



# Employee Value Proposition

---

## Introduction to Pemberton

Pemberton is a leading European private credit manager transforming traditional credit markets, with one of Europe's largest office networks and investment teams. Supported by an equity backing from Legal & General, one of Europe's Top 3 insurers, Pemberton is a leading private debt manager investing in non-investment grade debt on behalf of institutional investors globally.

## Purpose and Mission

- Help pension holders look forward to the retirement they planned for
- Contribute to the economic and social success of the communities we invest in
- Provide a working environment where our employees can fulfil their purpose
- Drive positive environmental and social change
- Achieve target returns for our investors
- Provide financing to support business growth
- Attract and develop talent and fulfil our ESG responsibilities while delivering for our stakeholders

## Personal Growth

- High-performance leadership course with Oxford University
- Leadership development course with City University
- Individual and team coaching
- Mentoring
- ESG training
- Specialist technical courses
- Support for professional exams and membership

## Culture



Client focused



Fast-paced and entrepreneurial



Best-in-class performance



Market innovators and leaders



Agile approach to projects



International locations and colleagues



Collaborative teamwork

## Work Environment

- London office centrally located in Belgravia
- Modern workplace design
- Social and breakout areas
- Significant investment in digital technology
- Technology platform facilitates remote working
- Working arrangements to support family circumstances
- Sabbaticals supported wherever possible

## Well-being

- Training on nutrition and physical exercise
- Discounted gym membership
- Workplace designed for well-being
- Annual health-check
- Mental health education
- Mental health first-aid
- Financial well-being awareness

## Environmental, Social, Governance

- Award winning sector leader in ESG\*
- Carbon neutral firm investing in Gold standard renewable projects
- Funding cost incentives to drive borrower focus on ESG
- Inclusion and diversity group has internal and external impact
- Supporting the City of London's social mobility workforce
- Supporting the #10000BlackInterns initiative
- Founded the private credit social-mobility partnership

## Reward

- Competitive base salary
- Performance based annual bonus
- Carried interest in funds based on role and performance
- Private medical and critical illness cover and Employee Assistance Programme
- Pension contribution
- Season ticket loans
- Bike to work schemes

Pemberton is a market leader in private credit and responsible investing in Europe. As a dynamic and rapidly growing firm, in one of the fastest growing segments of the asset management market, we have a strong focus on recruiting and developing exceptional talent and building diversity in our workforce.

Symon Drake-Brockman  
Managing Partner



## Contact us



**Paul Aldrich**

Partner, Head of People, Performance & Marketing  
paul.aldrich@pembertonam.com  
Tel: +44 (0)20 3763 3809  
Mob: +44 (0)785 1254 106

People are critical to the sustainable success of organisations. We value everyone who contributes to our success and strive to provide a collaborative environment where they can fulfil their potential.

Paul Aldrich



The PembertonID Council aims to promote an inclusive working environment across our network of offices, through various mentorships and educational/awareness initiatives, as well as increase and retain diverse talent within the firm and the industry.

Email us at: [PembertonID@pembertonam.com](mailto:PembertonID@pembertonam.com)

**Disclaimer**

This document is intended only for the person to whom it has been delivered and is solely for discussion / information purposes.

Any third-party information (including any statements of opinion and/or belief) contained herein is provided by Pemberton Asset Management group of companies, being: Pemberton Asset Management S.A., Pemberton Capital Advisors LLP and any other affiliates (“we”, “our” or “us”) and has not been independently verified.

Statements of opinion, market or performance information and any forecasts or estimates contained in this document are prepared on the basis of assumptions and conclusions reached and are believed to be reasonable by us at the time.

No representation, warranty, assurance or undertaking (express or implied) is given (and can therefore not be relied upon as such), and no responsibility or liability is or will be accepted by us or any of our affiliates or our respective officers, employees or agents as to the adequacy, accuracy, completeness or reasonableness of the information, statements and opinions expressed in this document. Any opinions expressed in this document do not constitute legal, tax or investment advice and can therefore not be relied upon as such. Please consult your own legal or tax advisor concerning such matters.

The information contained in this document (which does not purport to be comprehensive) is believed to be accurate only at the date of this document and does not imply that the information herein is correct at any time subsequent to the date hereof and such information is subject to change at any time without notice. The views expressed herein are subject to change based on market and other conditions and we give no undertaking to update the information, to reflect actual events, circumstances or changes in expectations or to provide additional information after its distribution, even in the event that the information becomes materially inaccurate.

The recipient acknowledges and agrees that no person has, nor is held out as having, any authority to give any statement, warranty, representation, assurance or undertaking on our behalf. No part of this document may be reproduced in any manner without our written permission.

This document has been prepared and issued for use in the UK and all countries outside of the European Union by Pemberton Capital Advisors LLP. Pemberton Capital Advisors LLP is authorised and regulated by the Financial Conduct Authority (“FCA”) and entered on the FCA Register with the firm reference number 561640 and is registered in England and Wales at 52 Grosvenor Gardens, London, SW1W 0AU, United Kingdom. Registered with the US Securities and Exchange Commission as an investment adviser under the U.S. Investment Advisers Act of 1940 with CRD No. 282621 and SEC File No. 801-107757. Tel: +44(0) 207 993 9300.

This document has been prepared and issued for use in the European Union by Pemberton Asset Management S.A.. Pemberton Asset Management S.A. is authorised and regulated by the Commission de Surveillance du Secteur Financier (“CSSF”) and entered on the CSSF Register with the firm reference numbers A1013 & A1342 and is registered in Grand Duchy of Luxembourg at 31-33, avenue Pasteur, L-2311. Pemberton reports to the US Securities and Exchange Commission as a reporting exempt investment adviser under the U.S. Investment Advisers Act of 1940 with CRD 282865 and SEC File No. 802-107832. Tel: +352 26468360

[www.pembertonam.com](http://www.pembertonam.com)

\*ESG Initiative of the Year award’ at the Asset Management Awards 2021 by Money Age

