

An aerial photograph of a dense, lush green forest. A narrow dirt road winds through the trees, and a white van is driving on it. The text "The Green Car Benefit" is overlaid in white, with a large red prohibition symbol (a circle with a diagonal line) placed over the word "Car".

# The Green Car Benefit

Presentation by Laurence Histon-Davies – Business Development Executive



# AGENDA

1.

## Market Commentary

*Perfect timing for scheme*

2.

## Tusker Proposition

*Employee benefits  
Employer benefits  
Risk Mitigation*

3.

## Questions

# The Road to Zero

Next steps towards cleaner road transport and delivering our Industrial Strategy



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Science & Environment

### Ban on new petrol and diesel cars in UK from 2030 under PM's green plan

By Roger Harrabin  
BBC environment analyst

4 minutes ago

Climate change



£1.3bn will be invested in electric vehicle charging points as part of the plan

New cars and vans powered wholly by petrol and diesel will not be sold in the UK from 2030, Prime Minister Boris Johnson has said.

But some hybrids would still be allowed, he confirmed.

It is part of what Mr Johnson calls a "green industrial revolution" to tackle climate change and create jobs in industries such as nuclear energy.

Critics of the plan say the £4bn allocated is far too small for the scale of the challenge.

The total amount of new money announced in the package is a 25th of the



# UK cities announce clean air zones

30+ by 2023 incl. Bham, Leeds, Newcastle & Manchester



## Low emission charging zones



# **Align ESG with benefits strategy. Giving employees the opportunity experience the next generation of green cars.**

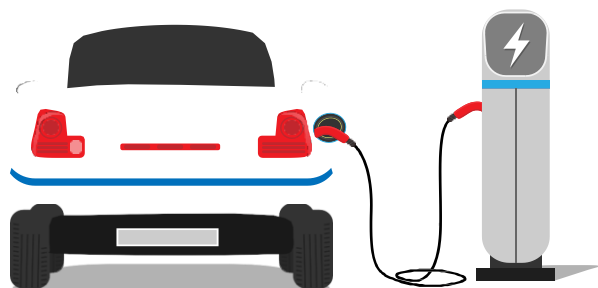
**Benefit from full manufacturer discounts & the highest tax efficiencies. Take a risk free, first step into the next generation of cars with no deposits, no depreciation & all inclusive fixed cost motoring.**



# HMRC Benefit in Kind rates have reduced on Ultra Low Emission Vehicles (ULEVs)

**Before April 2020**

**£30,000**



**16% Benefit in Kind = £4,800 per year**

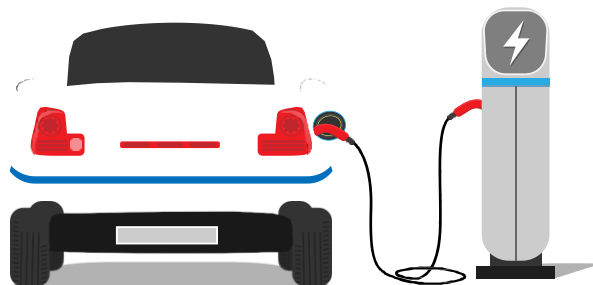
Employees pay tax on the £4,800

20% tax = **£80** per month

40% = **£160** per month

**From April 2022**

**£30,000**



**2% Benefit in Kind = £600 per year**

Employees pay tax on the £600

20% tax = **£10** per month

40% = **£20** per month

CO2	Electric Range	2022/25	2025/26	2026/27	2027/28
		%	%	%	%
0		2	3	4	5
1-50	>130	2	3	4	5
1-50	70-129	5	6	7	8
1-50	40-69	8	9	10	11
1-50	30-39	12	13	14	15
1-50	<30	14	15	16	17
51-54		15	16	17	18
55-59		16	17	18	19
60-64		17	18	19	20
65-69		18	19	20	21
70-74		19	20	21	21
75-79		20	21	21	21
80-84		21	22	22	22
85-89		22	23	23	23
90-94		23	24	24	24
95-99		24	25	25	25
100-104		25	26	26	26
105-109		26	27	27	27
110-114		27	28	28	28
115-119		28	29	29	29
120-124		29	30	30	30
125-129		30	31	31	31
130-134		31	32	32	32
135-139		32	33	33	33
140-144		33	34	34	34
145-149		34	35	35	35
150-154		35	36	36	36
155-159		36	37	37	37
160+		37	37	37	37



Carbon  
Neutral  
PAS 2060



Reducing deforestation in the Amazonian Rainforest



# Tusker offset all Co2 EV charging emissions & tailpipe emissions



**WINNER**  
**Tusker.**  
Car Scheme Provider  
of the Year

  
**CarbonFootprint**  
Tusker. We put the **car** in **carbon** neutral.





# Car Salary Sacrifice explained

## EMPLOYER

Tusker funds the car and leases it to the employer.  
Employee signs a binding back to back agreement taking on the obligations of the arrangement.

