Issue 14 | Winter 2020

VISION

MAGAZINE

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BECOMING A SUSTAINABLE BUSINESS

Responsible recycling

REASONS TO BE POSITIVE

How we can overcome challenges to deliver a positive impact

FESTIVE FINANCIAL GIFTS

Deciding on the right investments for the children in your life

TOP 100 ADVISER

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SG Wealth Management
Impartial, accountable and trusted.

Chartered Financial Planners

SG Corporate Services
Workplace Pensions and Employee Benefits

Hello and welcome to our Winter *Vision* magazine. I trust that, as this strange year draws to a close, you are all keeping well and safe.

There's a growing awareness these days on sustainability and a responsibility on us all to consider the wider impact of our activities on the environment and society – perhaps now more so than ever. So, this edition has been an interesting one to compile, as it focuses on sustainability, ethical investing and our own 'Corporate Social Responsibility' as a business.

On page 05 we ask whether you're keeping too much in cash, we take a look at tax-efficient investments on page 06 and discuss festive financial gifting on page 09.

Our guest contributors also carry on our sustainability theme; Peter Michaelis from Liontrust talks about reasons to be positive (page 08) while on page 14, Reuben Bolton of Bolton Brothers Ltd discusses the importance of recycling and waste disposal.

A full list of the articles featured in this issue appears opposite – I trust you find them topical and thought-provoking.

We hope you enjoy reading *Vision*. We always welcome your feedback so, to discuss anything covered in this issue or to share ideas for topics you'd like to see featured, please contact us – and don't forget to follow and like us on LinkedIn, Twitter and Facebook.

With very best wishes of the season.

Helen Tavner, Editor

Contents

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A YEAR WE WON'T FORGET

I'm sure none of us could have foreseen 2020 as we saw out the old year with a rousing 'Auld Lang Syne'

> As this unusual and challenging year draws to a close, I am pleased to report that for a seventh year we have been included in the UK's 'Top 100 Adviser list' compiled by respected financial publisher Citywire.

I'm proud of how SGWM has steered through this last year, adapting our business to keep you and our colleagues safe, whilst hopefully providing you with the high level of service you expect from us – albeit in a different way.

As the COVID-19 pandemic continues, our investment advice and approach remain the same; in unpredictable times, sticking with long-term investment goals and a well-diversified investment mix is the best way of navigating investment uncertainty. Holding firm in choppy waters will always be our approach.

I was pleased to see that many of you recently joined our 'virtual' webinar and found it useful. This is a good example of how – in lieu of us being able to hold face-to-face events at present – we are looking for other ways to provide you with value and information. We intend to continue running these virtual events regularly, so please do let us know if there are any topics you would like to see covered.

PFP AND OPEN BANKING

We made available our online Personal Finance Portal (PFP) earlier this year and it's good to see so many of you have already signed up to this facility, enabling you to access shared documents, update your personal details, review your overall financial information and securely message your Wealth Manager. I hope you're finding having one portal that you can access 24 hours a day, seven days a week a useful addition to our service.

The latest addition to PFP is Open Banking, which can securely integrate all your bank and savings accounts and consolidate your spending into categories, to provide you with greater insight and control of your income and expenditure. Once set up, you'll be able to see your account balances and transactions and gain a better understanding of your financial health as a result, so do talk to your Wealth Manager if you would like to know more or have not yet signed up to the PFP. By the way, we as your advisers can only see the account balances, so you still keep your individual spending private from us!

SUSTAINABILITY

As this issue of *Vision* is all about sustainability, taking an ethical approach and considering the wider impact of our decisions on the world, I do hope you will 'recycle' your copy – perhaps by passing it on to a friend or family member who would also find the articles within interesting and useful.

Finally, as this unusual and challenging year draws to a close, I am pleased to report that for a seventh year we have been included in the UK's 'Top 100 Adviser list' compiled by respected financial publisher Citywire, which reflects well on my whole team and their hard work.

All that remains is to wish you a healthy, safe and as enjoyable a Christmas as possible, thank you for your continued business throughout 2020, and to wish us all a much happier 2021. ■

Stephen Girling AFPS
Chartered Financial Planner
Managing Director

ARE YOU KEEPING TOO MUCH IN CASH?

Savers holding on to extra cash during the COVID-19 pandemic

Some savers are putting their hard-earned money at risk by holding too much on deposit. Savers holding on to extra cash during the coronavirus (COVID-19) pandemic need to consider their long-term investment options, as new data shows the savings ratio for some people has increased during the pandemic.

