



Gender Pay Gap Report

Introduction

We believe in the benefits of a diverse workforce and are proud of our inclusive culture. We recognise that there is a lot more we could be doing as a business to promote and encourage diversity; we also recognise the need to be both pragmatic and aspirational in our approach to doing so. Having recently endorsed an employee-led group focusing on our inclusivity initiatives, we are taking further positive steps in the right direction.

One of these steps is voluntarily publishing our gender pay gap report. On the 'snapshot date' of 5 April 2018, our headcount was below the required threshold of 250 employees for publishing our data. As at that date, our headcount was 225 employees (133 males and 92 females) in our largest entity, LGT Vestra LLP. As we are a partnership, our data for our 48 partners has been removed in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We want to be transparent with our stakeholders (clients, staff, our parent company LGT and society more generally) about our current gender pay gap position and what we are doing to address this.

Methodology

The gender pay gap report looks at the following:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

Hourly pay: calculated on what had been paid in the period including the 'snapshot date' (i.e. in the April 2018 payroll). As we pay our annual bonuses in April, the total hourly rate incorporates the bonus for the 2017 review year, which does widen the pay gap. It also means that we are to some extent, double counting the bonus which is clarified later in the report.

Bonus: payment received in the 12 month period that ends on the 'snapshot date' (i.e the bonus payment period is 6 April 2017 to 5 April 2018). For the vast majority, this is the bonus that was paid in April 2017 for the 2016 review year.

Mean: represents the difference between the average of male and female pay as expressed as a percentage of the average male pay.

Median: represents the difference between the midpoints in the ranges of male and female pay.

The results

Hourly pay and bonus gap

The hourly pay data includes basic pay and bonus because of our bonus payment date. If we remove the bonus element, the mean hourly pay gap is 22% and the median is 19.5%

Our mean bonus gap is significant and this is due to a significantly larger number of senior client relationship managers that are male. In addition, we have 13 part-time employees, of which 12 are female. As the bonus figure used for the calculation is the actual bonus payment received rather than taking into account the full time equivalent, this has an impact on the bonus gap.

Hourly pay and bonus gap

Gap	Mean	Median
Hourly pay gap	24.8%	24.2%
Bonus gap	52.0%	27.3%

Proportion of males and females receiving a bonus

This is calculated by separating out all employees at 5 April 2018 by gender and accounting for how many of each gender received a bonus in the relevant bonus payment period (6 April 2017 to 5 April 2018). Some employees at 5 April 2018 were not employed during the bonus payment period or did not have the requisite length of service or performance standards to qualify for a bonus payment.

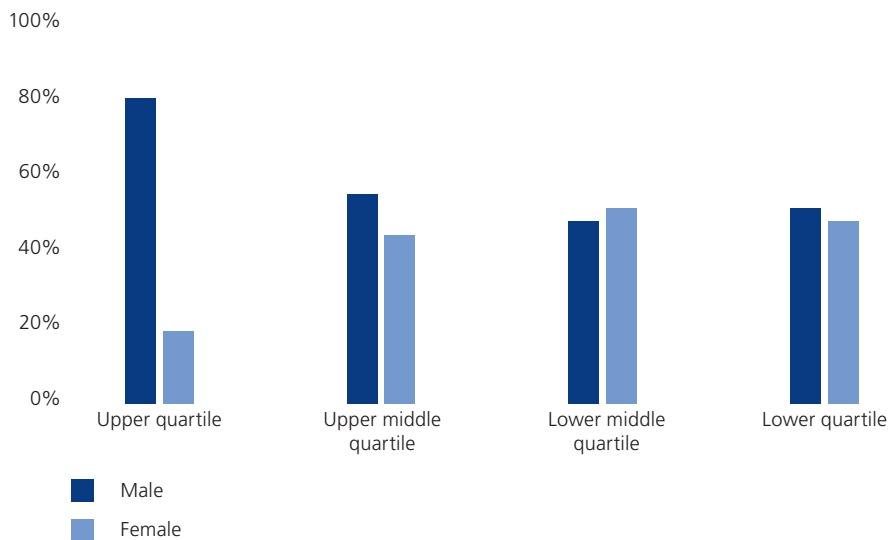
Proportion of males and females receiving a bonus

Gender	Percentage
Male	62.4%
Female	71.7%

Proportion of males and females in each quartile

We divided the hourly rates for our 225 employees into quartiles, from largest to smallest hourly pay rate in order to derive the proportion.

Proportion of males and females in each quartile



Conclusions from our CEO and Chairman

Our pay gap exists as fewer females hold senior positions within the firm, which is reflective of the financial services industry in general. However, I am confident that we pay our male and female colleagues equally for equivalent work and this remains a priority for our Remuneration Sub-Committee to review on an annual basis.

Whilst we have been actively trying to rectify the pay gap, one of the main challenges we face is that our senior positions tend to be established client relationship managers where there is a limited candidate pool for females.

We therefore want to "grow our own" female client relationship managers and senior managers and whilst this will eventually

help towards reducing (and hopefully removing) the gender pay gap, this will be a process that will require dedicated effort and time. This, alongside our growth plans, which require hiring established client relationship managers, will likely mean that our pay gap will worsen before it improves.

On the recruitment front, we remain committed to ensuring a diverse shortlist of candidates as far as possible (and certainly a 50:50 male/female split at entry levels) to our managers. We also remain committed to ensuring that every employee has the support they need professionally to develop their careers through our firm and personally through our enhanced family-friendly policies. We will also be implementing diversity awareness training for all our staff, with more specific training for our managers.

We believe that diversity and inclusion makes business sense on all levels and want to be known for our positive and inclusive culture.



Ben Snee, Chief Executive Officer

A diverse and inclusive environment promotes different ways of looking at issues and we believe there is strength in diversity of thought.

I support the 'HeForShe' campaign which is taking action now for equal opportunity and fair pay. I passionately believe that having a diverse group of people always provides a better workplace environment, where a greater degree of respect for work colleagues is generated. I have sought to create a culture within the firm where all employees recognise that they have a right to be treated equally and fairly, furthermore this is how they should treat others. There should be no limitations as to what someone can achieve at the firm, irrespective of demographic characteristics.

We have also recently signed up to the Women in Finance Charter and will work hard to achieve our targets under the Charter. Both Ben and I will be ultimately accountable for progress against these targets.

One encouraging aspect of our firm is that when looking specifically at the gender pay of our Partners, the calculations show that the median pay and mean average pay for our female Partners is higher than that of their male colleagues.

Recently appointing the Head of HR to our management board shows our commitment to ensuring that the people agenda, which covers diversity and inclusion initiatives, is supported from the very top of our firm.



David Scott, Chairman

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Important information

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