## EMPLOYEE

Reduces gross salary and saves tax & National Insurance contributions  
The car is a taxable benefit so employee pays tax on the benefit in kind

**Lowest emissions = highest savings!**

## Ultra Low Emission Vehicles

**Employee:** Tax & NI savings, manufacturer discounts & fleet savings (insurance, servicing etc)

**Employer:** Class 1 NIC savings

Carbon  
free\*

## Low Emission Vehicles

**Employee:** NI savings, manufacturer discounts & fleet savings (insurance, servicing etc)

**Employer:** Cost neutral

Carbon  
free\*



# All inclusive fixed cost motoring: Simply charge (or fuel) & go!



**Maintenance  
& Servicing  
Including  
Tyres**



**European  
Breakdown  
& Recovery**



**Annual  
Road Fund  
Licence**



**Accident  
Management**



**Fully Comp.  
Insurance**

**Business Use &  
Additional Drivers**



**Annual  
Driver  
Licence  
Check**

# Tusker's Car Salary Sacrifice Quotation Breakdown



Retail Price	£26,940		£28,940		£44,935		£50,575		£53,815	
	MG4 (full EV)		Nissan Leaf (full EV)		Tesla Model Y (full EV)		Audi Q4 e-Tron (full EV)		BMW i4 (full EV)	
	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer
Gross salary sacrifice	£480		£438		£749		£819		£785	
Tax & Ni savings	-£154	-£202	-£140	-£184	-£240	-£315	-£262	-£344	-£251	-£330
Benefit in Kind cost	+£9	+£18	+£10	+£20	+£15	+£30	+£17	+£34	+£18	+£36
Net Cost Per Month	£335	£296	£308	£274	£524	£464	£574	£509	£552	£491
Annual Employer Savings (100% retained)	£720	£720	£648	£648	£1116	£1116	£1212	£1212	£1152	£1152



New Car  
NO DEPOSITS



Maintenance



Annual Servicing



Tyres



Fully Comprehensive  
Business Insurance



RAC incl.  
Homestart



VED



Driver Support



24 Hr Accident  
management



Lifestyle  
Protections

Tusker.

Please note – savings will vary based on driver profile (i.e. age, address, driving history and scheme set up (40 year old driver, Medium Postcode in examples). Example pricing based on 4 years 10,000 miles per annum. \*BIK Figures shown at 2%, – example is for illustrative purposes only)



# Employer Benefits



## Potential Employer Class 1 NI savings based on engagement

5 Electric Vehicles per year	Number of Cars	Cumulative Savings	10 Electric vehicles per year	20 Electric Vehicles per year
Year 1	5	£3,492	£6,984	£13,968
Year 2	5	£6,984	£13,968	£27,936
Year 3	5	£10,476	£20,952	£41,904
Sub Total	15	£20,952	£41,904	£83,808
Total savings generated from orders placed in the first 3 years after full vehicle lease term		<b>£31,428</b>	<b>£62,856</b>	<b>£125,712</b>

- Average annual saving per employee: £698
- Total savings are based on the savings generated by each car over their full term
- Assumes 3 year term for each driver (4 years is becoming more common)
- Please note - c65% of Tusker drivers are currently renewing generating further savings for employers beyond the first order.