Figures published by the Office for National Statistics (ONS) show that the savings ratio as a total, which measures the amount of surplus cash households have, has increased during this period. As a result some households have been able to increase their cash deposits during the pandemic due to a combination of lower discretionary spending during lockdown, and households consciously putting more into cash reserves.

EXPOSED TO THE RISK OF INFLATION

But cash is the investment type most exposed to the risk of inflation. Over the longer term it tends to underperform 'real assets' like stocks and shares. Inflation is a very powerful destructive force and understanding inflation is an important factor when it comes to financial success. Over time, inflation can reduce the value of your savings, because prices typically go up in the future.

According to the ONS, in Quarter 2 (Apr to June), household spending (adjusted for inflation) growth was negative 23.6% compared with Quarter 1 (Jan to Mar)[1]. The largest negative contribution to growth was from restaurants and hotels, which fell by negative 89.4% compared with Quarter 1.

HOUSEHOLDS HOLDING ON TO MORE CASH

The largest positive contribution to growth was from food and non-alcoholic beverages, which increased by a positive 3.5% compared with Quarter 1. These ONS figures are also consistent with the Bank of England's estimates that the deposits in household bank accounts grew £17bn a month from March to June, more than triple the rate seen in the previous six months.

But as some households are able to hold on to more cash, many have received underwhelming rates of return on their cash savings. National Savings & Investments (NS&I) recently reduced rates on its savings products, while other cash accounts offer relatively modest returns.

EMERGENCY CASH

A cash savings buffer is key, as it provides protection in the event of a loss of income. This means you have something to break your fall and avoid short-term borrowing to cover day-to-day costs. It is normally recommended that households keep enough cash on hand to cover between 3 to 6 months of essential spending. This money should be held in an easily accessible account, although this typically means accepting little or no interest.

CASH SAVINGS

Once you have enough to cover a financial emergency, it is important to start to make some of that money work harder. Locking money up in a deposit account can help savers to achieve a modest return, although rates on cash remain very low.

STOCKS & SHARES

Over longer periods of time, historically the stock market has performed well. There have been and will continue to be plenty of bumps and bruises along the way, but the overall trend has been upwards

Investing can deliver better long-term returns, but markets go up and down over time and past performance is not guaranteed, so it is important when investing to leave the money untouched for several years. One of the most efficient ways to invest is through a Stocks & Shares Individual Savings Account (ISA). This offers tax-efficient growth and every adult can invest up to £20,000 during every tax year which runs from 6 April to 5 April the following year.

If you have built up a lump sum this could be invested into an ISA account in one go; however, depending on your particular situation it may be appropriate to gradually invest in funds or stocks over a period of several months. This is because a process known as 'pound cost averaging' helps to ensure you smooth your investments and don't invest all your savings at a peak in the market.

LIFETIME ISA (LISA)

Another form of ISA account, the LISA offers a savings boost from the government. This is only allocated to those who use the money to purchase a first home or do not access it until they turn age 60. So it is predominantly aimed at first-time buyers, or people who have maximised their pension contribution allowance. If you withdraw it for any other reason, then a penalty applies.

PENSIONS

Saving into a pension fund attracts pension tax relief, rewarding savers with a 20% or 40% top-up for basic and higher-rate taxpayers respectively. Strict penalties apply on withdrawals before age 55, but for those who want to commit money towards their future this is a very tax-efficient way to invest for the long-term.

Those people in employment who are eligible to be auto-enrolled into a pension should already have regular contributions to their retirement fund being made through their salary. If they have extra disposable income they may want to consider paying more into their pension.

Some workplace schemes may not be able to facilitate this, in which case a personal pension provider can receive contributions. Normally 20% tax relief will be applied and higher rate taxpayers may need to recover additional tax relief via their tax return. ■

Mike Moore, Wealth Manager
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Saving for the future

We all have many different goals in life. These typically fall into short, medium or long-term targets. Depending on the nature of your goals, you may need to consider different ways to save and invest. With so many fund options available, we can ensure that you choose the right solutions to meet your needs and secure your future. Contact us for more information.

Source data:
[1] https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/datasets/

TAX-EFFICIENT INVESTMENTS

Investment into smaller and younger UK companies by offering generous tax relief

For appropriate investors who have available funds left over after fully using this current year's tax-efficient wrappers, what are some other options to consider?

Those aged 18 or over can put £20,000 into an Individual Savings Account (ISA) each tax year, while £9,000 can be put away on behalf of children. For pensions the limit is higher and for most is £40,000 each tax year, or 100% of their earnings, whichever is lower. But some people might find they exceed this limit and want to know where to invest next.

