

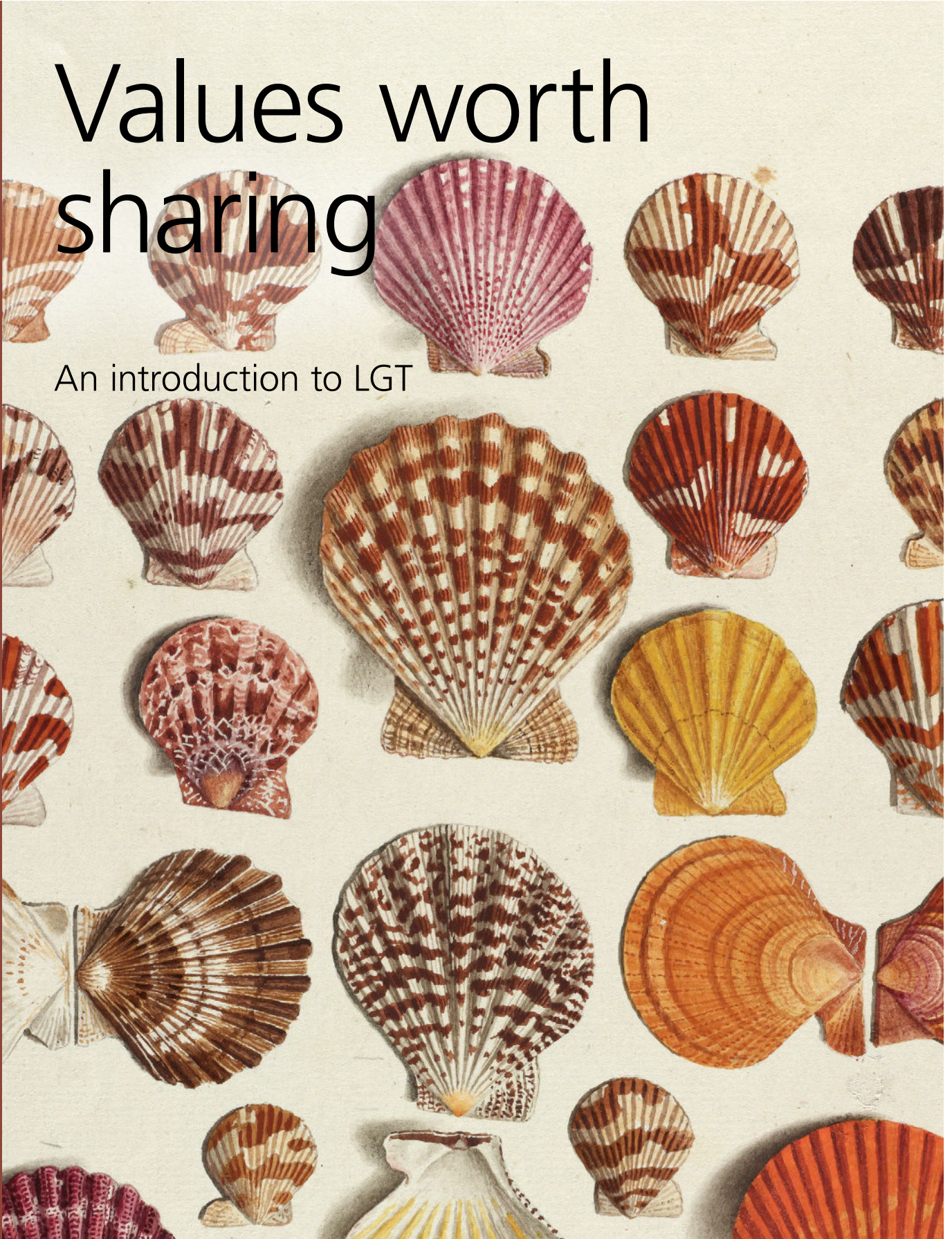


Wealth  
Management

FORWARD-LOOKING FOR GENERATIONS

# Values worth sharing

An introduction to LGT





**A look inside the Princely Collections: the illustrations in this publication depict studies of natural objects by Franz Anton von Scheidel.**

For more than 400 years, the Princes of Liechtenstein have been passionate art collectors. The Princely Collections include key works of European art stretching over five centuries and are now among the world's major private art collections. The notion of promoting fine arts for the general good enjoyed its greatest popularity during the Baroque period. The House of Liechtenstein has pursued this ideal consistently down the generations. We make deliberate use of the works of art in the Princely Collections to accompany what we do. For us, they embody those values that

form the basis for a successful partnership with our clients: a long-term focus, skill and reliability.

