

Responsible Business Report 2024

Schroders | We
personalwealth | Change
Lives

We are pleased to present our fourth responsible business report, which shows the great progress we have made on our journey towards being a responsible business.



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1 A message from the executive committee

We are delighted to present our fourth responsible business report, highlighting our ongoing commitment to being a Responsible Business.

At Schroders Personal Wealth, “**We Are Responsible**” is one of our core business standards. Along with We Put Clients First, We Change and We Collaborate. As a company, we are deeply committed to integrating and embedding best in class responsible business practices.

Responsible business means doing the right thing while ensuring our business thrives by building trust and sustainable relationships with clients, colleagues, suppliers, and the community. This year, we have focused on embedding these practices to drive our agenda forward and make a positive impact.

Our key achievements

CELEBRATING OUR ACCREDITATIONS

I’m proud to share that we have been recredited by the Good Business Charter. The Good Business Charter is a fantastic framework against which to assess our progress each year. You can read more about our approach to each of the 10 components in this report.

We remain dedicated to fulfilling all ten of their responsible business criteria, including prompt and fair payment of suppliers. This year we are particularly delighted to receive the Gold Award under the Fair Payment Code. This is a scheme that recognises our high standards of payment performance, with the Gold Award only given where at least 95% of supplier invoices are paid within 30 days.

We remain committed to sustainable and responsible tax practices and I’m pleased to share that we have once again been recredited with the Fair Tax Mark. We also remain an accredited Real Living Wage Employer meaning that every colleague, and third party contracted staff, earn a real living wage.

OUR ENVIRONMENTAL COMMITMENTS

We remain committed to achieving our ambition of net zero carbon operations by 2030 and it is fantastic to see that in 2024 our total emissions were more than 15% lower than in 2022.

We are continuing to work on ways to reduce our total carbon emissions and offset only those unavoidable emissions. As our business grows so do our costs making it even more critical that we focus on managing our emissions, and in particular our supply chain, as we work towards our net zero ambition.

For our carbon offsetting initiatives, we partnered with ClimatePartner and have continued to support projects they run that protect our oceans and forests and contribute to global climate solutions.

ClimatePartner are engaged in carbon offsetting activities worldwide that help counteract the release of greenhouse gas emissions, while simultaneously improving the livelihoods of people around the world. Through this partnership, we have also invested in projects that are aligned with the United Nations Sustainable Development Goals (“SDGs”).

SUPPORTING OUR COMMUNITIES

An achievement we remain especially proud of is holding the Armed Forces Covenant Gold Award.

Driven by our purpose “We Change Lives”, we received this award in 2023. Since then, we have provided more than £350,000 of discounted advice to Armed Service personnel and their families.

We also encourage our colleagues to engage in volunteering and charitable initiatives across our business. All colleagues receive two Community Action Days per year to support the local community in which we operate, or a charity they are passionate about. I’m incredibly proud that in 2024, we raised over £88,000 for charity and

colleagues collectively completed over 1250 hours of volunteering. In 2025 we are focused on our biggest fundraising effort yet. Aiming to raise over £100,000 for Alzheimer’s Research UK, to fund vital research to revolutionise how dementia is treated, diagnosed and prevented. This is a disease that affects so many of us in different ways and it is a charity that we feel passionate about supporting. Take a look at our report to see what we have planned.

OUR CLIENTS ARE THE HEART OF OUR BUSINESS

Our business exists to change lives and help our clients effectively plan for their financial futures.

We look after our clients’ investments with care, knowledge, and expertise, striving always to provide the best service possible. We’re fortunate to see this highlighted in our client feedback, with a 4.8 out of 5 Trustpilot score and a 4.69/5 customer satisfaction score.

OUR COLLEAGUES

We recognise that to provide the best service possible to our clients we need to look after our colleagues.

Our six colleague-led employee networks play a vital role in ensuring that all colleagues can be represented and supported when at work. It’s a great achievement knowing that over 300 colleagues are members of our networks.

Taking Responsible Business forwards

We’ve achieved a lot so far and have made great progress in the last few years, but being responsible is a journey. We know that we need to continue to embed sustainability, transparency and inclusivity in everything that we do and we acknowledge that there is always more that can be done.

The two key areas of focus for us in 2025 are:

- Gender Pay - While we’ve made progress in senior leadership representation, we know that gender diversity across all levels of our business still needs improvement. We are committed to strengthening our efforts, ensuring that opportunities for growth and advancement are equitable for all.

- Our supply chain emissions – we continue to engage with our suppliers to drive meaningful change and keep emissions in check.



Thank you for taking time to read this report. We believe this report is a valuable tool that allows us to communicate our values with you in an open, transparent and accessible way. I’m incredibly proud of the colleagues involved in the initiatives showcased in this report, and the work that all our colleagues do to help to shape a better future for our clients, colleagues and communities.

I’d also like to thank our clients and community of partners for their ongoing support – together, we can make a lasting impact.

With our collective passion, we continue to remain dedicated to the values of Responsible Business and to hold ourselves accountable, so we are confident we can meet any challenges we face.

Joel Ripley

Chief Financial Officer and Executive sponsor of the Responsible Business Network, Schroders Personal Wealth



2

Good Business Charter

We were delighted to obtain re-accreditation to the Good Business Charter (“GBC”) confirming that we continue to fulfil all ten of the following components:

-  **Real Living Wage**
-  **Prompt Payment to Suppliers**
-  **Fairer Hours and Contracts**
-  **Ethical Sourcing**
-  **Employee Well-being**
-  **Pay Fair Tax**
-  **Employee Representation**
-  **Commitment to Customers**
-  **Equality, Diversity and Inclusion**
-  **Environmental Responsibility**

2.1 Commitment to customers

We help our clients achieve their long-term goals by creating a financial plan centred around them. We believe that a good financial plan can help change people's lives, giving them and their loved one's peace of mind.



A personal touch

When it comes to giving financial advice, our clients are at the centre of what we do. Our advisers listen and take the time to build long-term trusted relationships with our clients, giving them the confidence they need to stay on track with their finances.



We are inclusive

We're committed to offering simple, accessible and affordable advice to more people, helping to create a society where everyone sees the value of a great financial plan.



Trust is key

When it comes to our clients' money, we take our responsibility very seriously. Our advisers look after our clients' investments with care, knowledge, and expertise. Our partnership with two of the largest names in the UK financial services industry - Lloyds Banking Group and Schrodgers – means our clients can trust us to make the right choices for them.

We are rated
4.8 out of 5
on Trustpilot*
“rated excellent”
★ Trustpilot

There's no doubt that our advisers are earning their clients' trust.

Our customer satisfaction score is 4.69 out of 5**

* Correct as of 11 April 2025.

**Correct as of 28 March 2025.



2.2 Commitment to suppliers

In 2024 SPW continued to be a member of the Prompt Payment Code (“PPC”).

The Prompt Payment Code (“PPC”) was a voluntary code of practice for businesses, administered by the Office of the Small Business Commissioner (“SBC”) on behalf of the Department for Business, Energy and Industrial Strategy (“BEIS”). It was established in December 2008 and set standards for payment practices between organisations of any size and their suppliers.

At SPW, we understand that fair payment practices are the backbone of a healthy business ecosystem. We are proud to have been accredited by the Good Business Charter for the past number of years and continue to fulfil all ten of their responsible business criteria, including prompt payment of suppliers.

99%

of invoices were paid within agreed guidelines

100%

of small businesses (<50 colleagues) were paid within 30 days

SPW are delighted to be among the first 100 companies to receive a Gold Award for their payment practices – paying 99% of all invoices within 30 days in 2024.

In December 2024, the Government replaced the Prompt Payment Code with the Fair Payment Code to enhance payment performance. A significant change is the introduction of tiered awards for payment standards.