Much will depend on the wider circumstances of the individual. As a start, you could consider using the tax allowances of your children / grandchildren by making gifts to them under the annual exemption or gifts out of normal expenditure rules, which could be exempt from Inheritance Tax (IHT) from day one. Should you have an IHT liability, taking this action can reduce the value of your estate, whilst the gifts could fund Lifetime ISA contributions on which, for example, your children could qualify for a bonus of up to £1,000 per annum towards their first house purchase, or pension contributions on which tax relief at their marginal rate of Income Tax would be applied. If you would prefer to retain control of your money, there are other options to consider.

INVESTING IN EARLY-STAGE COMPANIES

If you are prepared to take on higher investment risk, there are two investment vehicles that allow for early-stage investment in high-growth companies while facilitating tax reliefs – Enterprise Investment Schemes (EIS) and Venture Capital Trusts (VCT). Both provide support to medium-size businesses (fewer than 250 employees and less than £15m in gross assets) in early stages of development. Both schemes were designed with the intention of directing private risk capital into small UK businesses and helping the British economy grow. Both offer attractive tax benefits and low correlation to mainstream, large-cap markets (like the FTSE 100), so can be attractive to investors who are looking to reduce tax bills, build diversification into their portfolios and are comfortable with the risks involved.

VCTs and EISs are particularly useful for higher-rate taxpayers looking to reduce their Income Tax bill. They can help investors who want to save for retirement tax efficiently, but have used all their pension contribution allowances or who may be close to breaching their pensions Lifetime Allowance.

Despite these similarities, they each have some distinct features that may make one more suitable than the other for individual investors.

VENTURE CAPITAL TRUSTS (VCT)

VCT investments carry tax relief to encourage you to invest in smaller, higher-risk companies. By pooling your investments with those of other customers, VCTs allow you to spread the risk over a number of small companies. You can invest by subscribing to new shares when a trust is launched or by buying shares from other investors when the trust has been established.

You receive Income Tax relief when you buy newly issued VCTs, currently at the rate of 30% on investments of up to £200,000 per tax year. This relief is provided as a tax credit to set against your total Income Tax liability and, therefore, cannot exceed your total tax liability for the tax year. You do not receive this tax relief if you buy existing Venture Capital Trust shares. The main reason for holding VCTs is because of the tax-free dividends, which form a significant part of the returns available.

You have to hold shares in a VCT for at least five years to keep the Income Tax relief – if you have to sell them before then, you'll lose this benefit. You do not pay any Capital Gains Tax on profits from selling your VCT shares, no matter how short a period you have held them, provided the company maintains its VCT status.

ENTERPRISE INVESTMENT SCHEME (EIS)

The EIS is a tax-efficient way to invest in the new shares of small businesses, offering investors who invest for a minimum period of three years to benefit from 30% tax relief as well as exemptions from Capital Gains Tax and Inheritance Tax. EISs aim to help unquoted companies not listed on an exchange to attract equity investment by offering investors a range of tax incentives.

There are several ways to invest, either in single companies, or a collective investment such as an EIS fund. There is no minimum amount an investor can invest in any one company. However, any single investor cannot invest more than £1 million a year in total into the EIS. There is a carry back facility where part or all of the EIS investment can be treated as being purchased in the preceding year. Should the value of your EIS investment make a loss, it may be possible to apply for Loss Relief.

Capital Gains Tax is normally charged when certain capital (or 'chargeable') assets are sold at a profit. However, deferral relief means it is possible to defer a Capital Gains Tax payment on gains arising on disposals of any assets where these gains are reinvested in new shares in an EIS company. The chargeable Capital Gains Tax is deferred for the life of the investment. You can defer gains made in the 36 months prior to your investment or 12 months after. ■

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THESE SCHEMES ARE ONLY SUITABLE FOR WEALTHY AND SOPHISTICATED INVESTORS WHO CAN AFFORD TO TAKE THE HIGH LEVEL OF RISK AND LOCK MONEY AWAY FOR THE LONG TERM. THEY SHOULD ALSO ONLY REPRESENT A SMALL PROPORTION OF A DIVERSIFIED PORTFOLIO.

INFORMATION IS BASED ON OUR CURRENT UNDERSTANDING OF TAXATION LEGISLATION AND REGULATIONS. ANY LEVELS AND BASES OF, AND RELIEFS FROM, TAXATION ARE SUBJECT TO CHANGE.