Illustrations: Franz Anton von Scheidel, detail from "Depictions of conchiliae in watercolour after Johann Carl Megerle von Mühlfeld (1765–1840)," late 18th century © LIECHTENSTEIN. The Princely Collections, Vaduz–Vienna

[www.liechtensteincollections.at](http://www.liechtensteincollections.at)

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“We want to create  
a work environment in  
which people don't get  
the Sunday night fear.”

Ben Snee, CEO LGT Wealth Management

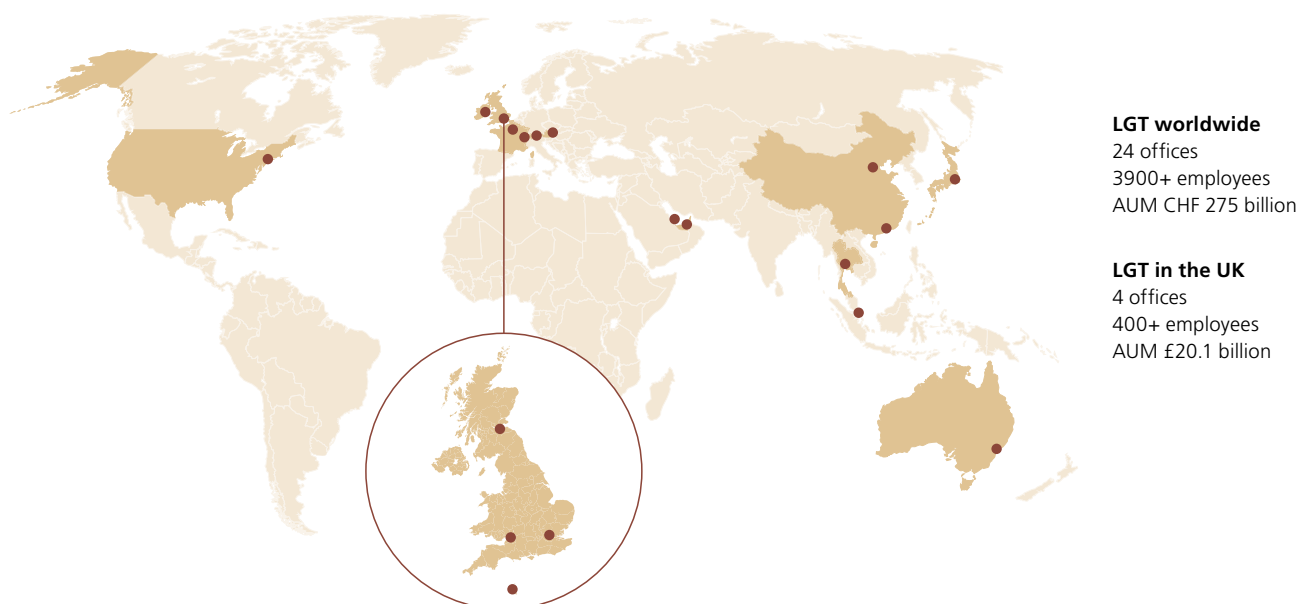
# A fresh approach

## Delivering long-term value for our stakeholders

When our business was founded in 2008, in the midst of the global financial crisis, our aim was to offer a fresh approach to wealth management.

At a time when many financial institutions had become increasingly disconnected from their clients, the plan was simple: place our clients at the heart of our business, providing them with a service designed around what is right for each of them.

Now part of LGT Group, wholly owned by the Princely Family of Liechtenstein, we remain one of the few global wealth management firms in private ownership. Our entrepreneurial roots are coupled with the financial strength and stability that comes with being part of LGT Group. This affords us the flexibility of a long-term outlook, meaning our focus can remain on building lasting relations with our clients and providing a stable environment for our people.