- **Gold Award** – for those firms paying at least 95% of all invoices within 30 days.
- **Silver Award** – for those paying at least 95% of all invoices within 60 days, including at least 95% of invoices to small businesses within 30 days.
- **Bronze Award** – for those paying at least 95% of all invoices within 60 days.

The highest standards are intended for payments to all suppliers, whereas previously the 30-day standard only applied to payments to SMEs (small and medium-sized enterprises).

As a Wealth Manager and Financial Planning firm, we understand that paying our suppliers on time, ensures that they can meet their own financial obligations, invest in growth, and continue to provide high-quality services – allowing us to serve the needs of our clients. This creates a positive cycle of reliability and trust, which is essential for long-term success.

Poor payment practices can create a ripple effect of negative consequences. Late payments can strain cash flow, hinder business operations, and even threaten the survival of small businesses. This not only affects the suppliers but also disrupts the entire supply chain, leading to delays and inefficiencies.

At SPW, we are committed to upholding the highest standards of payment practices and some of the ways in which we achieve this are:

- **Regular Training:** All cost centre managers and buyers are educated on the importance of prompt payments and the company’s payment policies.
- **Publish Performance Metrics:** We publish internally the monthly key performance indicators (KPIs) related to payment processing.
- **Regular Audits:** We conduct regular audits of the payment process to identify and address any bottlenecks or inefficiencies. This ensures continuous improvement in the payment process.



2.3 Paying fair tax

We remain fully committed to adopting sustainable tax principles and paying our fair share of taxes. We are delighted to have gained reaccreditation to the Fair Tax Mark for a fourth year.

Fair Tax Mark

At SPW, we understand that tax is one of the ways we can contribute to our society. We are committed to adopting sustainable tax principles that are aligned with our position as a responsible member of the Good Business Charter. We are delighted to have been re-accredited with the Fair Tax Mark (“FTM”) for a fourth year.



The FTM continues to be a valuable endorsement of our commitment to the principles of tax transparency and paying our fair share of taxes. It is a highly regarded, robust, independent scheme that seeks to encourage and recognise businesses that pay the right amount of corporation tax at the right time and in the right place, willingly, fairly and transparently, and according to both the letter and the spirit of the law. For more information please visit: www.fairtaxmark.net.

We are pleased to present additional details here on our approach to tax, our commitment to fair taxes and an analysis of our total tax contribution in 2024.

Our tax strategy

At SPW, our approach to tax is clear. We are committed to adopting sustainable tax principles and we recognise our responsibility to act with integrity, pay fair taxes and contribute to public finances through sustainable tax revenues.

As set out in our Tax Strategy, available on our website, we look to achieve this by:

- Paying fair taxes, i.e. the right amount of tax in the right place
- Maintaining our tax integrity by engaging in fair tax practices
- Ensuring compliance with local laws and regulations
- Maintaining open and transparent relationships with tax authorities and stakeholders

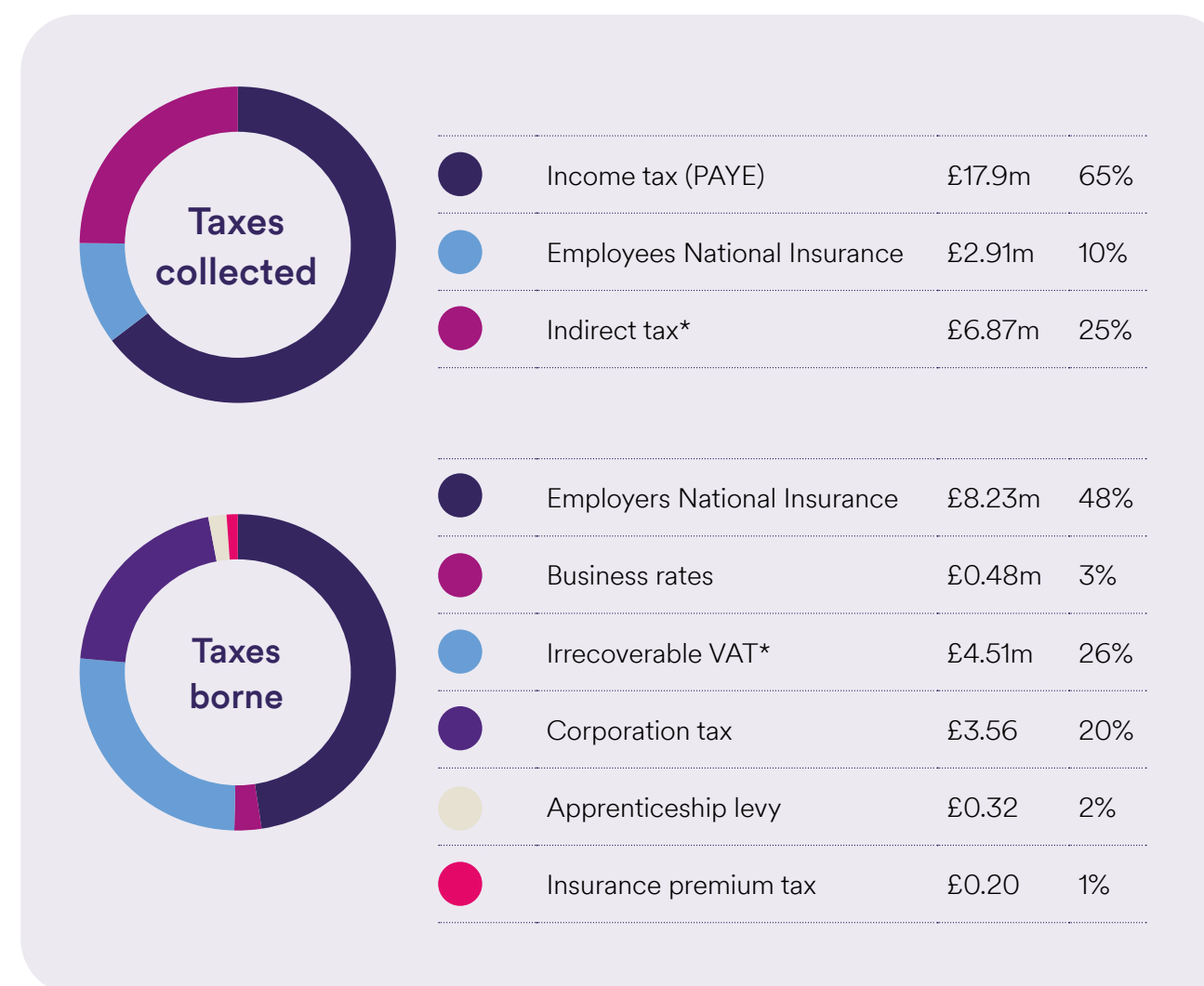
As a client focused business, our tax risk appetite is low, and we maintain a strong control environment designed to minimise tax risks for ourselves and our stakeholders.

Our tax contribution

SPW is a UK business with over 770 colleagues as of 31 December 2024, based at our operational hubs in Leeds and London, our regional offices and in homes across the UK. We do not operate overseas and we do not do business in tax havens. We measure our tax contribution to UK public finances by considering both the taxes we bear as a business and the taxes we collect on behalf of HMRC and HM Treasury.

In 2024 SPW’s total tax contribution to public finances was £44.98m (2023: £42.03m), made up of total taxes borne of £17.3m (2023: £13.32m) and total taxes collected of £27.68m (2023: £28.71m).

We are pleased to be able to share a breakdown of this contribution with you here.



*Indirect taxes collected and Irrecoverable VAT excludes amounts relating to prior years as these are unaudited at the time of publishing this report.

