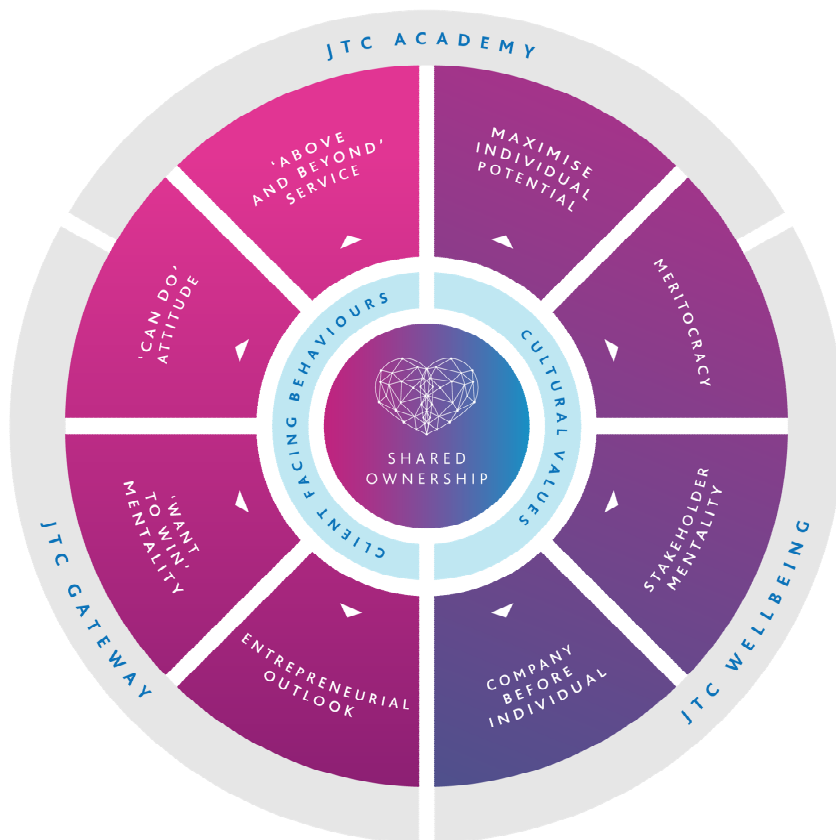




# SHARED OWNERSHIP

## BENEFITTING OUR CLIENTS



**The culture of JTC is unique.** It centres on our shared ownership which means that **every employee owns shares in JTC**. We operate around the simple but effective principle that if our people have a stake in the business, they are invested in the success of the firm, which means they are invested in the success of our clients.

JTC's shared ownership model is the subject of a [2019 case study](#) that is taught as part of the full time MBA programme at Harvard Business School.



### SHARED OWNERSHIP OUTCOMES

- > All employees have shares in JTC, which helps drive their passion for delivering excellent service
- > Average employee turnover of 7.5% over the last 3 years (sector average is 10+%)
- > Our purpose and culture are based on shared ownership and support our eight 'Guiding Principles' that drive ethical behaviours throughout the organisation