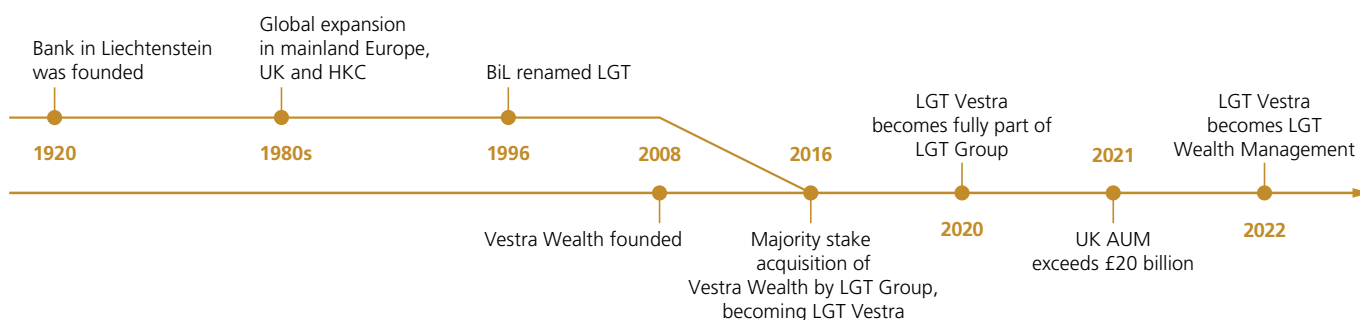


### LGT worldwide

24 offices  
3900+ employees  
AUM CHF 275 billion

### LGT in the UK

4 offices  
400+ employees  
AUM £20.1 billion



# Values worth sharing

A place for people from all walks of life: our unique culture and values are what make our company stand out from other firms. We focus on long-term success and stability, rather than short-term profits.



## Belonging

As a family-owned business, we offer something unique in the wealth management industry. We celebrate each other's differences and value them accordingly, creating a culture where our people feel that they truly belong. We also recognise the value of investing in our staff, by offering the latest technology, excellent on-the-job training, access to prestigious professional qualifications and mentoring/coaching programmes. Alongside this, our benefits offering includes a generous, non-contributory pension scheme, equal paid parental leave and hybrid working policies. We also consider the wellbeing of our staff a key priority, with access to mental, physical and financial support.

Whether you are applying for your first professional role after your education or an experienced professional, we will ensure you have a place and purpose at LGT.



## Integrity

At LGT, we encourage our people to build long-lasting relationships with clients, and offer tailored, high-quality solutions. Unlike many of our competitors, we take a nimble approach and empower our people with the flexibility to adapt and change to each client's needs.

Our mission is to deliver long-term value for our four stakeholders: our clients, our people, our owner and society. As such, we have a range of employee-led committees that champion diversity and inclusion, philanthropy and sustainability. Our approach to investing is no different: we conduct every single transaction with integrity and thought.



## Entrepreneurship

Our business was founded to offer a truly client-centric, people-driven and progressive approach to wealth management; many of our ideas and

principles have now been adopted as industry standard.

Our entrepreneurial spirit therefore runs deep and allows us to innovate and remain proactive in developing our ideas. We encourage our people to challenge ideas, suggest improvements and remain adaptive to change. We help you achieve your ambitions by offering you the space required to make it happen.

## Sustainability

The world is facing major environmental, societal, technological and political challenges. As an investor and investment adviser for capital allocation, we know the important role of the financial markets in contributing to real change. Sustainability has been and will continue to be one of our business' highest priorities.

LGT adopted a sustainable mind-set early on and has created a culture of thinking, investing and conducting business sustainably. Most significantly, we have set a target to become net-zero across our investments and operations by 2030, ahead of many in our peer group and twenty years ahead of the Paris Agreement.

## Conviction

As a firm, our people embrace values beyond short-term profit and are not afraid to make decisions that positively set us apart from the crowd. We stand behind each and everyone who chooses to work ethically, responsibly and in a team.

Our management team supports our common goals and ambitions by fostering an environment that allows change and progress to take place. This ethos has allowed us to attract some of the best talent in our industry, drawing together deep knowledge and experience from a diverse range of disciplines.



"We believe sustainability is often neglected, and we regard it as an essential requirement for the successful long-term growth of companies and of society as a whole."

H.S.H. Prince Max von und zu Liechtenstein, Chairman LGT Group



"I love being part of a firm that actively creates an environment that allows staff to reach their full potential and thrive."

Aisha Williams, Senior Professionalism Manager

"Our structure gives us the stability people are looking for in such uncertain times."

Simon Boyley, Head of IT and Business Solutions



"Our opinion at the firm matters."

