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CRITICALEYE

Empowering your
people with
financial skills for life



Financial Wellbeing *from* Brewin Dolphin

CriticalEye

October 2021

Financial wellbeing in the workplace



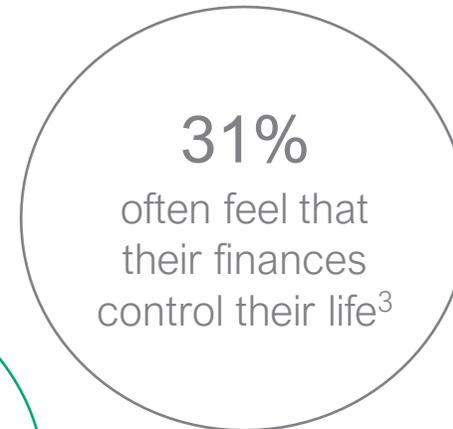
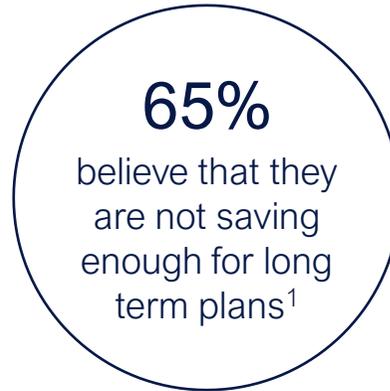
A growing amount of research is now corroborating the link between financial wellbeing and physical and mental health

Through various means, employers are increasingly providing support to employees in relation to physical and mental health

However, financial wellbeing support frequently remains neglected, often due to employers either not appreciating the role it plays in general wellbeing, or not wanting to be seen as delivering financial advice

Financial wellbeing in the workplace

According to recent surveys of UK-based employees...



¹Financial Wellbeing for the legal profession (February 2020), Brewin Dolphin

²Overstretched, Overdrawn, Undeserved: Financial difficulty and mental health at work (May 2017), Money and Mental Health Policy Institute

³Financial wellbeing and productivity: A study into the financial wellbeing of UK employees and its impact on productivity (October 2018), Centre for Economics and Business Research

Why should employers be concerned?

According to recent research¹, employees who are suffering from financial stress:

Are almost 15 times more likely to have sleepless nights

Take one sick day per year due to financial stress

Are almost thirteen times more likely to be **unable to complete daily tasks**

Are more likely to have **troubled relationships with colleagues**, and **be looking for a new job**

Suggesting a decrease in productivity, collaboration and employee engagement, and an increase in attrition / subsequent hiring costs

¹The Employers Guide to Financial Wellbeing 2019-20, Salary Finance (2019)

What we've learnt

Over 100 education seminars delivered to c. 4,000 attendees



Sources:
Financial Wellbeing for the legal profession (February 2020), Brewin Dolphin
Post education seminar attendee survey results, Brewin Dolphin



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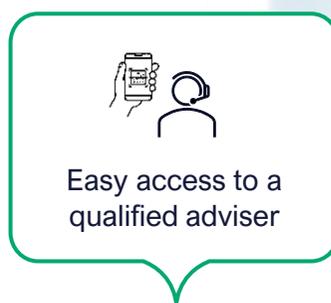


How we can help

Financial Wellbeing *from* Brewin Dolphin

Financial Wellbeing *from* Brewin Dolphin

Empowering your employees to **make informed financial decisions** to help safeguard their (and their family's) financial future



Financial Wellbeing *from* Brewin Dolphin

Supporting your organisation

Working in partnership with your HR and senior leadership teams to help you deliver an effective and impactful financial wellbeing strategy tailored to your organisation



A service that can help reduce employee turnover and improve your ability to attract talent

A demonstrable impact for employees and employers

In excess of 3,000 UK-based employees surveyed across a range of sectors, companies and levels of seniority

How useful did you find the content of this presentation?



97%

of attendees surveyed **intended to act post-seminar** by reviewing their financial arrangements, starting to save or invest more, or by seeking further expert advice

“Explained really well and clearly. Nice to be given the key points of information in a succinct way”

Employee, PR company

“I think this is a great initiative and really useful for people”

Employee, Investment Management Company

“Thank you for the Financial Education wake-up call. Many things I knew, but it helps to wake up!”