THE VALUE OF INVESTMENTS AND INCOME FROM THEM MAY GO DOWN. YOU MAY NOT GET BACK THE ORIGINAL AMOUNT INVESTED.

PAST PERFORMANCE IS NOT A RELIABLE INDICATOR OF FUTURE PERFORMANCE.

THE CRITICAL FACTOR

Life-changing cover, for life-changing events

The coronavirus (COVID-19) pandemic has caused many households to reassess their financial security, leading them to purchase essential protection insurance. The diagnosis of a serious illness can mean a very difficult time for your health and your wealth.

'If you were to become critically ill and could not earn a living, would your family cope financially, especially to pay bills, mortgage and other expenses?'

Our lifestyles may vary, but we all need to make sure there are financial safeguards in place. Critical illness cover can provide vital financial protection when you need it most. Most homebuyers purchase life assurance when they arrange a mortgage but overlook critical illness cover. Critical illness is a form of financial protection that we are statistically more likely to need before reaching retirement.

HAVING PEACE OF MIND

With the right protection in place, you and your loved ones will not have to worry about money at a difficult time should you be diagnosed with a critical illness. Critical illness insurance pays a tax-free lump sum on diagnosis of specified serious illnesses, including cancer, heart attack and stroke. Having cover in place will give you the peace of mind when faced with the difficulty of dealing with a critical illness.

The good news is that medical advances mean more people than ever are surviving life-threatening conditions compared to earlier generations. Critical illness insurance provides cash to allow you to pursue a less stressful lifestyle while you recover from illness. The money can be used to pay off debts or cover any shortfall in income while you recover, or for any other purpose.

COMBINING DIFFERENT COVER TYPES

It is impossible to predict future events that may occur within our lives. Having critical illness cover in place for you and your family, or your business or company, offers protection when you may need it most. You can choose how much cover you require and whether you want to combine different cover types. You can also choose to take out cover with your spouse or partner.

If you are single with no dependents, critical illness cover can be used to pay off your mortgage, which would reduce your outgoings. The policy proceeds may also be needed to adapt your home to aid your recovery. Critical illness cover provides much-needed financial support to your spouse or partner at a time of emotional stress. Whether or not you need critical illness cover as well as life insurance will depend entirely on your individual circumstances. ■

Do you need critical illness cover?

It is easy to think that you will not suffer from a critical illness in the future. By having critical illness cover in place, should the worst happen you can ensure your family and loved ones are protected, easing their financial worries. To discuss how we can help with your protection needs, please contact us to find out more.

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Our thanks to Investment Manager Mike Appleby of Liontrust, who recently presented on 'Ethical Investing' for us

REASONS TO BE POSITIVE

How we can overcome challenges to deliver a positive impact

Deserted streets, closing businesses, mass unemployment and a rising death toll are a harsh counter to any positive view of 2020 and beyond.

The coronavirus pandemic, climate emergency and Black Lives Matter movement are critical challenges to our model of capitalism. They show starkly where it is failing, prioritising efficiency over resilience in healthcare, not accounting for the enormous cost of carbon emissions, and allowing persistent inequalities to develop within societies.

The state of our natural world was summed up in a recent podcast by Inger Andersen, head of the United Nations Environment Programme (UNEP), in which she gave a dismal report on the effect of human impacts on land, sea and air. In each area, we have drastically decreased the resilience and abundance of the natural ecosystems upon which we ultimately rely.

And yet despite all this, I believe our system of capital markets and competition between companies has to be a major part of the solution. Capitalism is adaptive by nature and people working together with companies, putting capital to work towards a common purpose, has delivered immense good in many areas. Much of the progress towards higher quality of life has been at least partially driven by this, leading to the vaccines and cancer treatments, solar and wind generators, electric vehicles, LED lighting, the internet and modern communications, and countless other products and services that make our lives better and more sustainable.

The ongoing global response to COVID-19 shows how we can overcome challenges through co-operation, applying ingenuity to positive ends and investing in businesses to deliver a positive impact. There are parallels with how we deal with issues such as the climate emergency, loss of biodiversity on land and sea, and sharing prosperity more widely and more fairly.

We believe the crisis will result in major changes to how society behaves and this should support and accelerate many trends and themes integral to sustainability. We hope to see shifting priorities in many areas, from realising a good healthcare system is worthwhile, to remunerating key workers properly and addressing inequality, to understanding supply chains and how things get to supermarket shelves. Trends toward improved diets and more exercise, as well as better air quality, will also persist. The world should feel emboldened by its efforts in response to the virus and go further to make our economy cleaner, healthier and safer, and we will continue to focus on companies at the vanguard of these changes. ■

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LIONTRUST

FESTIVE FINANCIAL GIFTS

Deciding on the right investments for the children in your life

As the festive season approaches, have you thought about gifting your children or grandchildren something different this Christmas? Giving them a good start in life by making investments into their future can make all the difference in today's more complex world.