2.4

Diversity, equity and inclusion

“This year’s Gender Pay Gap Report highlights both the progress we have made and the areas where we still need to improve.”



I’m delighted to see an increase in the proportion of women in our upper pay quartile, thanks to our successful internal promotions. However, we know that there is more to be done to improve representation across all levels.

Our commitment to diversity and inclusion is reflected in our employee engagement scores, with many women feeling valued and able to be their true selves at work. It’s also encouraging to see that our retention of female employees has been higher than that of male employees over the past two years, demonstrating our supportive and inclusive culture.

I’m particularly proud of our progress in senior management representation, having achieved our target for increased female representation ahead of schedule. We have set new, ambitious goals for the future and continue to focus on attracting and retaining top talent, with more female candidates joining us through recruitment efforts.

Looking ahead, we remain dedicated to closing the gender pay gap and enhancing the representation of women in senior roles. Through initiatives like our SPWomens network, roundtable sessions, and mentorship programs, we are determined to provide opportunities for connection, skill-sharing, and career development.

While we celebrate our achievements, we recognise that the journey towards gender parity continues. We are committed to continuous improvement and fostering an inclusive environment where all colleagues can reach their full potential.”

Mark Duckworth
Chief Executive Officer

Gender pay report

The gender pay gap measures the difference between the average earnings of men and women across an organisation, expressed as a percentage.

It does not account for factors such as role, seniority, length of service or location, which differentiates it from equal pay. Equal pay compares the pay of men and women who perform the same or similar work. In the UK, it is a legal requirement to ensure equal pay; and at SPW we are confident that we meet this from a legal and moral standpoint.

The purpose of the gender pay gap is to highlight the extent to which men and women occupy higher and lower paid roles. For example, if the average hourly pay for men is £20 and for women is £15, women would earn 75% of what men earn, resulting in a gender pay gap of 25%.

How is it calculated?

“MEAN” GAP

The mean gap is calculated by taking the average hourly pay or bonus of men, and comparing it to the average hourly pay or bonus of women.

“MEDIAN” GAP

The median gap is calculated by identifying the midpoint between the lowest and highest paid man in the organisation and comparing it to the equivalent woman.

For the Pay Gap, we compare hourly fixed pay, which includes base salary and other cash allowances, based on what was paid in the April 2024 payroll.

For the Bonus Pay Gap, we compare the total variable pay, which includes cash annual bonuses and variable awards such as deferred bonuses, based on all payments made in the 12 months leading up to April 30, 2024.

SPW'S PAY GAP

This report shares our gender pay data in April 2024, calculated using payroll data for 819 colleagues.

Mean and Median	2023	2024
Gender Pay Gap Mean	19.8%	19.0%
Gender Pay Gap Median	11.4%	13.6%
Gender Bonus Pay Gap Mean	41.1%	37.2%
Gender Bonus Pay Gap Median	30.1%	43.8%

Pay quartiles 2024

We are pleased to see a significant increase in the proportion of women in our upper quartile, the highest in the last three years, due to successful internal promotions. However, this has caused our second quartile to worsen. Our fourth (lower) quartile remains broadly stable, and the third quartile has more females than last year which led to a slight increase in the median pay gaps reported.

● Male ● Female

Upper paid quartile of employees based on hourly pay



2nd paid quartile of employees based on hourly pay



3rd paid quartile of employees based on hourly pay



Lower paid quartile of employees based on hourly pay



Who received a bonus?

Among eligible colleagues, 91.8% received a bonus for Performance Year 2023. No bonus was awarded where performance expectations were not met. These figures are also impacted by recruitment in early 2024, resulting in a number of new joiners who were ineligible for a bonus, having not worked for SPW during the 2023 performance year.

Bonus male
89.6%

Bonus female
90.9%



What is causing our figures to change over time?

Headcount fluctuation

The population (for gender pay gap purposes) of our company has changed over the 24 months preceding this report, from 767 colleagues in April 2022 to 879 colleagues in April 2023 and 819 colleagues in April 2024. Fluctuations in our headcount have made our figures somewhat volatile due to structural changes and the usual turnover of joiners and leavers. Throughout this period, we have maintained our proportion of female employees within a range of 36-38% of all staff.

Looking at our senior population, the number of women in this group remained steady at around 60, even though the total headcount has decreased over the year. However, we recognise the need to do more at the senior level to improve the gap.

Engagement

Our employee engagement scores show that our female population remains highly engaged. In the Diversity and Inclusion engagement survey questions conducted in March 2024, 88% of women responded positively to “I believe SPW values the diversity of its employees” and 86% said they could be themselves at work.

This engagement is further reflected in our retention of female employees, which has been higher than our retention of male employees over the past two years.

Recruitment

Our recruitment over the period was 42% female, an improvement from 39.8% reported previously. However, we know we must maintain a focus on attracting female candidates. Of our roles filled by internal candidates, 43% were women, showing that women are progressing their careers with us.

Ethnicity data

In April 2024, ethnic minorities made up 18.4% of our workforce, an increase of 3.6 percentage points from last year continuing an upward trend over the past four years. Our Ethnicity Pay Gap mean is 5.0% and our median is 8.8%. We are very pleased that both these figures have improved significantly year-on-year.

Find out more in our full gender pay report, which is available on: spw.com.

Addressing the gender pay gap and enhancing senior representation of women

At SPW, we believe that closing the gender pay gap and increasing the representation of women in senior roles is a journey that requires our unwavering commitment and continuous effort. This is a cause close to my heart, and I am passionate about driving meaningful change.

In our last report, we proudly shared the enhancements to our family leave policies designed to retain and attract talent while ensuring both men and women have ample opportunities to support their families. The positive feedback from our colleagues has been incredibly heartening. One of the stand out changes was to our paid paternity leave, which now allows paternity leavers to use four of the six paid weeks at any time within the first year of their child's life. This added flexibility has made a real difference, with more than 50 colleagues taking advantage of this benefit in 2024, compared to just under 30 the previous year.

We are also making significant progress in our commitment to the Women in Finance Charter. As of June 2023, we had 32.5% female representation in senior management, with a target of 37% by December 2028.

I am thrilled to report that we have achieved this target ahead of schedule in July 2024. We have now set an even more ambitious goal of 40% female representation in senior management by December 2028, and I am confident that we are on track to achieve this.

Building on our previous successes, we held additional roundtables with members of our SPWomen network in 2024, focusing on three main areas: Life at SPW, Career Progression, and Mentoring. These sessions covered a wide range of topics, including being a woman at SPW, role models, work-life balance and flexible working, imposter syndrome, mentoring and networking, and career progression. The insightful discussions, enriched with real life examples, highlighted that SPW is a fantastic place for women to start or advance their careers.

While we recognise the need to keep our focus on initiatives to close the gender pay gap, we are proud of the progress we have made so far and remain dedicated to continuous improvement.



Faye Farrant

Faye Farrant
Chief People Officer
Schroders Personal Wealth



2.5

Employee representation

SPW wants to ensure our colleagues are represented and feel supported when at work.

We believe that all employees should have a voice and the opportunity to have their opinions and suggestions heard. Our Employee Forum is a group comprising of representatives from across the business who collectively represent the views of all employees. It allows colleagues to play an integral role in shaping SPW, suggesting improvements in the way we work, and ensuring concerns can be heard and shared with the Senior Leadership of SPW.

In addition, we have established a number of employee-led networks. The networks play a vital role within SPW. You can find out more about them over the next few pages and their actions and activities are represented throughout this report.

We're delighted that over 300 of our colleagues are members of our networks.

We have partnered with unions Accord and Unite, which provides colleagues with an independent support network.

Armed Forces Network

In July 2023, we were proud to announce that we had achieved the Gold Award under the Defence Employer Recognition Scheme, as part of the Armed Forces Covenant.