Carol Bent, Head Receptionist

Find out more about how our values are embedded throughout our business, by watching 'Our values' video.



# Diversity and inclusion

## A place to feel included

We want to ensure that our people are heard. This is why #included, our award-winning diversity and inclusion initiative, was formed to focus on the opportunities and challenges that surround diversity and inclusion in our workplace.

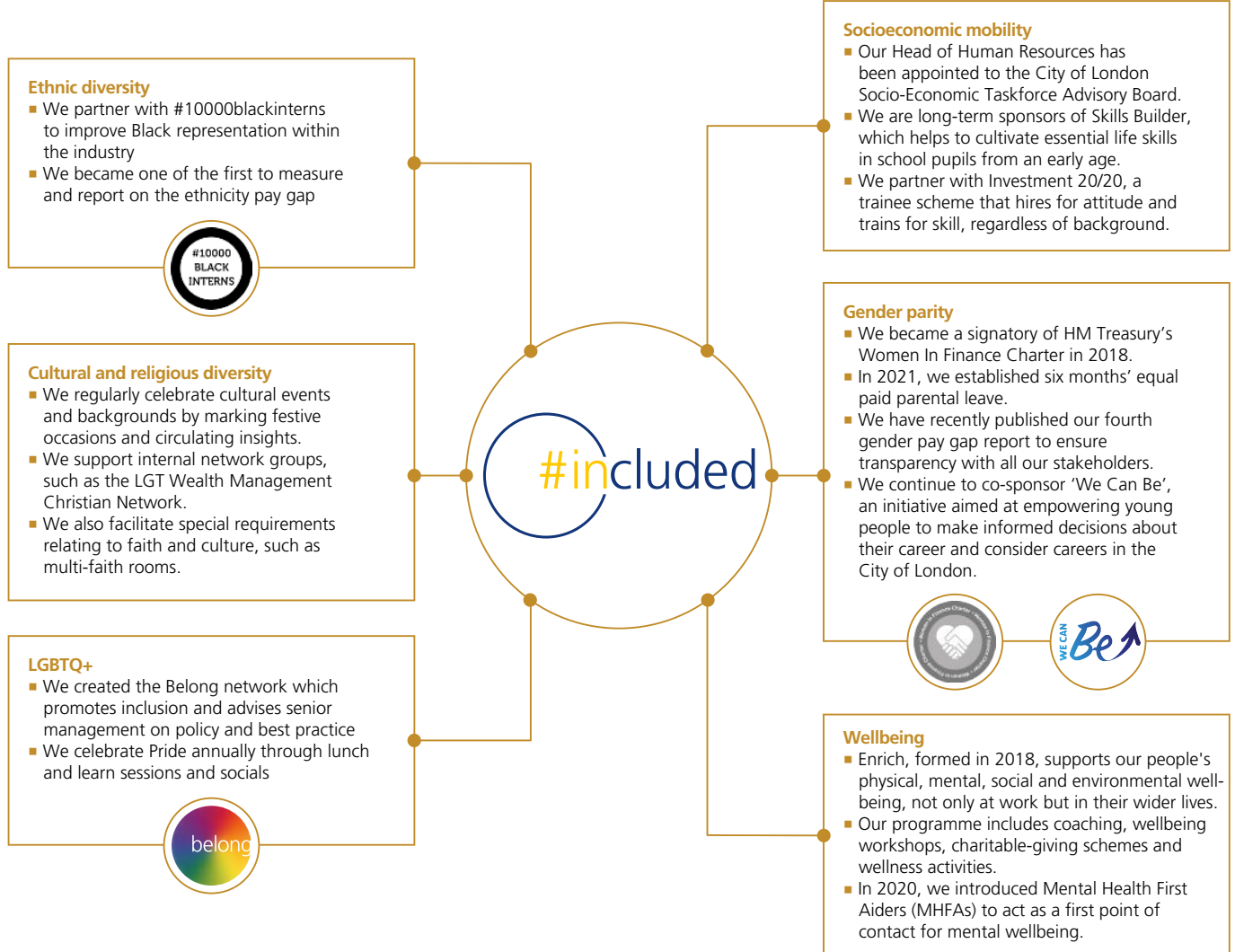


“Having senior management involved in our #included committee is important because it has allowed us to drive meaningful change across the firm.”