Many parents and grandparents want to help younger members of the family financially – whether to help fund an education, wedding or deposit for a first home. Christmas is a time for giving so what better gift to make to your children or grandchildren than a gift that has the potential to grow into a really useful sum of money.

There are a number of different ways to get started with investing for children that could also help you benefit from tax incentives to reduce the amount of tax paid, both now and in the future. Don't forget that tax rules can change over time so it is important to obtain professional financial advice before making financial decisions.

OWNERSHIP OF THE INVESTMENTS

Investing some money – either as a one-off lump sum or on a regular basis – is an ideal way to give a child a head start in life. There are a number of options available when it comes to ownership of investments for a child. Children receive many of the same tax-efficient allowances as adults, so it's a good idea to consider specialist child savings accounts.

Some people prefer to keep investments for children in their name, that way, if a future need arises in which you require access to the funds, it is still available to you as it has not yet been transferred to the child.

If you retain personal ownership of the investment, it will be your tax rates that apply as opposed to the child's. If the investment remains in your estate upon death, more taxes could be payable, so be aware of this.

BARE TRUSTS

You can hold investments for your child in a bare trust or designated account. Bare trusts allow you to hold an investment on behalf of a child until they are aged 18 years (in England and Wales) or 16 (in Scotland), when they'll gain full access to the assets.

Bare trusts are popular for grandparents who would like to invest with their grandchild because the investments and/or cash are taxed on the child who is the beneficiary. This is only the case if you are not the parent of the child. If you are and if it produces more than £100 of income, it will be treated as yours for tax purposes.

Grandparents can contribute as much as they like as there is no limit to how much can be invested each year into this type of account. This can be a beneficial way of reducing a potential Inheritance Tax bill if a grandparent would like to make gifts to a child.

DISCRETIONARY TRUSTS

A discretionary trust can be a flexible way of providing for several children, grandchildren or other family members. For example, you might set up a trust to help pay for the education of your grandchildren. The trust deed could give the trustees discretion to decide what payments to make, depending on which children go to university, what financial resources their families have and so on.

A discretionary trust can have a number of potential beneficiaries. The trustees can decide how the income of the investment is distributed. This type of trust is useful to give gifts to several people, such as grandchildren. However, it's worth keeping in mind that the tax rules can become complex when using a discretionary trust and the investment and distribution decisions are taken by the trustees (of which you can be one).

JUNIOR ISAS

If you want to ensure the money you give to your children remains tax-efficient, a Junior Individual Savings Account (JISA) is available for children born after 2 January 2011 or before 1 September 2002 who do not already hold a Child Trust Fund.

The proceeds are free from income tax and capital gains tax and are not subject to the parental tax rules. They have an annual savings limit of £9,000 for the current tax year, which runs from 6 April to 5 April the following year.

A child can have both a Junior Stocks & Shares ISA and a Junior Cash ISA. From the age of 16, children can have control over how their JISA is managed, but cannot withdraw from it until the age of 18.

CHILD JUNIOR SIPPS

It is never too early to start saving for retirement – even during childhood. Whilst it may seem a little early to be thinking about retirement as the parent of a child, it's worthwhile. The sooner someone starts saving, the more they will gain from the effects of compounding. There are significant benefits to setting up a pension for a child. For every £80 you put in, the Government will top it up with another £20, which is effectively free money.

A Junior Self-Invested Personal Pension Plan (SIPP) is a personal pension for a child and works just like an adult one. Parents and grandparents can save up to £2,880 into a SIPP for a child each year. What's great about this gift is that the Government will top it up with 20% tax relief. So you can receive up to £720 extra, boosting the value of your present to £3,600. This can help a child to build a substantial pension pot if payments are made every year.

But while starting a pension for your child or grandchildren will benefit them in the long run, you need to consider that they won't be able to access their money until they are much older. ■

Planning to give the children in your life a financial gift this Christmas?

A gift of money to your children or grandchildren at Christmas can be a wise choice, especially if you take a long-term approach. Many families want to give their children or grandchildren a head start for their future finances. When it comes to investing for children, tax can make a big difference to returns over the longer term. We can help you decide on the right investments for the children in your life. Please contact us to discuss the options available.

