transfer involves giving our employees the opportunity to use their skills in a new setting. We encourage our employees to apply their talents to worthy causes that can benefit most from their knowledge and expertise.

Allowing our people to take a day to share their professional skills to help those that need it most. We're working to build closer relationships with charities, as many aren't always in a position to receive this help, but we're keen to develop the programme.

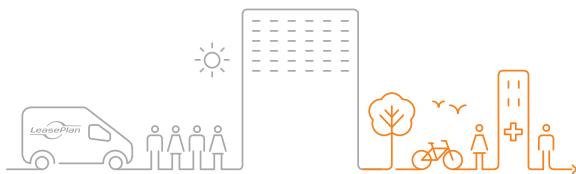
We assisted a social enterprise called The Real Experience. The organisation set up a coffee shop close to local bus and train stations to provide much needed opportunities to the local unemployed. Our help took the form of HR and legal support in the form of contracts and other advice.

People from IT got involved in the global 'Hour of Code' initiative to help debunk the myth that coding is difficult and promote participation in the software, computing and computer science field suffering a chronic skills shortage. The team ran a session with a Year 6 class at St. Edward's Royal Free Ecumenical Middle School in Windsor to give them a fun introduction to coding. They shared their personal stories and the value of technology career before letting the children loose on a number of coding exercises based on familiar themes like Star Wars and Minecraft.

“Massive thanks for last week, I think the pupils really enjoyed the session and you were featured in our school newsletter.....We are more than happy to have you in again and I hope you enjoyed it as much as the children did. Thanks.”

Joanne Bruce-Carter, Assistant Head Teacher

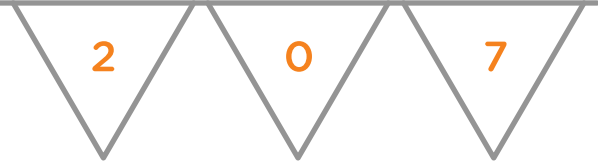
Both were only little things, but we're keen to give more and more of this type of support. After all, from small acorns do Oak trees grow..



Community support

> Highlights

In 2015 we encouraged:



A 'Community Day' taken up by **207 employees**

We've had a long-standing tradition where we encourage employees to take a day out of the office and give something back to the communities where we're based. In 2015 our employees gave 207 days.

Initiatives included:

- A Solution Delivery in IT team spent the day helping out at the Animal Sanctuary in Dorney
- An Asset Risk team visited the Elliman Resource Centre – an adult day care centre in Slough - where they busied themselves by weeding, planting and fence painting
- A Procurement & Supplier Management outfit went to a Scout Hut in Slough and transformed the outdoor space
- A keen Liz Glover spent a day at her local primary school in Farnham creating a spreadsheet following a survey on British values and running a follow-up session with Year 4 pupils

We want to improve the number of days we spend in our local communities – linked closely to our plans for skills transfer too.

Charity fundraising

> Highlights

We contributed:

Partnerships with



Employees raised

£7,388

for charities

The business contributed

£63,908

to good causes

LeasePlan ChildPlan



In addition to the local charitable work that gets done by LeasePlan UK, we're very proud to play our part in helping the work that LeasePlan Corporation do on a global level. In particular, dedicating time and resources to helping underprivileged children under the 'LeasePlan ChildPlan' banner.

The mission of LeasePlan ChildPlan is to advocate educational opportunities and better welfare for children suffering hardships. This supports the UN Convention on the Rights of the Child, which states that every child has the right to have a safe, healthy, happy and fulfilled childhood.

LeasePlan ChildPlan has been supporting disadvantaged children around the world since 2006 and is currently, LeasePlan ChildPlan is involved in three strategic projects, one in Nepal and two in India.

You can read all about these important projects on the LeasePlan Corporation website here:
www.leaseplan.com/page/leaseplan-childplan-projects

Charity fundraising

The two charity relationships closest to our hearts are BEN, the automotive industry charity, and Help for Heroes. Our long-standing partnership with BEN involves a fixed annual donation, a £1 donation for every car we sell at certain auction houses and supporting their events. In 2015 we donated £21,552 to BEN and we're looking forward to continuing that relationship.



“BEN are delighted to benefit from the generous support of LPUK and are very proud of our partnership. This partnership enables us to fulfil our mission to support more people in the automotive community through our support services.

Jools Tait, Business Development Director

We are particularly proud of our new joint awareness initiative supporting our Mentally Fit campaign. The next 2 months will see 120 managers receive mental health awareness training and encourage employees to attend drop-in sessions on a variety of topics affecting mental wellbeing topics.



“Mental health can have a dramatic effect on a person's life, and that of their family, but also has the potential to reduce effectiveness and performance at work. We commend LeasePlan for grasping this initiative and providing education, advice and support to their employees on a subject that many find difficult to confront.”

Yvonne Hignell, Director of Support Services at BEN

We started to work with the charity Help for Heroes in 2015. We challenged a passionate team of LeasePlan employees to organise a charity, industry fundraising dinner with all profits going to the charity. The event is scheduled for April 2016.

“Our vision is very simple; we believe that any Serviceman or woman who suffers life changing injuries or illness in the line of duty deserves the very best support.

“LeasePlan's support means our Recovery Centres provide fellowship and companionship, welfare support, a bespoke careers service, sports recovery opportunities and psychological wellbeing services. We have the facilities and staff to turn 'can't do' into 'can do' and inspire, enable and support our wounded, injured and sick Servicemen, women, and Veterans to lead independent, fulfilling lives.



“Our aim is to ensure the Recovery Centres are here for all who need them for a lifetime's support. That's a big commitment and I'd like to thank everyone at LeasePlan for your help in keeping that promise.”

Bryn Parry, Co-Founder of Help for Heroes

We recognise charities are a very personal to employees. That's why once a month we do a dress down day with every employee donating £1.50 to a good cause. Those good causes, all nominated by our employees, change every month, allowing support to be given to a range of charities of all shapes and sizes at the national and local levels.

In 2015 our employees donated £7,388 through our dress down days in support of the following charities Children with Cancer, DASH, Red Nose Day, The Juvenile Diabetes Research Foundation, the DEC Nepal Earthquake Appeal, the Samworth Brothers Challenge, the British Heart Foundation, South Central Ambulance Charitable, Trust, McMillan Cancer Research, The Maidenhead and District Stroke Club, Braintrust, Dementia UK, Tommy's – the baby charity, TEXT Santa – Christmas Jumper Day and Alexander Devine Children's Hospice.



We hope this gives you an insight into our journey to become a responsible business. If you'd like to ask us questions, provide us with feedback, or give us a few ideas then do get in touch on cr@leaseplan.co.uk

We look forward to hearing from you. See you next year.

Follow us



It's easier to leaseplan