Geraldine Napier-Payne, Head of Central Investments



## Diversity and inclusion programmes





### Data and transparency

Collecting data on our people is an important factor in understanding our workforce composition and helps us to identify further areas of diversity and inclusion we wish to address, as well as remaining transparent to our stakeholders. We have published our gender pay gap data for the past four years and, in 2022, voluntarily published our ethnicity pay gap data, being one of the first to do so in the Wealth/Asset/Investment Management sector.

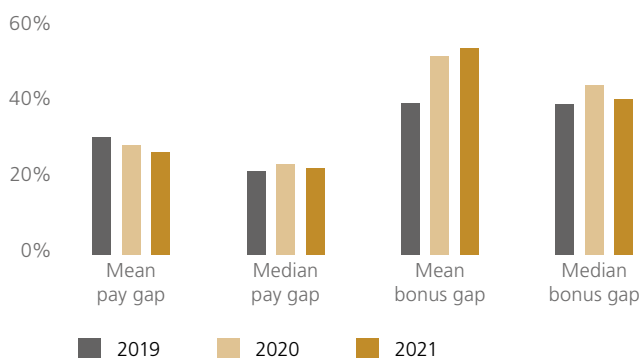
Our results indicate there is much more work to be done to promote and provide a truly inclusive workplace for our people.

### Gender pay and bonus gap

While we have seen a reduction in the mean pay gap across gender, regrettably our firm’s bonus pay gap has increased over the past three years due to a larger proportion of males in senior management and client relationship roles where higher bonuses are awarded.

Until the firm is able to address the gender imbalance across these two areas, our bonus pay gap will remain high.

#### Gender pay and bonus gap

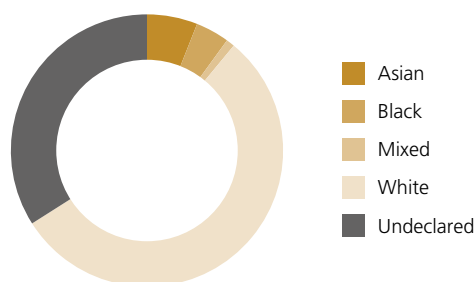


### White and ethnic minority pay and bonus gap (2021)

We have been able to collect ethnicity data from 66% of our people.

Our data illustrates that our ethnic minority population is least represented in our highest paying quartiles. We are currently working with social mobility organisations and our early careers team to attract and retain more diverse talent.

#### Ethnicity demographics as of 31 July 2022



Read our Gender and Ethnicity Pay Gap Report in full [here](#).

### Early careers blind recruitment

A key step to encouraging diversity across the firm is to reduce our unconscious biases at the hiring level. To tackle this, we introduced blind recruitment practices for our graduate, degree apprenticeships and internship programmes in 2022. This was facilitated using a platform called Be Applied.

For more on what LGT are doing for diversity and inclusion please see [here](#).

“Diversity is not only the right thing to do, it also reduces groupthink and our intellectual blindspots.”

Rav Kallah, Head of Compliance Monitoring



# Sustainability

## Forward-looking for generations

We believe that companies wishing to achieve long-term success should consider their impact on the environment and society. We have been working for many years now to further strengthen our commitment to sustainability both in terms of our operations and on the investment side.

In line with this, we offer clients the option of investing in sustainable businesses through their investment portfolio. We have developed a proprietary sustainability rating tool that quantifies the ESG impact of each investment.

Making a positive contribution to the environment and society through our business activities is also important to us. Our focus on impact has pushed forward our ambitious goals, which focus on sustainability and philanthropy. A minimum of ten percent of LGT Group dividends are allocated to philanthropic activities, to ensure LGT plays its part in building a sustainable future.

In 2021, LGT signed the largest ever air capture agreement by a bank with Climeworks, to permanently remove 9,000 metric tonnes of CO<sub>2</sub> from the atmosphere over the next decade.