Susan Steel, Wealth Manager
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ZOOM WITH THE CHANCELLOR

Wealth Manager, John Griffin, gets a fascinating insight into the responsibilities of running the nation's finances and life within Number 11 Downing Street.

John's Zoom call with Rt Hon Rishi Sunak MP

In October, I took part in an online Zoom meeting featuring The Chancellor, the Rt Hon Rishi Sunak MP, as its guest.

Mr Sunak only took the reins at No. 11 just prior to the COVID-19 pandemic, when he was promoted to the top job in HM Treasury following the resignation of Sajid Javid. He had previously been Chief Secretary to the Treasury and has been MP for Richmond in Yorkshire since 2015.

“What impressed me most - which is not always the case with politicians - was his readiness to admit that, while the Government had taken actions they felt would help people during this crisis, they didn't get everything right.”

During an hour-long informal evening discussion with people from across Norfolk representing businesses, agriculture and farming, professional investment firms and the charity sector, the Chancellor answered many in-depth and wide-ranging questions. Issues covered included the Government's 'rescue packages' for businesses and employees during the pandemic, the effects of these measures on the national debt, and initiatives to support young people and stimulate economic growth. What impressed me most – which is not always the case with politicians – was his readiness to admit that, while the Government had taken actions they felt would help people during this crisis, they didn't get everything right. He has a personable manner, treated everyone to whom he spoke with great respect and is clearly a good listener – even when he could not be expected to give answers to some of the more extensive 'bigger picture' issues brought up. ■

John Griffin DipPFS, Wealth Manager
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SOLLA Society of Later Life Advisers ACCREDITED

I'm a Dementia Friend
Join me at dementiafriends.org.uk

SGWM – A 'SOCIALLY RESPONSIBLE' ORGANISATION

Ensuring a positive impact on society, the environment and the economy

Corporate Social Responsibility (CSR) is a practice that helps a company be socially accountable – to itself, its stakeholders and the public – by ensuring it has a positive impact on society, the environment and the economy. SGWM's CSR policy focuses on three main areas:

1. ENVIRONMENTAL

We recognise the need to protect the natural environment and keep it clean and unpolluted, following best practices in terms of limiting our impact on the environment. Apart from legal obligations, we proactively seek to protect the environment through our implemented initiatives.

2. SOCIETAL

Our employees and clients are part of the SGWM 'society' and we're are all part of wider societies in our localities and further afield. We've broken this into two broad areas:

- Health & Welfare of Staff
- Community

3. COMPLIANCE / BUSINESS ETHICS

We're committed to operating legally and with a conscience, and have a willingness to observe both our own company values and those of the community in which we exist.

SGWM is committed to being a socially responsible, environmentally aware, inclusive and ethical business.

SGWM'S CSR COMMITTEE

Our CSR Committee represents us in creating, shaping and managing our CSR policy by implementing our aspirations and initiatives accordingly.

Kim Moss
Regulatory Compliance Officer

Jason Dorsett
IT Manager

Henry Gaskin
Chief Investment Officer

Katie Jones
Wealth Manager

Asher Girling
Client Services Support

In September, the committee gave our colleagues a chance to vote for the charities and organisations they would like to see us support and the type of staff or company activities they felt would benefit them positively.

Having listened to feedback, here's a round-up of some of the wonderful organisations and charities we're supporting – plus a new 'virtual' health initiative we recently ran.

NORFOLK AND SUFFOLK WILDLIFE TRUSTS

For animals and plants to thrive they need suitable environments, such as river valleys, hedgerows and gardens, where they can move safely through the landscape.

The Norfolk and Suffolk Wildlife Trusts care for the region's nature reserves and other protected sites – such as wetland, heathland, woodland and coastal habitats – and are responsible for having saved some of Norfolk and Suffolk's most important wildlife.

The reserves acts as ecological 'hubs', working with neighbouring landowners, communities and partner organisations to create swathes of wildlife-rich countryside, where wildlife can spill out into the wider landscape.

We're looking forward to discovering ways in which we can support the fantastic work of both Trusts in 2021.

For more information, visit www.suffolkwildlifetrust.org and www.norfolkwildlifetrust.org.uk

THE BENJAMIN FOUNDATION

Established in 1994, The Benjamin Foundation helps children, young people and families in Norfolk and Suffolk to deal with challenges in their lives, bringing hope, opportunity, stability and independence to the people it supports. The charity delivers a range of local support services including prevention of youth homelessness, helping families build stronger relationships, offering emotional wellbeing support and providing positive activities for young people with limited opportunities.

