

Employee Value Proposition

Introduction to Pemberton

Pemberton delivers leading alternative credit strategies for investors and borrowers. We are relentless in finding opportunities for our investors and building more open and transparent relationships with all our partners. We combine rigorous credit analysis and local market expertise with a focus on sustainability.

We primarily invest in high-quality businesses, often with market-leading positions across defensive industries in Europe. We support businesses backed by leading private equity sponsors and ambitious entrepreneurs. Our partnership approach provides long-term capital for buyouts, growth financing, add-on acquisitions and other general corporate purposes.

Our network is made of 12 locations across Europe (London, Luxembourg, Frankfurt, Munich, Paris, Milan, Amsterdam, Copenhagen, and Madrid) the US and Middle East, and 150+ professionals dedicated to private markets.

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



Market innovators and leaders



Collaborative teamwork



Best-in-class performance



Agile approach to projects



International locations and colleagues

Work Environment

- London office centrally located near Westminster
- 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
- Employee Assistance Programmes

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 #10'000BlackInterns initiative
- Founded the private credit social-mobility partnership
- Paid time off for charity volunteering
- Firm matching on employee charity sponsorship

Reward

- Competitive base salary
- Performance based annual bonus
- Carried interest in funds based on role and performance
- Private medical insurance
- Life assurance and income protection cover
- Pension contribution
- Season ticket loans
- Bike to work schemes
- Electric Vehicle (EV) Salary Sacrifice scheme



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



Standing by you

At Pemberton we strive to make our employees feel engaged and empowered to fulfil their potential, through open communication with senior leadership and the wider team. We understand the importance of fostering an inclusive culture that celebrates diversity in all its forms and respects and fairly values the unique contribution of all employees. Pemberton provides an entrepreneurial, collaborative, high-performance environment where everyone in the firm can flourish.

We all lead by example to create a culture of trust, respectful communication and collaboration.

We invest in professional development and personal well-being and celebrate high performance.

Our equitable, diverse, and inclusive working environment allows us to build strong, friendly, supportive, relationships with colleagues.

Never satisfied with the status quo we are innovative and relentless in building open and transparent relationships with all our partners and shaping the next generation of alternative credit.



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

Partner, Head of People Performance & Marketing

This section of our Employer Value Proposition will look at how we support our employees with regards to the following:

1. Diversity & Inclusion
2. Maternity Leave
3. Adoption leave
4. Paternity & Partner leave
5. Shared Parental leave
6. Parental leave
7. Other leaves

Please note the following section is intended for guidance only. Please refer to the Leave policies document for more detailed information on the different types of leave referred to below.

Diversity & Inclusion

Pemberton is committed to a policy of equal employment opportunities, diversity and inclusion. We believe that individuals should be treated on their merits and that employment-related decisions should be based on objective job-related criteria such as aptitude and skills. Each Pemberton employee has the responsibility to foster an understanding of others' differences in order to create an environment where those differences contribute to a better firm.

All employees and managers have a personal responsibility to comply with this policy and do your best to ensure that it is adhered to in their day-to-day work.

Maternity Leave

Pemberton wants to support its People in their role as parents or parents to be. Once you know you are pregnant, please notify your line manager, and the People & Performance team as soon as possible, so we can help you plan your leave, and support you through your maternity journey.

Pemberton offers enhanced maternity leave for eligible employees. If you meet the qualifying criteria, we will pay you 100% of your basic salary for the first 26 weeks of the SMP period (or, if higher, 90% of your average weekly earnings for the first 6 weeks of the SMP period, followed by 20 weeks at 100% of your basic salary). This is inclusive of any SMP entitlement. For the remaining 13 weeks of the SMP period, you will receive the statutory rate set by the Government.

Adoption Leave

Pemberton is committed to supporting its People in their role as parents, or parents to be. If you are adopting a child, please inform your line manager and the People and Performance team as soon as possible, so that they can support you on your adoption journey. If your partner is adopting a child or is taking adoption leave, you should refer to the Paternity and Partner Leave policy.

Pemberton offers enhanced adoption leave for eligible employees. If you meet the qualifying criteria, we will pay you 100% of your basic salary for the first 26 weeks of the SAP period (or, if higher, 90% of your average weekly earnings for the first 6 weeks of the SAP period, followed by 20 weeks at 100% of your basic salary). This is inclusive of any SAP entitlement. For the remaining 13 weeks of the SAP period, you will receive the statutory rate set by the Government.

Paternity and Partner Leave

If your partner becomes pregnant or adopts a child, Pemberton is proud to offer enhanced Paternity / Partner leave. Subject to meeting the eligibility requirements, Pemberton will support you with paternity / partner leave up to four weeks, inclusive of any period of statutory paternity leave. This can either be taken as

- (a) one single block of four weeks within the first 8 weeks of the child's birth; or
- (b) two blocks of two weeks, one block within the first 8 weeks of birth and the second block at any time before the first anniversary of the child's birth.

We will pay you 100% of your basic salary for the duration of your paternity / partner leave.

Shared Parental Leave

Pemberton will also support employees wishing to take Shared Parental Leave (SPL) to care for their child due to be born or placed for adoption. Should you wish to find out more about SPL, please refer to the Employment Manual, and speak to the People and Performance team who will help answer any questions you may have.

Parental Leave

Pemberton seeks to support you in your role as a parent and/or caregiver by providing unpaid parental leave which can be taken up to your child's 18th birthday, subject to eligibility requirements.

You can take leave in blocks of 1 week or more (for example in two-week or three-week blocks) up to a maximum of 4 weeks in a year for each child. Parents of disabled children can take the leave in days or periods shorter than a week.

Other Leaves

Pemberton seeks to support you in the balance of your day-to-day life. Should you need any type of leave or support, we encourage you to speak to your manager or People and Performance partner who will try to show as much flexibility as possible.

Contact us



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PembertonID

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

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* 'ESG Initiative of the Year award' at the Asset Management Awards 2021 by Money Age.

