



## A message from our CEO

### Thank you for considering a role at LGT Wealth Management

Our business was founded with the belief that championing our clients' interests, over and above a relentless drive for profit at all costs, is the right thing to do. We are driven by values and conviction and not afraid to make decisions that positively set us apart from the crowd.

LGT's overarching aim is to create long-term value for our four stakeholders, our clients, our owner, our people and society, and the way we do so is underpinned by our core values of belonging, respect, integrity, conviction and entrepreneurship. The firm expects all staff to align with these values and embody the client-focused culture on which we pride ourselves. This philosophy runs deep in our business, stemming primarily from the long-term approach, history and integrity of the family who own LGT.

### Forward-looking for generations

One of the ways our values manifest within the business is our commitment to sustainability. We believe it is our duty to help address the social, economic and environmental challenges facing our business, colleagues, and clients.

For many clients, it is important to invest their wealth without detriment to our environment and where possible, is providing a positive long-term impact. Our sustainable investing offering is built with that in mind; a discretionary investment service that allows our clients to prioritise the future without compromising returns. In our ambitious sustainability strategy, we have set ourselves clear and measurable targets defining how we can work and do business even more sustainably. We are actively working on reducing our CO<sub>2</sub> emissions, energy consumption and paper consumption to be net zero as a business by 2030, which is 20 years ahead of the Paris Agreement and with the wider ambition of providing a platform that will allow all of our clients the opportunity to invest in a net zero way within this timeframe.

As a successful and growing business in the wealth management sector, we believe it is our responsibility to put some of our resource towards creating positive social change. The firm's Charity Committee is responsible for driving this strategy, encouraging internal support and organising fund-raising events for cases that people who work at the business have a chance to choose. We support a core charity partner for a minimum of two years, working closely with them to fundraise, volunteer and raise their profile through our network, as well as a number of ways to support other charities alongside. You can learn more in our [Impact Report](#).

We are pleased to have met our first initial target of having 30% of senior management positions held by women (by December 2022), although we strongly believe in promoting people based on their merit rather than tokenism. A balanced and unbiased approach where people are supported and encouraged to develop, regardless of their ethnicity, lifestyle preferences and social background, is the approach we propound. This runs through our business and we look forward to the time where factors outside of people's conviction and contribution are entirely irrelevant as to how they progress in their chosen careers. For more information of our recent successes, please visit our [2022 Gender Pay Gap Report](#). You can view our past gender pay gap reports [here](#).

## A great place to work

We are proud to be recognised as one of the best places to work by *Great Place to Work™ UK* as reported by 89% of our people, and hope that through our initiatives, our people continue to feel respected and motivated. Our staff gave outstanding marks in numerous areas including their assessment of the welcoming culture at the firm, how fairly they feel they are treated, and the respect given by colleagues and management.

Culture is what sets us apart: employees from all walks of life are valued and individuals are encouraged to generate, develop and implement ideas that will strengthen our business.

Find out more about our wellbeing committee, Enrich and our D&I initiatives in our [Values Worth Sharing](#) document.

## Join us

Our goal is to attract, develop and retain the best and brightest from all walks of life and backgrounds. We promote and foster an inclusive, respectful culture where all individuals are treated fairly and have every opportunity to excel in their careers.

Whether you are applying for your first professional role after your education or are an experienced professional, we will ensure you have a place and purpose at LGT should you secure a role with us. Often individuals doubt their own abilities and potential so we would like to reassure you of our commitment in recognising the importance of equity and inclusion in the workplace.

We encourage all applicants to inform us should they require any adjustments as they progress through the application process. I hope this provides some helpful insight in preparation for your job application.

I wish you all the best for your career.

Your sincerely,



Ben Snee  
Chief Executive Officer



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**Our mission is to attract, develop and retain the best and brightest from all walks and backgrounds.**

Ben Snee, Chief Executive Officer