Rachel Hogg, Communications Coordinator, says, *'We are thrilled that SG Wealth Management chose to support The Benjamin Foundation and look forward to working with you over the coming months. Your support will help local children, young people and families who are experiencing difficult times. Thank you.'*

Find out more at www.benjaminfoundation.co.uk

RICK BOWDEN PHOTOGRAPHY

Rick Bowden is passionate about creating inspiring images of the beautiful UK landscape. His work has been published in national magazines and calendars and recently used by the Ordnance Survey.

SGWM is also passionate about supporting local creative arts and our cover, inside and back pages showcase some of Rick's wonderful local work – which you will also see starting to appear on our website soon!

Rick says *'I love to get out into the countryside before dawn and wait for the first light of the sun to appear. The peace and tranquillity makes me feel at one with the landscape. For me, my images are not just pretty pictures, I try to convey the sense of being there in that moment.'*

To see more of Rick's beautiful photography visit www.rickbowden.co.uk and ask your Wealth Manager for a discount code if you'd like to order a print.

NORWICH BAROQUE

With all concerts and our annual gala event postponed this year, we have rolled forward our principal sponsorship of musical ensemble Norwich Baroque into 2021, when hopefully we can enjoy their wonderful performances once more.

Find out more at www.norwichbaroque.co.uk

IPSWICH RFC – We're delighted to continue our support of this great community-based club, having recently renewed our sponsorship for its 150th season! **To find out more and to help support them visit www.irfc.co.uk**

STAFF WELLNESS FORTNIGHT

Mark Bloice virtually putting us through our paces!

Our staff are our biggest asset and their wellbeing is intrinsic to the wellbeing of SGWM as a business.

So, to provide an empowering, inclusive and holistic service to support physical health and mental wellness, we recently teamed up with two local wellbeing experts for a two-week 'all-in-one' virtual wellness package.

Mark Bloice and Sarah Gartshore, experienced professionals in the health, fitness and wellness industry, delivered various workouts for all abilities, plus a yoga session, guided meditation, talks on nutrition and even recipe and Guide to Calories E-books.

The sessions ended with a round-up of takeaway tips for maintaining a healthy body and mind. All our staff said they really appreciated the Wellness Fortnight and have requested another one next year!

TIME TO BECOME A 'SUSTAINABLE GREEN BUSINESS'

Recycling is an important part of any CSR initiative as its environmental impact is so huge.

All companies should have a Corporate Social Responsibility policy. This tells the world what you are doing to try and have a positive impact on the wider world.

We caught up with Reuben Bolton, Commercial Director of Bolton Brothers Ltd, based in Great Blakenham, Suffolk for his advice on what different types of recycling are available and why sustainability and recycling should be a top priority.

'If you are not already recycling, then now is the time to act', says Reuben. 'Recycling your cardboard and plastic is simple with the right equipment in place. Why not have peace of mind, knowing all your recyclable waste is being reused and not rotting away at a landfill site. Recycling will also enhance your green credentials. Even better, use a local business to manage your recycling, helping with your business's green footprint!'

Did you know recycling can help to slow climate change by reducing the extraction of raw materials from the earth and the amount of fossil fuel burnt in the manufacturing process? Waste prevention is even more effective – like recycling, it diminishes the need for raw materials, saves energy and fossil fuels, and diverts materials away from landfills and incinerators.

Recycling will give you a great public image. If you walk by a business that has a crowded and messy bin area and you see a poorly kept waste area, then automatically you will question what the rest of the business is like. It is important for any industry to keep standards high.

There are various types of waste management, all requiring different methods of disposal which should be handled by a business with the expertise in that field.

SOLID WASTE

Recycling refers to the reuse or recovery of materials that would normally be considered waste. Recycling is good for the environment, as it supports zero waste strategies and sustainability targets, reducing the amount of unrecoverable waste that is disposed of in landfill. Examples of solid waste that can be recycled include:

Paper and card, including mail, newspapers and magazines; aluminium and metal cans; food packaging; glass; and ceramics. One of the most common methods of recycling is physical reprocessing. This is the method of taking waste materials and using the material to create new products.

ORGANIC WASTE

Materials such as plants, food scraps and paper products can also be decomposed into organic matter. The organic matter that is produced from this type of recycling can then be used, for example, in agriculture.

WASTE TO ENERGY

The final method of recycling is waste to energy (WtE) recovery. The WtE process involves the conversion of non-recyclable waste items into useable heat, electricity or fuel through a variety of processes. This type of energy is a renewable energy source, as non-recyclable waste can be used repeatedly to create it.