Employee, Financial Technology Company

“There has been a noticeable uplift in the amount that many of our employees are now contributing to their pensions”

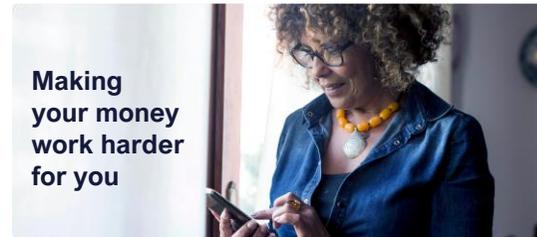
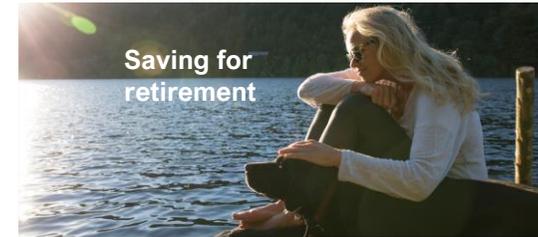
HR Director, Financial Services Firm

“What a great session this was! I almost didn’t join because I feel like I have good financial plan but the content and the ideas were excellent and for less experienced people I imagine a complete godsend. Thanks so much for organising this.”

Employee, Investment Management Company

Core financial education seminars

An accessible, inclusive and impactful financial education programme covering a range of topics that contribute to good financial wellbeing



plus more expert, bespoke content tailored to you...

Financial education seminars and insight presentations

Content and expertise to support your people whatever their circumstances, taking into account their interests, concerns and financial literacy, as well as your own employee benefits offering

Getting financially fit

Money matters

Making your money work harder for you

An introduction to investing

A-Z of investing

Saving for / bringing forward your retirement

Pension myths debunked

Preparing for all eventualities

Preparing for a windfall

From grad to grandparent: Your career journey and your finances

Understanding Partnership – Financial Considerations

Supporting the sophisticated investor

Saving, Investing & Tax efficient planning

Financial issues to discuss with your family

Safeguarding your family's financial future

Saving and investing for the next generation

Inheritance tax planning

Education & school fee planning



1-2-1 clinics, consultations and financial health checks



All employees will have the opportunity to book a free-of-charge, no-obligation 1-2-1 conversation with one of our expert advisers



A one-off, 1-2-1 discussion bookable via a QR code during seminars or via a link available on your own intranet



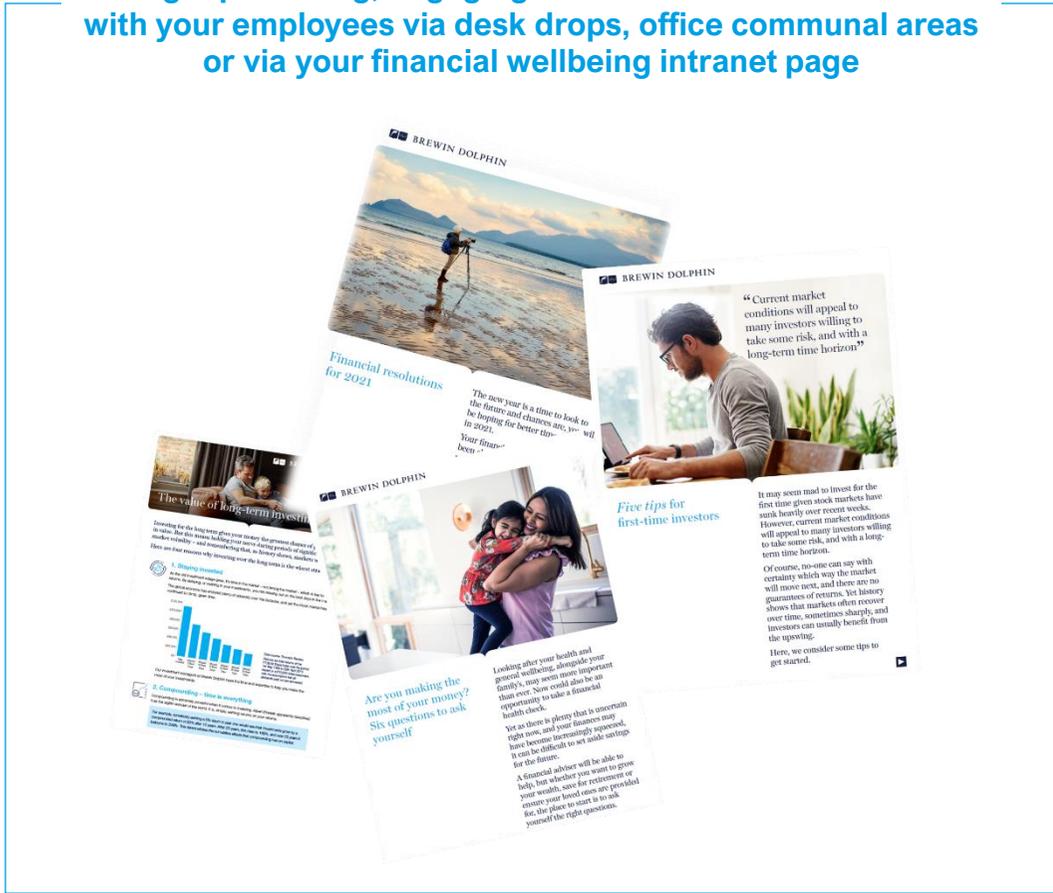
Regular face-to-face or virtual full-day or half-day adviser 'drop-in clinics' / telephony helpline for all employees