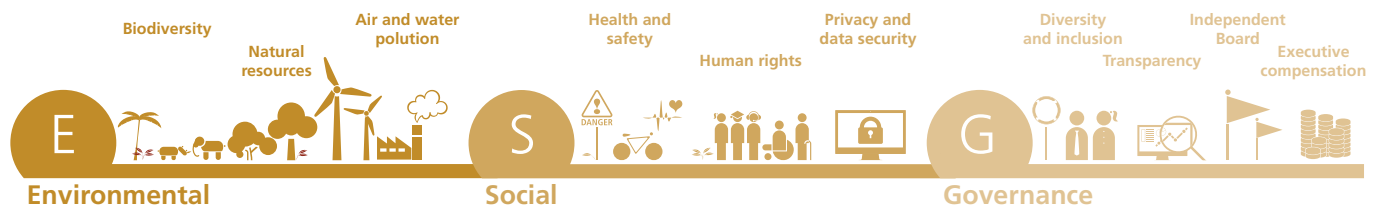


“Having a top-level commitment to sustainability from the Princely Family means we can genuinely integrate sustainability within all our processes.”

Siohban Archer, Sustainable Investment Specialist



## Corporate sustainability activities



### Environmental

- Carbon neutral since 2010
- Committed to carbon net-zero by 2030
- Five year plans to review the firm’s success on reaching targets
- Investment exclusion includes companies that are involved in coal production and coal-fired power generation, and controversial weapons

### Social

- Committed to impact on social ventures
- Partner with Demelza as our charity party, which provides specialist care and emotional support for terminally ill children and their families
- LGT offers two days per year for individuals to explore their own personal charity ventures such as volunteering to further advance their individual impact on society
- LGT has dedicated diversity and inclusion/ wellbeing committees

### Governance

- Initiatives do not go unheard thanks to our effective, multifaceted management team
- Focus on governance in the UK and at a global level
- Considering ethics in investing
- Reporting sustainability transparently
- Regularly exercise shareholder voting rights
- Signatory to HM Treasury’s Women in Finance Charter

In everything we do, we count on our people to identify with our values. For example, our Sustainable Business Committee, made up of individuals across the firm, is responsible for delivering on improvements and changes to advance our business sustainability goals.

Our people can also participate through our Charities Committee to boost LGT’s social impact.

“Being part of the Sustainable Business Committee allows individuals to consciously push for change throughout the firm and play their part in promoting sustainability.”

Phoebe Stone, Head of Sustainable Investing



**Sustainability in our business**



For more on what LGT are doing for sustainability please see [here](#).



# Your benefits

## A great place to work

We provide an extensive range of benefits that support your physical, mental, financial and social wellbeing as we strive to cultivate a happy and healthy work environment for our people.

## Your benefits pot

Your flexible benefits package has a value equivalent to 15% of your basic salary with 9% automatically allocated to your group personal pension plan. The remaining 6% pot provides you with the flexibility to select your preferred benefits alongside two mandatory insurance covers\*. Find out more about some of our available benefits, below:

### Your benefits

#### Your health

- Private medical and dental insurance (with option to extend to your partner and/or dependents)
- Health assessments (with option to extend to your partner)
- Additional health support via our digital health partners: Aviva and Peppy
- Access to wellbeing resources via our 'Enrich' programme

#### Your leisure

- 25 days holiday per year, with the ability to purchase and sell holidays up to 30 days per year
- Car salary sacrifice scheme, with options to purchase either an electric, hybrid or traditional car on a two–four year lease\*\*
- Cycle to work scheme
- Technology purchase scheme

#### Your work

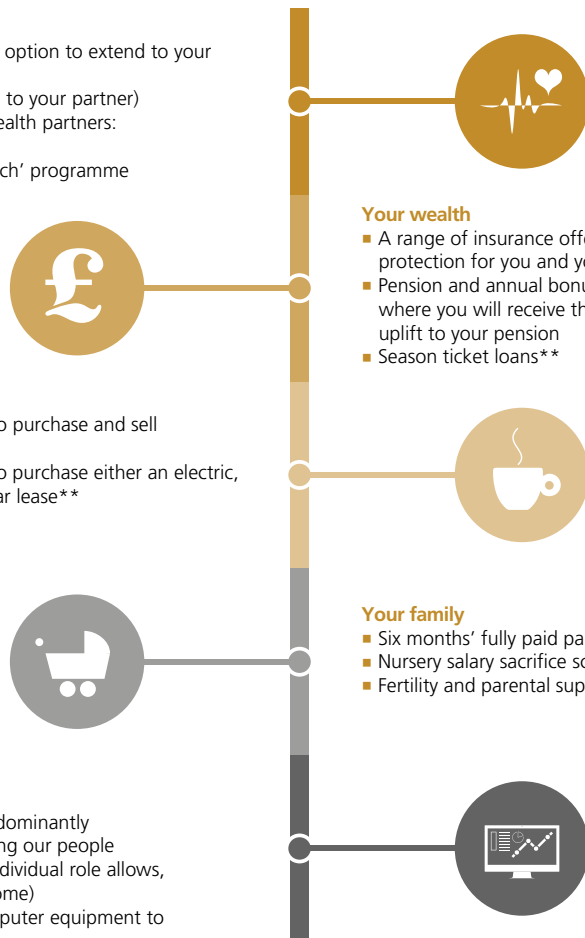
- Hybrid and flexible working opportunities (Whilst we expect our people to work predominantly in the office, we are committed to providing our people the opportunity to work from where an individual role allows, working up to two days per week from home)
- Homeworking allowance to purchase computer equipment to support your working from home set-up