What is the Armed Forces Covenant?

It's the nation's commitment to those who proudly protect our nation, and do so with honour, courage, and commitment. It is a pledge that we acknowledge and understand that those who serve or who have served in the armed forces, and their families, should be treated with fairness and respect in the communities, economy and society in which they serve with their lives.

The purpose of our business is to help change lives. We believe passionately in the power of good financial advice which is why we offer a free initial consultation with an adviser for those who serve, or have served in the Armed Forces, and their families. We offer a preferential One-off Advice Service fee resulting in the potential for significant savings.

Since we launched the offer in January 2023, we have discounted advice fees for Armed Service personnel and their families to the value of more than £350,000.

We are proud to be one of only 23 businesses in the UK finance sector to hold the prestigious Gold Award and we are committed to gaining reaccreditation in 2028.

Source: [ERS gold award holders, Defence Employer Recognition Scheme - GOV.UK](#)



“As an adviser working directly with clients, I’ve witnessed firsthand how much they appreciate our holistic approach with goal-based planning. This is especially true given our commitment to maintaining a cap on our initial advice fee.

Within our business, we’ve established a robust internal network of veterans, reservists, and Armed Forces partners and spouses. This network plays a crucial role in raising awareness about how we can all support the Armed Forces.”



Richard Allan
Financial Planning Director
Schroders Personal Wealth

Walking With The Wounded

In 2024, SPW colleagues across the country took part in a 12 mile walk to raise vital funds for Walking With The Wounded (WWTW). We are proud to have raised £10,000 for this worthy cause. Each mile walked and every donation helped break the stigma around mental health to support veterans and their families.

WWTW deliver employment, mental health, care coordination and volunteering programmes in collaboration with the NHS to get those who served, and their families, back on their feet and making a positive contribution once more. We are proud to have supported such a worthwhile cause.



DAN

The Disability Awareness Network (DAN) consists of three key focuses – Disability and Chronic Conditions, Neurodiversity and Mental Health.

The network exists to raise awareness of these areas (whether visible, invisible, permanent, or temporary), provide support to colleagues, and positively influence the business to ensure that SPW is inclusive and accessible for our colleagues and clients. Throughout 2024 DAN has done a fantastic job in raising awareness of disability, neurodiversity and mental health in the workplace.

Key successes throughout 2024 include:

- The expansion of the Neurodiversity Working Group, with a 350% increase in membership since inception in 2023 – leading to greater awareness and wider collaboration across the business. The Working Group was recognised in 2024 for their efforts throughout the last year and awarded the annual SPW Responsible Business Award.
- Celebrating differences during Neurodiversity Celebration Week, by sharing impactful interviews with colleagues who discuss their personal experiences with neurodiversity. The stories highlight how neurodiversity influences their day-to-day experiences, both at home and work.
- Continuation of SPW's Tea & Cake series – coffee chats with colleagues across the business discussing mental health and their experiences with it. Topics throughout 2024 included: grief, mental wellbeing, being honest with your emotions and volunteering.
- Our ongoing dedication to making a difference both big and small across mental health, neurodiversity, disability and chronic conditions. Including initiatives like; DAN's 'Safe Space' – allowing colleagues a place to share their thoughts/experiences/challenges.

DAN plan to continue their stellar work in 2025, building on their successes with a growing focus on neurodivergence and education of colleagues.

“DAN is dedicated to cultivating an environment where everyone feels welcome and valued by harnessing the diverse strengths and experiences of our members. I'm incredibly proud of our network's achievements to date, and we remain committed to dismantling obstacles, driving bold conversations, and advancing accessibility as we move through 2025.”



Beth Yates
Chair of the Disability Awareness Network



SPW Unity

UNITY is SPW's network for colleagues of all cultural backgrounds and identities, ancestral origins, faiths, or nationalities, including colleagues that would like to learn about different cultures and who want to help us champion diversity, equity, and inclusion.

Unity wants to foster a workplace culture that celebrates diversity and embraces the richness of individual differences, ensures fair representation, provides equal opportunities for professional growth, and dismantles barriers and biases.

During 2024 we celebrated and communicated on topics important to our members which included Eid Al Fitr, Diwali and Bandi Chhor Divas, St Patricks Day, St Davids Day, Chinese New Year and Ramadan.

Black History Month saw us sharing invites to a series of events designed to educate, entertain, and celebrate the rich tapestry of Black history and culture.

A key highlight for Unity in 2024 was holding our two events celebrating The World Day for Cultural Diversity where we invited colleagues of all nationalities to share their favourite food and drinks from around the world. The event received an exceptional amount of positive feedback from our colleagues.

Finally, we were delighted that one of our Network leads Yohann was nominated for a “We Change Lives Award” for his dedication and support for the network helping us interpret data to inform our strategy.

“We are committed to celebrating difference and providing a network that is open to all, so colleagues feel included, truly valued and are able to bring their whole selves to work.”



Jacquie Marley
Unity Chair



Yohann Le Grand
Unity Co-Chair



PRISM

Prism are SPW's LGBTQ+ professional diversity network.

They are driven by their goal of creating a network which will make a positive difference to colleagues, culture and clients, by raising awareness of common LGBTQ+ issues and promoting and driving positive action across the business.

Initiatives throughout 2024 included:

- Celebrating LGBTQ+ History Month and sharing colleague stories to help create an environment where colleagues feel safe, seen, and supported.

- Holding our annual Prism Pride BBQ, a fantastic event that unites members and allies in celebration of Pride. This year, we added a fun, interactive Pride-themed quiz to boost awareness and engagement.
- Participating in a range of Pride events, such as London and Leeds Pride, alongside Lloyds Banking Group's Rainbow network.
- Continuing our collaboration with our other SPW networks and their counterparts at Lloyds Banking Group and Schroders plc to provide access to a range of events and resources.

“Our aim is to cultivate a fully inclusive environment where diversity is not only accepted but celebrated. We seek to drive awareness among colleagues so that everyone feels safe to bring their authentic selves to work, regardless of their sexual orientation or gender identity.”



Joseph Downey
Prism Co-Chair



Caitlin Self
Prism Co-Chair



SPWomen

SPWomen exists to empower colleagues to achieve their full potential by helping the business create a positive, inclusive and supportive working environment.

The SPWomen network continued to focus on four key pillars in 2024: Connection, Empowerment, Development, and Allyship. Our strategy aimed to grow the network, and drive visibility to ensure members understand the benefits and opportunities available.

Initiatives throughout 2024 included:

International Women's Day Event: Amanda Brown author of "The Lipstick Principles". Amanda shared insights on overcoming fear and embracing the present to pursue what truly matters.

Royal Air Force Air-Vice Marshall: Suraya Marshall shared her career challenges and insights on leading inclusively, emphasising the importance of doing the right thing, not necessarily the easy thing.

Colleague Roundtables with Chief People Officer: providing an open forum for colleagues

to discuss work challenges, share tips, and offer direct feedback.

Contribution to Gender Diversity Award: SPW won the Contribution to Gender Diversity Award at the Professional Adviser Women in Financial Advice Awards 2024. Over 40 colleagues also received individual nominations for the awards, with seven reaching the final shortlist.

Membership of the Women in Finance Charter: a pledge for gender balance across financial services.

“I am incredibly proud of the energy and honesty that our SPWomen network members bring to every event and interaction. The positive feedback we receive from our events is a testament to the impact we are making. The collective spirit of ambition and mutual support is what makes our network truly special.”



Claire Bocking
SPWomen Chair

2.6 Employee wellbeing

We are committed to creating a culture where everyone thrives and feels happy at work. A key part of this is colleague wellbeing.

At SPW we have clear, fair and transparent policies that support and encourage employee wellbeing and we provide this through our strategic focus on four pillars of Physical, Mental, Financial and Social wellbeing.