One-to-one detailed conversations for Senior Executives with more complex circumstances

Financial Wellbeing content and top tips

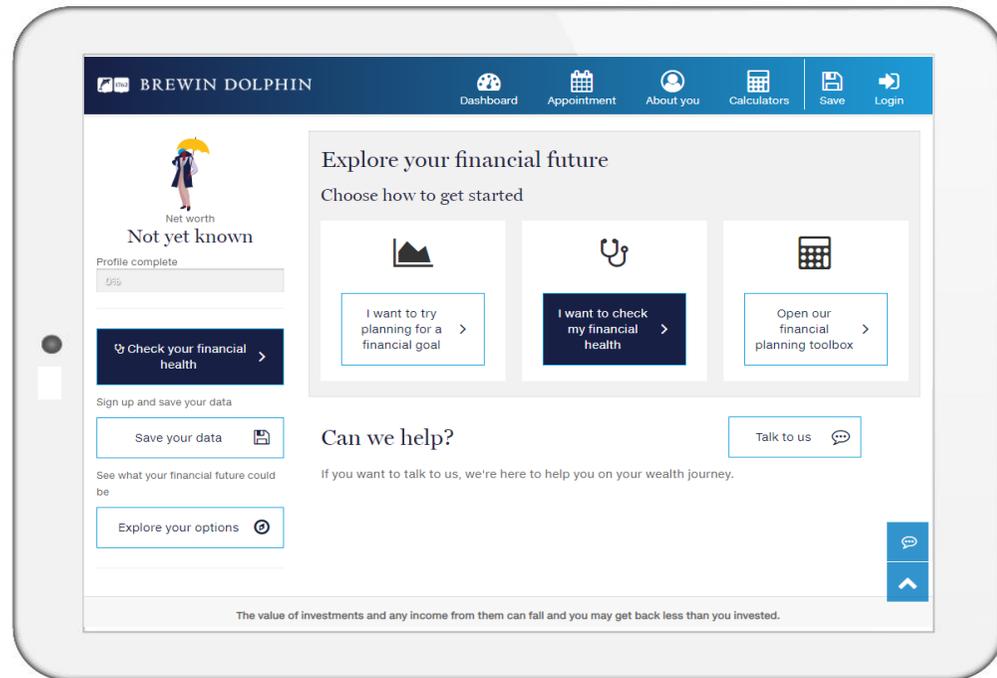
Thought provoking, engaging and relevant content to share with your employees via desk drops, office communal areas or via your financial wellbeing intranet page



Eye-catching, engaging and relevant posters for you to display in your office reminding employees of the support available to them, and providing easy access to book a conversation



An online financial wellbeing tool for all employees



Allows your employees to:

Input information to better understand their financial situation, and next steps

Identify areas to focus on to help them develop and deliver their own personalised financial plan

Save their information and maintain their profile to keep their plan up-to-date

Have direct access to our range of financial services via webchat or a call back from a financial adviser

Solutions to support your employees at every stage of their career journey

Self-invested

to

Personalised wealth solutions

Brewin Portfolio Service

Make your money work harder for you.

START INVESTING FROM £500

Making Brewin Dolphin's investment expertise more accessible.