#### Your wealth

- A range of insurance offerings, providing financial security and protection for you and your family
- Pension and annual bonus salary sacrifice arrangements where you will receive the full employer NI savings as an uplift to your pension
- Season ticket loans\*\*

#### Your family

- Six months' fully paid parental leave for both mothers and fathers\*\*
- Nursery salary sacrifice scheme\*\*
- Fertility and parental support via Peppy



\* Group Income Protection and Life Assurance cover

\*\* Benefit only eligible after 6 months employment / passing probation period

# Career development and progression

## The contribution of each individual is crucial to overall success

We promote, and set great store by, knowledge, continuous learning and personal development, which is why we develop our people's professional and social skills in a targeted manner and invest in their individual development.

As well as supporting professional development, we also understand the importance of job security. Being privately owned, by a family that goes back centuries, offers our people reassurance that we are unlikely to be sold. This provides long-term stability not only to our clients but also to our people.

### Your development



#### Strong support system for new joiners

We assign you a buddy to help settle in and opportunities to participate in our annual mentor scheme, also available to existing individuals at the firm.

We provide all new joiners with induction training, alongside training and competence plans for those in regulated roles.



#### Professional qualifications and training

LGT will support you to gain professional qualifications where applicable to your role and development.

Internal and external training courses are available for professional and personal development.



#### Clear progression maps

For each business area, we hold clear and transparent progression maps.

Progression is measured by merit and not tenure.



#### Development opportunities

At LGT, you will have opportunities to develop your personal and professional skills.

We are supportive of our people exploring alternative career paths within the company.

Professional development is supported through mid-year and annual appraisals.

We are delighted to be recognised as a 'Great Place to Work', following a staff survey and culture audit led by the international consulting and research institute, Great Place to Work™

83%

Trust Index Score

85%

Proud to work at LGT

89%

Agree LGT is a 'Great Place to Work'



“We understand the importance of culture, upholding and celebrating our values and always prioritising the human element of work especially as the world shifts.”

Jo Shackleton, Partner and Head of Human Resources

With thanks to our 2022 interns cohort for contributing towards this brochure: Aaron Tedros, Adam Causer, Atanas Tsanevski, Hiero Kothbauer, Kevin Le and Madison Fossey.

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### Important information

LGT Wealth Management UK LLP is authorised and regulated by the Financial Conduct Authority ("FCA"). Our regulation details are set out in the FCA register: Firm Reference No: 471048; register.fca.org.uk/. Registered in England and Wales: OC329392. Registered office: 14 Cornhill, London, EC3V 3NR.

LGT Wealth Management Jersey Limited is incorporated in Jersey and is regulated by the Jersey Financial Services Commission in the conduct of Investment Business and Funds Service Business. Registration number: 102243; www.jerseyfsc.org/industry/regulated-entities, Registered office: 30-32 New Street, St Helier, Jersey, JE2 3TE

LGT Wealth Management US Limited is authorised and regulated by the Financial Conduct Authority and is a Registered Investment Adviser with the US

Securities & Exchange Commission ("SEC"). Our regulation details are set out in the FCA register: Firm Reference No: 585547; register.fca.org.uk/ and the SEC Investment Adviser Public Disclosure: www.adviserinfo.sec.gov/IAPD/Default.aspx. Registered in England and Wales: 06455240. Registered Office: 14 Cornhill, London, EC3V 3NR.

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Investors should be aware that past performance is not an indication of future performance, the value of investments and the income derived from them may fluctuate and you may not receive back the amount you originally invested.

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