Physical wellbeing

We encourage everyone at SPW to actively manage their physical wellbeing by providing access to tools and support.

Key initiatives include:



OUR FLEXIBLE BENEFITS PACKAGE

Our flexible benefits package includes free eye tests, discounted gym memberships and cycle to work schemes.



EMPLOYER-FUNDED PRIVATE MEDICAL INSURANCE

We provide employer-funded private medical insurance, which includes a free health assessment every two years.



HEALTH AND WELLBEING TIPS

We regularly share health and wellbeing tips and educational information with our colleagues.



OCCUPATIONAL HEALTH AND WORKPLACE ADJUSTMENTS

We provide occupational health and workplace adjustments to ensure all colleagues have a comfortable and supportive working environment.

Mental wellbeing

We remain committed to supporting mental health and reducing the stigma still associated with it.

In 2024, we continued to embed our Mental Health Manifesto. The manifesto pillar of ‘make it clear’ drives visibility of mental health at SPW.

Through the ‘Tea & Cake Series’, colleagues across the organisation share their stories and impacts of mental health, such as retirement and grief, with the aim to reduce the stigma of talking about mental health. Additionally, with our ‘Showing the way’ approach, we actively share communications and organise webinars to increase awareness on topics such as Men’s Health, Stress Awareness and Social Wellbeing.

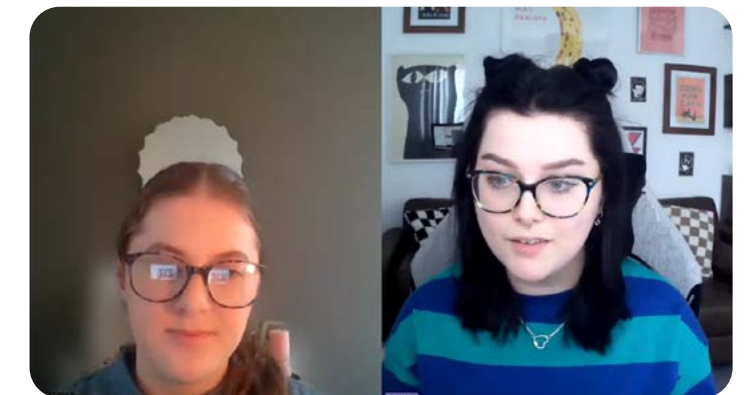
We continue to be part of the This Can Happen Champions Programme. The programme enables our Mental Health Allies and Champions to further develop and enhance their skills and knowledge in their role. Our Mental Health Champions and Allies continue to meet regularly, to discuss the ways in which SPW can continue to promote good mental health.

At the end of 2024, we made the decision to change our Employee Assistance Programme (EAP) provider, to offer more support to our colleagues. Our colleagues can now access up to 8 free counselling sessions, increasing from 5, to support their mental wellbeing. Additionally, if our colleagues need longer-term support, counselling is available through ‘Bupa’ - our EAP also includes access to legal and financial support, and a medical helpline, as well as free wellbeing webinars, nutrition information and a digital gym.

All colleagues also have access to a full Headspace subscription. Through Headspace, colleagues can access mindfulness tools for everyday life, including guided meditations, sleepcasts and focus exercises. Mindfulness enables colleagues to create life-changing habits to support their mental-wellbeing.

We know how important it is to genuinely listen and understand how our colleagues are feeling day to day. We continue to use Harkn, a listening platform that provides a safe and anonymous space for colleagues to reflect on and share how they feel. By capturing sentiment through daily colleague ratings, Harkn enables early and proactive responses, helping us identify wellbeing concerns before they escalate into a crisis.

This allows HR and senior leaders to offer timely support and guidance while maintaining anonymity. Beyond wellbeing, Harkn also fosters collaboration and open dialogue across SPW. Senior leaders regularly review and respond to colleague feedback, ensuring that every voice is heard, valued, and acted upon.



Images above: Amelia Wrench (left) and Beth Yates (right), talking on an episode of tea and cake.

Financial wellbeing

We know that money worries can have a huge impact on mental and physical wellbeing, so we provide support and tools to maintain good financial health.

We wholeheartedly believe in the value of having a good financial plan in place. This applies to everyone, including our colleagues. We encourage all colleagues to meet with one of our financial advisers to put a plan in place. We're delighted to offer this benefit and don't charge colleagues an initial advice fee.

We also offer a range of flexible benefits for colleagues to choose from, including a generous pension, critical illness protection and life insurance. We have a dedicated Financial Wellbeing Hub on our employee intranet, to raise awareness about the importance of financial wellbeing, and the impacts this can have in other areas of colleague wellbeing. Additionally, offering signposting to both internal and external support that is easily accessible to our colleagues.

Our commitments when it comes to financial wellbeing go further than our responsibility to our colleagues. As a financial services business, we also have a responsibility to our clients and wider society.

In January, we published our latest Money and Mind Report, which explores how UK adults are currently feeling when it comes to their finances. It looks at the connection between money and mental health and aims to break down some of the potential barriers people face.

Our purpose at SPW is to change lives, and we want to change the perception of financial advice in the UK to help create a society where everyone can see the value of a great financial plan.



Social wellbeing

We create an inclusive culture that enables everyone at SPW to build, maintain and contribute to a strong sense of social wellbeing.

As a business, we have a shared purpose, We Change Lives, and a set of company standards that we uphold each and every day.

We actively encourage collaboration and social interactions. Our employee networks play a vital role in this, creating a safe space for colleagues to interact and discuss topics close to their hearts. As well as organising virtual and in-person events to allow for colleagues to connect across SPW.

We recognise the power of storytelling in making and maintaining the human connections that are vital in our culture.

We actively encourage our colleagues to share their stories and have a dedicated 'colleague stories' page. Our colleagues talk openly about what is important to them, providing deeper connections with colleagues on a more personal level.

Our colleagues have shared stories such as their mental health journey, why donating to charity is important to them, living with a long-term health condition and career development.



2.7 Ethical sourcing

Ethical sourcing is at the heart of SPW's Sourcing and Supplier Management strategy, which is focused on the fair treatment of workers, safe working conditions, minimised environmental and social impacts and adherence to specific standards throughout our supply chain.

To help communicate our ethical sourcing practices, we implemented a Supplier Code of Responsibility ("SCOR") which defines what we expect from all our suppliers.

We ensure that all new suppliers attest to adhering to SCOR prior to awarding new business and ensure that all our existing suppliers attest to our SCOR principles on an annual basis.

The SCOR focuses on six fundamental principles:

- human rights
- health and safety
- supply chain
- inclusion and diversity
- doing business responsibly
- doing business sustainably

We are delighted that all our suppliers attest to our SCOR requirements, and we are consistently encouraged by the feedback from our supply chain.

Our aim is to work with suppliers who share our responsible business purpose and values, and we aspire to use our purchasing power in a way that benefits society and the environment. We are actively working with our suppliers to understand their positive contributions.

Examples they've shared range from reducing their reliance on single use plastic and prioritising sustainable and recyclable materials, to investing in climate aware strategies and creating talent development programmes.



2.8 Real living wage

All colleagues are paid above the real living wage.

SPW is an accredited Real Living Wage Employer meaning that every colleague, and our third party contracted staff, earn a real living wage.

The Real Living Wage is independently set by the Living Wage Foundation. It is higher than the government's minimum, or National Living Wage, and is an hourly rate of pay that is based on the actual cost of living.



SPW has no zero-hour contracts

2.9 Fairer hours and contracts

SPW is committed to taking a fair approach to contracts, working hours and shift scheduling.