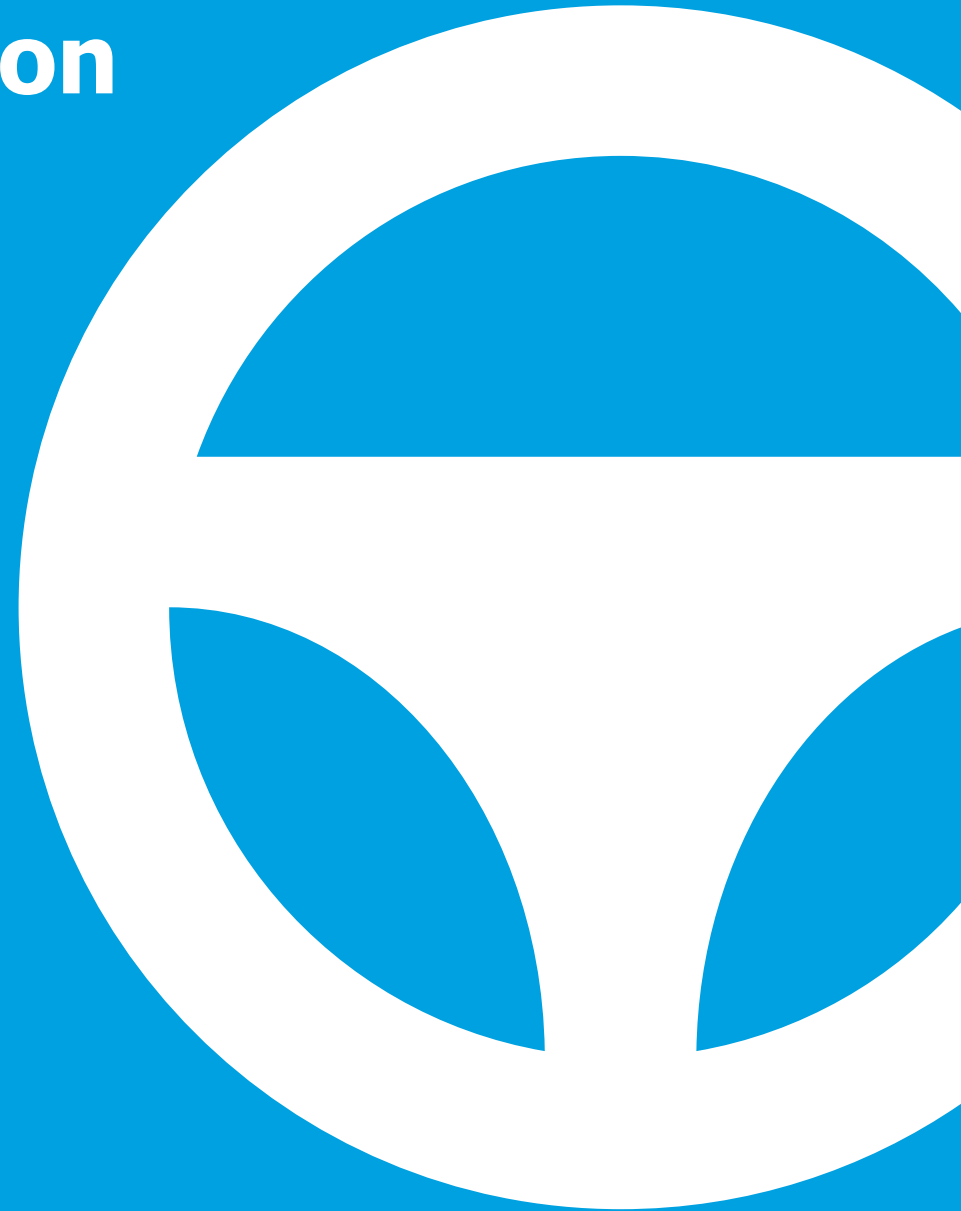




# Fully managed cost free solution

- Cost Free Tusker service
- HMRC Compliant implementation
- Dedicated employee Platform / SSO integration
- UK based employee / driver support teams
- All Payroll reporting
- Dedicated Marketing resource
- Ongoing proactive scheme management

**Tusker.**



# Lifestyle Protections: Mitigating risk for employees & employers





# 'Lifestyle' Protection for Employees and Employers

Coverage	Employee Protection	Employer Protection
Resignation	✓	<b>The employee is responsible for all Early Termination costs*</b>  If the employer is unable to recoup ET charges, Tusker provide risk mitigation for bad leavers after 3 months**
Redundancy	✓	
Retirement	✓	
TUPE	✓	
Maternity, Paternity, SPL	✓	
Long Term Sickness	✓	
<ul style="list-style-type: none"> <li>Loss of Licence (Medical grounds)</li> <li>Death in Service</li> <li>Diagnosis of terminal illness</li> <li>Loss of sight or Loss of limb</li> <li>Disablement or mental illness</li> </ul>	✓	No ET charge at any time
<ul style="list-style-type: none"> <li>Loss of Licence (driving convictions)</li> <li>Reduction in working hours</li> <li>Career Breaks</li> <li>Dismissal</li> </ul>	X	ET charge payable
Handing car back early	X	ET charge payable

Early Termination Charge Calculator		
Months remaining	Number of Payments	
1	1	<b>NO Early Termination charge</b> for resignation or redundancy after 3 months
2-11	2	
12-17	3	
18-23	4	
24-29	5	
30+	6	

\* The employer is able to automatically recoup ET charges from final net salary or request payment in full where insufficient funds are available from salary.

\*\* Terms and conditions apply. The employer must demonstrate that they have taken all reasonable measures to recoup money owed from the employee directly.