SELF-INVEST IN YOUR CHOICE OF PORTFOLIOS

With a range of six portfolios to choose from you will find one that matches your own attitude to risk and return.

QUICK AND SIMPLE

Open a secure online account in just a few easy steps. View your investments 24/7 via the online portal.

WealthPilot

To make the most of your money, you need more than investments. You need advice.

ADVICE SERVICE OVER THE PHONE

Enjoy personalised financial planning for straightforward requirements.

INVESTING MADE SIMPLE

Access to Brewin Dolphin's managed portfolio service.

CLEAR CHARGES

A simple and competitive fee structure.

Wealth management

Personal financial advice and investment management.

DESIGNED FOR YOUR NEEDS

Financial plans and portfolios that reflect your individual ambitions.

ADVICE FOR LIFE

Supporting the broader conversations that underpin the decisions about your wealth.

HUMAN TOUCH

Direct access to a relationship manager.

Early career

Mid-Career / Management

Senior Leadership & Management,
Executives & Partners

Information is provided only as an example and is not a recommendation to pursue a particular strategy. The value of investments can fall and you may get back less than you invested.

Example case studies

| | Financial services company | FTSE listed property company | Tech company |
|----------------------|---|--|--|
| Situation | <ul style="list-style-type: none"> Based in East Anglia, the South West & Scotland A leadership team that was passionate about financial wellbeing and supporting their employees with access to financial education | <ul style="list-style-type: none"> Based in the Midlands, London and the South West Employees had listed financial wellbeing support as the 3rd most important factor to them in a recent employee survey The organisation has also recently been acquired by a private equity firm, leading to implications for existing employee share schemes | <ul style="list-style-type: none"> Headquartered in Manchester Were in the process of an IPO Founders and C-Suite were unsure of what the IPO would mean for their own personal finances, and were concerned that all employees also received appropriate guidance and support |
| How we're supporting | <ul style="list-style-type: none"> A series of general financial education sessions covering our Core personal financial education programme, supported by 1-2-1 consultations Digital financial wellbeing tool for all employees Internal office poster campaign reminding employees of financial support available | <ul style="list-style-type: none"> A series of financial education webinars based on specific topic requests from employees Additional presentations and 1-2-1s covering key elements of share schemes and likely impacts and considerations for employees Digital financial wellbeing tool to support savings and financial planning goals | <ul style="list-style-type: none"> Initial smaller, more specific workshop with Founders & C-Suite to support their concerns Follow-up 1-2-1s with each C-Suite member Subsequent roll out of financial wellbeing webinars, digital tool and 1-2-1 consultations to the remainder of the business |
| Outcomes | <ul style="list-style-type: none"> Significant increase in monthly employee pension contributions Excellent employee feedback and employee engagement Organisation now using Financial Wellbeing support service in recruitment as a benefit to help them attract new talent | <ul style="list-style-type: none"> Greater clarity for employees during an uncertain period of change HR team no longer inundated with personal finance related questions as employees now have direct access to experts Excellent feedback for the HR function with regards to their direct response to the concerns of their employees | <ul style="list-style-type: none"> Senior Leadership all well prepared for the life-changing windfall that they received post the company's listing on AIM – all developed a personalised financial plan All employers gradually receiving access to an adviser as the company grows |



Disclaimer

Please note that this document was prepared as a general guide only and does not constitute tax or legal advice. While we believe it to be correct at the time of writing, Brewin Dolphin is not a tax adviser and tax law is subject to frequent change. Tax treatment depends on your individual circumstances; therefore you should not rely on this information without seeking professional advice from a qualified tax adviser.

Past performance is not a guide to future performance. The value of investments and any income from them can fall and you may get back less than you invested. No investment is suitable in all cases and if you have any doubts as to an investment's suitability then you should contact us.

We or a connected person may have positions in or options on the securities mentioned herein or may buy, sell or offer to make a purchase or sale of such securities from time to time. In addition we reserve the right to act as principal or agent with regard to the sale or purchase of any security mentioned in this document. For further information, please refer to our conflicts policy which is available on request or can be accessed via our website at www.brewin.co.uk

The information contained in this document is believed to be reliable and accurate, but without further investigation cannot be warranted as to accuracy or completeness.

If you invest in currencies other than your own, fluctuations in currency value will mean that the value of your investment will move independently of the underlying asset.

The opinions expressed in this document are not necessarily the views held throughout Brewin Dolphin Ltd.

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