A zero-hour contract is a type of contract between an employer and a worker, where the employer is not obliged to provide any minimum working hours, while the worker is not obliged to accept any work offered. SPW have no colleagues operating on a zero-hour contract.

At SPW our contracts are straightforward and easy to understand, with less legal jargon and a more modern approach. We include a hybrid working clause and standardised notice periods to provide greater protection and security for our colleagues.

The hybrid working clause recognises the changing ways in which we work and provides reassurance that all employees (subject to role) will be able to continue working in a hybrid fashion.

To ensure fairness and consistency across our business, all colleagues receive a holiday allowance of 30 days (pro-rated for colleagues working reduced hours), regardless of length of service.



2.10 Environmental responsibility

Our environmental goals remain a priority for us. We are determined to play our part in tackling climate change and the impact it is having on our planet. We have a range of initiatives in place to meet our goals.

Climate engaged workforce

SPW encourages a climate positive workforce. We are Responsible is one of the core business standards that underpins our culture.

We support colleagues to live a responsible lifestyle by offering a flexible ‘green benefits’ package. Initiatives include salary sacrifice for the purchase of an electric car, cycle to work schemes and a climate positive impact benefit through our partner Furthr.

Responsible business network

We believe in collective action, with the vision that the thousand little steps each individual makes, can collectively make a huge difference.

Our colleagues are the driving force of sustainable initiatives within our business. Together we are focused on promoting sustainability, understanding ethos and good practice, and supporting the education of others.

Furthr

Our partnership with Furthr who provide our Climate Positive Impact employee benefit has also continued to grow. Throughout 2024, SPW team members funded a variety of climate solutions that served to protect

biodiversity and support human health and prosperity, via the Furthr platform.

During this time, the team has collectively planted over 5,800 trees across Kenya, Mozambique, Rwanda and Madagascar, as well as offset over 630 tonnes of carbon. More information about some of the projects funded in 2024 can be found below.

MANGROVE REFORESTATION IN KENYA (CHARITY DONATION)

In recent decades, coastal areas of Southern Kenya have been urbanised at unprecedented rates and mangrove forests converted to other land uses. These are the least developed regions of the country where communities are most dependent on mangrove ecosystems for employment, livelihood and nutrition.

SPW employees funded the restoration of mangroves in an estuary in one of the areas heavily impacted by deforestation, planting 9 different species of mangrove. Mangroves are a critical part of local ecosystems, providing habitat for a wealth of biodiversity, and acting as a line of defence against storm surges. They also create nurseries for fish to breed, securing long-term income for local fishermen.



COOKSTOVES (OFFSETTING)

Three of the projects were community-based initiatives, focusing on reducing cooking emissions while simultaneously improving the health and family finances of communities in historically exploited countries.

SPW’s contributions enable the subsidisation of efficient cookstoves to replace cooking over open fires or the use of less efficient stove models. Because the efficient stoves need less fuel, they reduce the greenhouse gas emissions generated by cooking, as well as lowering deforestation from harvesting fuel.

This year, SPW funded cookstove projects for families in Malawi and Rwanda, as well as a stove project in Burundi which focused on cookstoves in schools.

TACKLING METHANE EMISSIONS (OFFSETTING)

Over a short time period, methane traps more heat in the atmosphere than carbon dioxide. In fact, over a 20-year period, its global warming potential is 84-87 times higher than carbon dioxide (CO₂). So, while CO₂ is more harmful in the long term, the near time impact of reducing methane emissions is significant. In 2024, funding raised through the employee benefit supported two projects that directly tackle methane emissions.

1. Landfill gas to energy in China

When organic materials decompose in a landfill, they produce landfill gas (LFG), which is a mix of carbon dioxide (CO₂) and methane (CH₄).

And it’s not a small amount: globally, landfills are the 3rd largest producer of methane.

LFG doesn’t have to go to waste though. SPW helped fund the conversion of an existing LFG plant into an energy-producing plant in China, stopping LFG from being released into the atmosphere and contributing to global warming. Instead, it is captured, and used to replace energy in the national grid. In turn this means less fossil fuels are needed to meet electricity needs.

2. Preventing gas leaks in Bangladesh

Methane is the primary component of natural gas, which means gas leaks are a real issue for the planet. Unfortunately, in many countries, lack of resources means the focus for repair teams is limited to what are considered ‘dangerous’ leaks.

Bangladesh’s gas distribution system was first set up in the 1960’s and has since grown massively. Keeping up with maintenance has been challenging, and the system is now leaking significant amounts of gas into the atmosphere, contributing to global warming.

One of the projects SPW has funded this year worked to: provide maintenance to leaks which fell outside the scope of emergency government repairs, implement advanced leak detection and train local teams to continue the work.



“ I am incredibly proud of the Responsible Business Network and our achievements over the past four years. Our commitment to changing lives, ensuring employee wellbeing, and making a positive impact on our communities, society, and the environment has truly made a meaningful difference.”



Janine Stelzer-Cooper
Chair of the Responsible Business Network

Operational emissions

In 2022, we announced our ambition to achieve, at a minimum, net zero carbon operations by 2030, by reducing our carbon emissions and offsetting only those unavoidable emissions.

This hasn't changed. Key to achieving our goals is our ongoing emissions monitoring and reporting. We also remain committed to playing our part in the global effort to reach net zero by 2050.

We monitor our emissions in line with the Greenhouse Gas (GHG) Protocol. The table below shows our Scope 1, Scope 2 and relevant Scope 3 (excluding category 15) emissions from 2022 to 2024. This helps us build a comprehensive understanding of our carbon footprint and identify key areas of focus. Scope 1, 2 and 3 is a way of categorising the different kinds of carbon emissions a company creates in its own operations and in its wider value chain.

Scope 1 refers to the direct emissions from sources owned or controlled by an organisation, for example emissions from company-owned vehicles.

Scope 2 Emissions are indirect energy emissions from the generation of purchased energy, such as the electricity used in our offices.

Scope 3 Emissions include all other indirect emissions associated with an organisation's activities, including supply chain emissions and business travel.

We're delighted to see that our total emissions are the lowest since we launched our annual Responsible Business Report in 2021. Our Scope 1-3 emissions are now 15% lower than in 2022.

		2022	2023	2024
		tCO2e ¹	tCO2e ¹	tCO2e ¹
Scope 1	Direct emissions	87	89	66
Scope 2	Location-based	18	26	23
Scope 3	Business travel	303	355	380
	Employee commuting and homeworking:	700	864	789
Total operational emissions:		1,108	1,334	1,258
Purchased goods and services:		8,756	7,496	7,423
Capital goods:		538	129	38
Fuel and energy-related activities:		36	37	19
Upstream transportation and distribution:		20	16	12
Waste generated in operations:		22	22	14
Upstream leased assets:		79	78	11
Total:		10,557	9,112	8,890

¹ Excluding category 15.

tCO2e = Tonnes of carbon dioxide-equivalent

Supply chain emissions

Emissions related to our supply chain, in particular our Scope 3 Purchased Goods and Services represent a significant component of our overall impact as a business.