GENERAL WASTE

General waste is waste that isn't hazardous, offensive or clinical, and cannot be recycled. It is usually collected by local authorities or private businesses and the majority is then disposed of in landfill sites.

HAZARDOUS WASTE

Hazardous waste includes all types of flammable, toxic, corrosive or reactive rubbish. Always use a reputable waste management company for proper disposal of all hazardous waste. ■

WORKPLACE PENSIONS AND ETHICAL INVESTING

More people are looking for ways to bring about positive change in our communities and in our environment, including how we invest our money and our Workplace Pensions.

Demand for ethical-type investments is being fuelled by changes in society and an increasing awareness that the companies in which we invest have a direct impact on the environment and society.

The ethical sector for Workplace Pensions has moved on a lot in recent years and the good news is that there's a growing demand.

Previously, ethical funds that excluded certain types of investments – such as tobacco and weapons – were the only choice for investors who wanted to match their investments to their values.

These funds are still popular, but they're now joined by other options, for instance:

- **Ethical funds**
  - Follow a moral-based screening process that excludes industries such as tobacco, gambling and armaments, while seeking companies that contribute positively to the environment and society
- **Socially responsible funds (ESG)**
  - Look to invest in the most sustainable companies, those that manage the effect they have on the environment and the community for the greater good of society
- **Green funds**
  - Invest in companies involved in improving the environment
- **Faith-based funds**
  - Derive their principles from Shariah - Islamic Law

There's broad agreement from most Workplace Pension providers of the importance of considering Environmental, Social and corporate Governance (ESG) factors when investing.

Many pension providers use ESG measures across all their funds – not just those categorised under the ethical options above. Workplace Pensions will consider ESG factors alongside financial factors in the investment decision-making process.

However, Workplace Pension default investments do not apply the same 'stricter' principles that the ethical funds above will. For example, many default investments will currently invest in British American Tobacco. However, NEST (the government-backed automatic enrolment pension provider), has completely disinvested from tobacco.

> “The ethical sector for Workplace Pensions has moved on a lot in recent years and the good news is that there's a growing demand.”

CAN YOU MAKE A DIFFERENCE AND MAKE INVESTMENT RETURNS?

Yes, you can. In fact, many investors believe that investing in companies that meet sustainability criteria should help improve the potential for outperformance. If companies consider all the risks and impacts of their operations – including human rights, environmental issues and how they manage their employees – their businesses tend to be better managed. In turn, this can help lead to outperformance over the longer term.

PLEASE NOTE

As with all investment, it's important to look at a fund's performance over the longer term and understand the strategy its investment manager adopts. It's worth bearing in mind that any fund that excludes large elements of the marketplace (as ethical funds generally do) may have performance challenges if those areas of the market underperform over a given period. Such funds may be more volatile over shorter periods and could be exposing your pension to greater risk.

WHAT ETHICAL FUNDS ARE AVAILABLE WITH MY WORKPLACE PENSION?

The range of ethical funds available will vary with each provider. Some may offer only one, whilst others may offer a vast range of ethical funds to pick from.

Please visit your pension provider's website or contact your financial adviser for further information. ■

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BEFORE CHANGING YOUR PENSION INVESTMENTS, IT'S IMPORTANT THAT YOU UNDERSTAND THE RISKS AND COSTS ASSOCIATED WITH ANY NEW STRATEGY PUT IN PLACE. YOU SHOULD ALSO CONSIDER YOUR OWN ATTITUDE TO RISK. IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT YOUR FINANCIAL ADVISER.

THERE IS NO GUARANTEE THAT INVESTMENT GROWTH IN ANY NEW FUND OR STRATEGY CHOSEN WILL BE EQUAL TO OR BETTER THAN THE GROWTH THAT WOULD HAVE BEEN ACHIEVED UNDER YOUR CURRENT APPROACH. BY CHOOSING AN ETHICAL INVESTMENT YOU DO REDUCE THE RANGE OF ASSETS AVAILABLE FOR THE FUND MANAGER TO INVEST IN.

ANY CHANGE IN INVESTMENT STRATEGY WILL BE MADE UPON YOUR OWN DIRECT REQUEST, US PROVIDING THIS INFORMATION DOES NOT CONSTITUTE FINANCIAL ADVICE.

SG CORPORATE SERVICES
Workplace Pensions and Employee Benefits








SG WEALTH MANAGEMENT
Impartial, accountable and trusted.

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Workplace Pensions and Employee Benefits

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