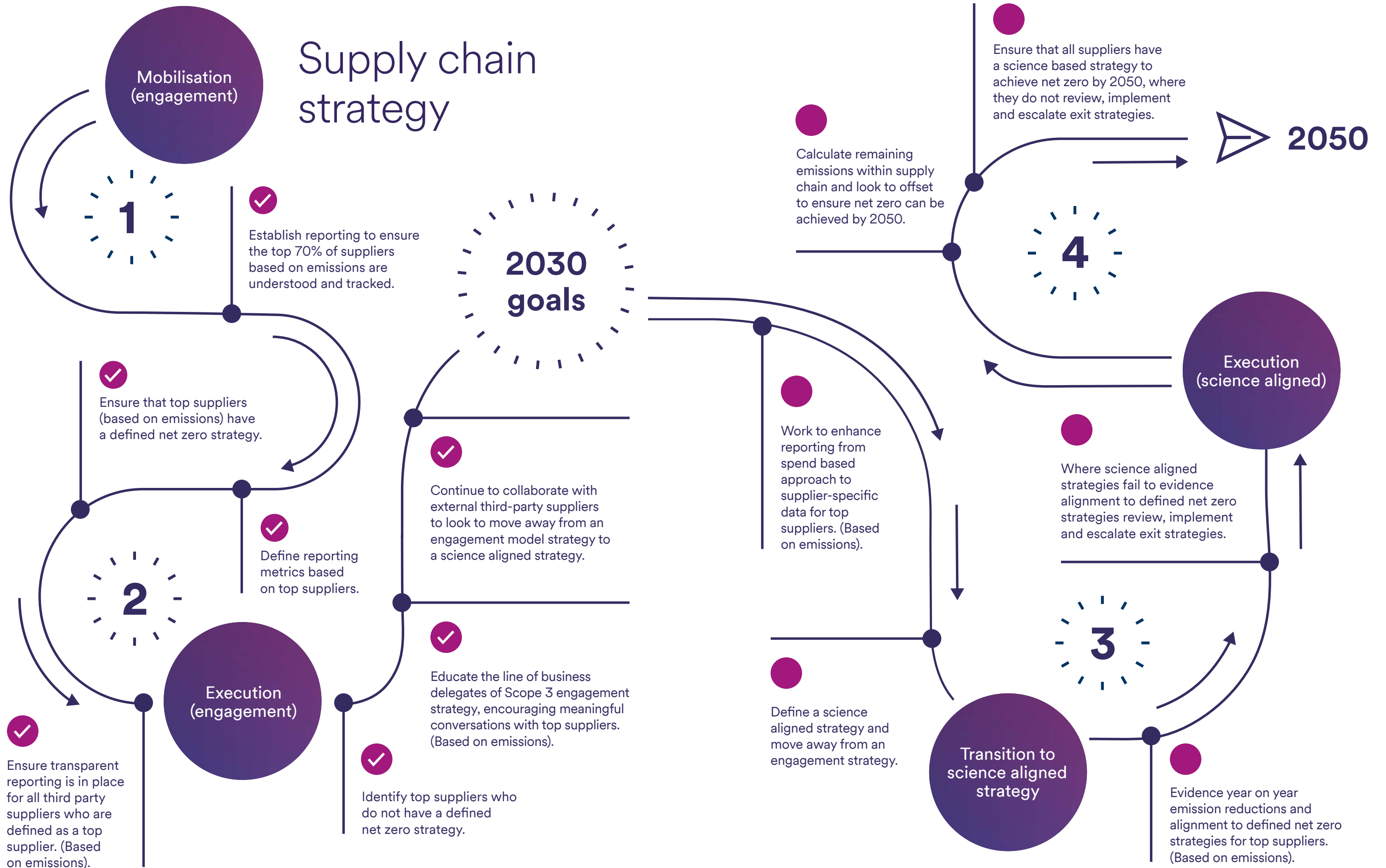
During 2022, we worked to develop our long-term strategy to manage these emissions, including engagement programmes with our key suppliers. Throughout 2023 we began mobilising our strategy and have already seen a reduction in emissions, falling from 8,756 tCO2e in 2022 to 7,496 tCO2e in 2023. Our Scope 3 emissions focus continued throughout 2024, with emissions remaining broadly flat (7,496 in 2023, 7,423 in 2024).

As we continue our journey, supply chain engagement remains a key area of focus for us to meet our 2050 net zero ambition. Over the past year we continued to work closely with our suppliers, taking the time to understand their own net zero strategies and incorporate this into our internal reporting.

As we look to 2025 and beyond, we will continue to educate internal colleagues on our Scope 3 emissions strategy and build relationships with suppliers that share our common goal to achieve net-zero by 2050.

Our supply chain strategy can be viewed on the next page.

Supply chain strategy





Building related emissions

Scope 1 and Scope 2 carbon emissions relate largely to gas and electricity consumed in our Leeds office.

Scope 1 captures the use of gas for heating and cooling our occupied floor of this building of which our landlords control the supply of gas.

Scope 2 relates to our use of electricity of which our landlords also control.

Engagement with our landlord teams is therefore a key component in our strategy to reduce our Scope 1 and Scope 2 emissions on our pathway to net zero. We work closely with

our landlords to specifically discuss our net zero requirements, support their strategies to progress towards sustainable building operations and look for opportunities to improve.

Our net zero ambition will continue to be a key criteria in future portfolio decisions, as we continue to engage with our existing landlord partners and review any future office moves.

Our Leeds office is also aligned to the ISO 14001 property framework to promote good site management.



Business Travel emissions

Business Travel accounts for 4% of our overall emissions. Although this is a relatively small percentage, we are committed to managing our travel emissions through targeted initiatives and engagement across the business.

In 2024 we saw an increase in our Scope 3 Business Travel emissions. This reflects the changing ways in which we are working. Following on from the reduced travel in 2020 and 2021 due to the Covid-19 pandemic, we're seeing more colleagues collaborating in-person in our offices and client facing colleagues are travelling to meet clients.

We acknowledge that we are on a journey and are actively looking at ways to reduce the emissions associated with increased business travel. This includes prioritising sustainable travel for our colleagues through providing subsidies for electric vehicles, encouraging the use of low emission public transport and maximising use of collaboration technologies to reduce the need to commute and travel.

Colleagues can no longer receive a diesel company car and the last existing diesel car lease ended in 2023. We also minimise air travel and were pleased to see a reduction this year, with the number of flights falling by 35% compared to 2023, following a 40% reduction achieved in 2023.



Carbon offsetting

We recognise that there is still a need for carbon offsetting to neutralise existing emissions and achieve carbon neutrality in the shorter term.

We do not consider offsetting to be the long-term solution, simply a tool to support us while we continue to work towards our net zero goal.

SPW has again partnered with ClimatePartner. ClimatePartner offers carbon offset projects worldwide to help counteract the release of greenhouse gas emissions, whilst simultaneously improving the livelihood of people around the world.

With the support of ClimatePartner, SPW has invested in two projects contributing to a variety of the United Nations Sustainable Development Goals (“SDGs”).

We’re delighted to have offset our 2024 operational emissions (Scope 1, Scope 2 and Scope 3 business travel). These are the emissions we emit from our buildings along with business travel.

What projects are we supporting?



Climate project + ocean protection

PROJECT LOCATION: WORLDWIDE

This combined project contributes to the financing of a certified climate project and additionally supports international ocean protection. For every tonne of CO2 saved through the contribution via a certified climate project, 10 kg of plastic is collected in coastal regions. This intercepts plastic before it enters the sea and protects sensitive marine ecosystems.

Over 12 million tonnes of plastic waste end up in the sea every year. Especially in developing countries that often lack infrastructure for proper waste disposal. Plastic Bank empowers ethical recycling communities in vulnerable coastal areas. Community members exchange plastic at local collection branches for life-improving benefits, such as health and life insurance, meal vouchers, and secure income.



Improved cookstoves

PROJECT LOCATION: WORLDWIDE

With this portfolio we combine ecological added value with social commitment worldwide. Through the distribution of improved cookstoves in rural areas, local forests are relieved and families spend less time and money collecting or buying wood. Also, smoke pollution is minimised, which improves the health of women and children who are mainly responsible for cooking.

It also supports economic development since the cookstoves are often produced locally. In many countries, open wood fires are used to prepare food – causing high emissions and air pollution. Improved cookstoves use far less firewood and by that reduce emissions.

3.0 Community and charity

Our business exists to change lives and we want to make a difference in society and the communities we live and work in.

We champion volunteering and charitable initiatives across our business, and all colleagues receive two Community Action Days per year to support the local community in which we operate, or a charity they are passionate about. All colleagues are also eligible for matched giving, where they can each claim up to £500 for fundraising and £500 for volunteering.



In 2024, colleagues raised over £88,000 for various charities, through a mixture of colleague fundraising, matched giving and payroll giving.

SPW Foundation

Throughout 2024 we continued to work with our three charity partners who were chosen by our colleagues: Alzheimer's Research UK, The Brain Charity and British Heart Foundation.



ALZHEIMER'S RESEARCH UK

Alzheimer's Research UK is working to revolutionise the way dementia is treated, diagnosed, and prevented. As the UK's leading dementia research charity, it is dedicated to ending the heartbreak of dementia, by speeding up progress towards a cure. To do this, the charity is investing in the best research, powering the most forward-thinking scientists and joining forces with world-class organisations.



THE BRAIN CHARITY

The Brain Charity provides practical help, emotional support and social activities to people from across the UK. Supporting anyone who has a neurological condition, as well as their families, friends and carers. There are over 600 neurological conditions including Parkinson's, Epilepsy, Stroke and Autism.



BRITISH HEART FOUNDATION

British Heart Foundation (BHF) fund around £100 million of research each year into all heart and circulatory diseases and the things that cause them. Researching diseases such as heart disease, stroke and vascular dementia. The BHF have also funded heart transplants, pacemakers, portable defibrillators, and valve replacements, to help save lives.



Payroll giving

In 2024 we were delighted to continue our achievement and were awarded the Payroll Giving silver award.

All colleagues at SPW have the opportunity to donate to charity in a tax efficient way direct from their monthly salary by payroll giving.

We regularly highlight to colleagues through communications, webinars and a dedicated volunteering and fundraising intranet page, how colleagues can get involved in Payroll Giving. In 2024, 62 colleagues donated over £24,700 in Payroll Giving.



Carey Angel
Client Services Associate

“Supporting causes that matter to me has always been a priority. When I discovered Payroll Giving, I was intrigued. Imagine this: your financial gift is deducted before taxes, making it incredibly tax-efficient.

How amazing is that? Plus, my donation is sent automatically each month, requiring no extra effort on my part. If I’m looking to make an adjustment, that’s also a breeze. There’s something truly fulfilling about giving, and Payroll Giving makes it easier than ever to experience that joy.”

Colleague fundraising stories

In 2024, our colleagues got involved in over 30 different fundraising events, from marathons, to cycles and quiz nights, supporting charities close to their hearts. Read about the impacts our colleagues have made in 2024:



5 marathons

To support the charity Movember, Jack Reekie committed to running a marathon every weekend in November, raising over £1700.

London Marathon 2024

In April 2024, Deborah Chapman completed the London Marathon raising over £2800 for British Heart Foundation.

29 miles in February

9 colleagues across SPW took on the 29 Miles in February Challenge to raise money for Alzheimer’s Research UK, collectively raising over £1750.

London - Paris

Richard Chalker took on a challenging cycle from London to Paris, raising over £1000 for Skylarks.



Half marathons

Our colleagues regularly challenge themselves with fundraising events. In 2024, 2 colleagues jointly raised over £1600 for Cancer Research UK and Voices of Aphasia through completing a half marathon.

We also had other colleagues across the business completing full marathons, cycles and walks.

Charity quiz night

Colleagues in our London Office took part in a charity quiz night to raise money for our charity partner, The Brain Charity. Teams were created at random, allowing for colleagues across different functions working together and getting to know each other. The night raised £270 – a great opportunity taken to raise money for a very worthy cause.

Images above: Jack Reekie (left) running one of five marathons and Becky Quick (right) running the Bath Half.

Colleague volunteering stories

In 2024, our colleagues collectively volunteered over 1250 hours through SPW organised events, colleague organised events and volunteering outside of work. 170 community action days were used – some colleagues took part in more than 1. To maximise our colleagues' impact in local communities, SPW held 2 organised volunteering weeks.

January - June

During our first volunteering week in June, 35 colleagues in Leeds, London and Bristol dedicated their time to support 3 charities. Our colleagues, painted, planted, cleaned and more, improving the spaces used by the beneficiaries. The charities were grateful for the contribution SPW made, and our colleagues enjoyed spending their community action days giving back to a worthy cause. SPW supported:



EQUAL PEOPLE, LONDON

Supports people with learning disabilities and their right to make decisions about their own lives and to choose how they want to be supported.



ST ANNES, LEEDS

A leading multi-speciality care provider who is devoted to person-centered care. Their services range from dedicated nursing care to supporting living, shared lives and support for homeless people.



ELM TREE FARM, BRISTOL

A working farm providing meaningful activities and transferable work skills for people with learning disabilities and autism.



SALFORD WOMEN'S CENTRE

Set up by women, for women, for the health and well-being of all women who live or work in Salford.



THE TURING TRUST, EDINBURGH

Refurbishes IT equipment, installs a range of software and provides quality technology and IT training to schools in sub-Saharan Africa.



THE KINGS CROSS NEIGHBOURHOOD CENTRE, LONDON

A community centre offering advice and activities for the Chinese and Somali communities.



LEEDS MENCAP

An independent charity that provides services and activities to improve the lives and opportunities of children and adults living with a learning disability and their families.

July - December

During the second week in September, 39 colleagues in Leeds, London, Manchester and Edinburgh spent their time painting, gardening, cleaning, untangling wires, packing boxes and more. All of the beneficiaries expressed their gratitude for the commitment and impact SPW colleagues made, showing just how much can be achieved in one day.

Looking ahead to 2025: Cycling Albania to support Alzheimer's Research UK

Cycling is not just a sport; it's a journey that brings people together to make a difference.

Our purpose is clear: We Change Lives.

Our team of 14 riders which includes SPW colleagues, and 4 members of our executive leadership team will embark on an unforgettable journey across Albania, facing both breathtaking scenery and physically demanding terrain, cycling 400 kilometres. All in support of our charity partner, Alzheimer's Research UK.

This challenge represents not only a test of physical endurance but also a commitment to raising funds for vital research, to make a difference in the lives of those affected by dementia.

We are so proud of the colleagues involved and excited to see what the team can accomplish.



Dementia is a cause close to our hearts, as many of our colleagues, clients, and their families, have been deeply impacted by this devastating condition.



Our ambitious goal is to raise

£100,000

which will help fund vital research to revolutionise how dementia is treated, diagnosed and prevented.

ALZHEIMER'S RESEARCH UK FOR A CURE

About Alzheimer's Research UK

Alzheimer's Research UK is the UK's leading dementia research charity.

The charity is committed to accelerating progress towards a cure for dementia, by revolutionising the way it is treated, diagnosed and prevented.

For more information, visit: <https://www.alzheimersresearchuk.org/>

“We are delighted that Schrodgers Personal Wealth is taking on this challenge for Alzheimer's Research UK. It is inspiring to see so many SPW colleagues signed up to the event and we wish them the very best in their cycling and fundraising efforts. If nothing changes, one in two of us will be directly impacted by dementia. We will either develop the condition ourselves, care for a loved one with it, or both. But at Alzheimer's Research UK, we are determined to change that. Our mission is to accelerate progress towards a cure for dementia and end the heartbreak it causes. This wouldn't be possible without the support from organisations like Schrodgers Personal Wealth going the distance to raise much-needed funds. Thank you for standing with us, for a cure.”

Emily Handley,

Schrodgers Personal Wealth's dedicated Partnership Development Officer at Alzheimer's Research UK.

Schroders | We
personalwealth | Change
Lives

spw.com