

# Employee Value Proposition

June 2024



# Introduction to Pemberton

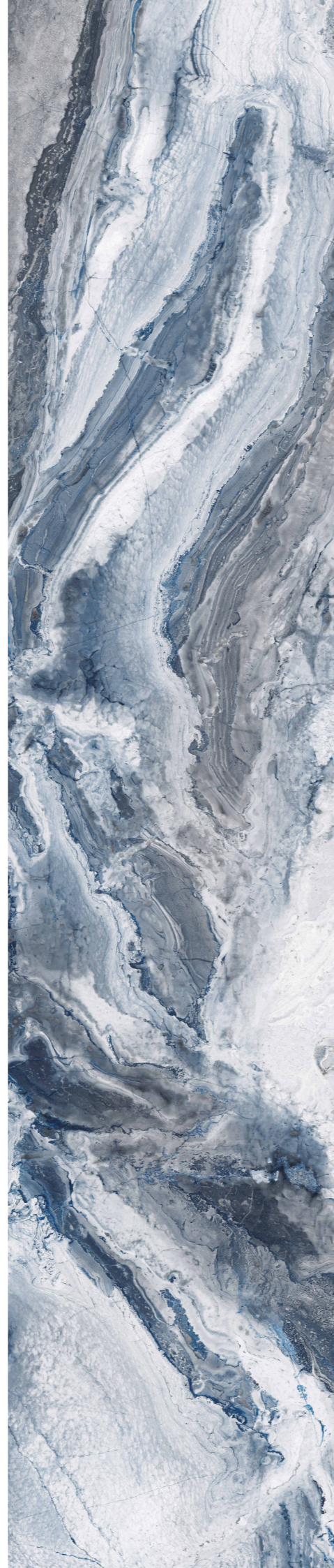
Pemberton delivers leading alternative credit strategies for investors and borrowers. We are relentless in finding opportunities for our investors and building more open and transparent relationships with all our partners. We combine rigorous credit analysis and local market expertise with a focus on 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 15 locations globally (London, Manchester, Luxembourg, Frankfurt, Munich, Paris, Milan, Amsterdam, Copenhagen, and Madrid) the US and Middle East, and 150+ professionals dedicated to private markets.

## Our Purpose

- Our purpose is to deliver **attractive risk-adjusted returns** for our clients.
- Our purpose is to provide **flexible capital solutions** to our borrowers.
- Our purpose is to **contribute positively to the economic and social success** of communities we are connected to.
- Our purpose is to provide a working environment where **our employees can thrive**.



# Our Culture



## Supporting

Our equitable, diverse and inclusive working environment allows us to build strong, respectful and supportive relationships with our colleagues where everyone’s contribution is valued.

## Growing

We invest in technical training, leadership development and wellbeing to support personal growth and contribute to the success of the firm.

## Thriving

Collaboration, open communication, professionalism and high-performance are core to Pemberton’s culture.

# Supporting

Our equitable, diverse and inclusive working environment allows us to build strong, respectful and supportive relationships with our colleagues where everyone’s contribution is valued.



# Valued Behaviours

## Respectful

Respect involves treating everyone with dignity and kindness, listening actively and valuing diverse viewpoints. It means communicating politely and professionally, fostering an environment where all feel valued and heard.

## Supportive

Being supportive means offering help, encouragement and resources to colleagues. It involves sharing knowledge, providing constructive feedback and being available for guidance. Supportive actions enhance team cohesion and morale.



**PembertonID** was created to ensure that we are thoughtful about our diversity and inclusivity to ensure all employees feel their unique contribution is valued. This includes initiatives such as social mobility, gender equality, LGBTQIA+ and most recently, neurodiversity.

We regularly review the support we provide through our employee benefits; we have provided specialist training on physical, mental and financial health. An employee assistance helpline is provided to all staff, and there are a number of accredited mental health first aiders available.

# Growing

We invest in technical training, leadership development and wellbeing to support personal growth and contribute to the success of the firm.



Personal growth comes from experience and purposeful learning and development. We provide role specific technical training as well as development through firm-wide mentoring and reverse mentoring.

Development also occurs through individual and team coaching. A leadership program has been developed in conjunction with Bayes Business School for the leaders and future leaders of the firm.

# Valued Behaviours

## Innovative

To be innovative means to constantly seek and implement new ideas, methods, or products to improve processes and outcomes. It requires creativity, openness to change and a willingness to experiment and learn from failures.

## Committed

Commitment reflects a steadfast dedication to the organisation’s goals and values. It manifests in reliability, perseverance in overcoming obstacles and a proactive approach to tasks and challenges, demonstrating a deep sense of responsibility towards one’s role and the team’s success.

## Client-Focused

Being client-focused means prioritising the needs and satisfaction of clients in every action and decision. It involves understanding their expectations, delivering tailored solutions and striving for excellence in service to foster positive, long-lasting relationships.

# Thriving

Collaboration, open communication, professionalism and high-performance are core to Pemberton’s culture.



We hire people who are restless and relentless in their determination to fulfil their personal potential working in an entrepreneurial high-growth environment. This creates a high-performance collaborative culture which celebrates success and looks forward to the next challenge. An innovation hub has been created as a catalyst for ideas around AI and other digital technology in addition to other approaches to transformation.

# Valued Behaviours

## High-Performing

High-performing is characterised by consistently striving to exceed standard expectations in work quality, productivity and efficiency. It involves setting ambitious goals, displaying exceptional skills and constantly learning in a continuous pursuit of excellence.

## Entrepreneurial

Entrepreneurial behaviour involves taking initiative, identifying opportunities and driving innovation. It’s about being resourceful, taking calculated risks and showing resilience in the face of challenges to create value.

## Collaborative

Collaboration involves working together effectively, sharing ideas freely and building on each other’s contributions to achieve common goals. It requires open communication, flexibility and a commitment to group success over individual achievement.

# Culture

## Growing

- Intrapersonal training including mentoring and coaching opportunities
- Interpersonal training including team effectiveness training using Core Strengths assessment tool
- Technical training including legal training provided by external counsel, finance training provided by ICAEW, credit courses, and funding and paid time off to revise for CFA exams
- Leadership training including programmes run with Saïd Business School and BAYES Business School



Fast-paced and entrepreneurial



Client focused



Agile approach to projects



Best-in-class performance

## Thriving

- Significant investment in digital technology
- Modern London office centrally located near Westminster designed for well-being with social and breakout areas
- Technology platform facilitates remote working
- Competitive base salary and performance based annual bonus
- Carried interest in funds based on role and performance
- Award-winning sector leader and a firm at the forefront of sustainable investing in private credit, investing in Gold standard renewable projects
- Funding cost incentives to drive borrower performance in environmental, social, and governance initiatives
- Regular offsites, cross-team social opportunities, firmwide social events and annual Christmas party



Market innovators and leaders



Collaborative teamwork



International locations and colleagues

## Supporting

- Sabbaticals supported wherever possible
- Working arrangements to support family circumstances
- Training on mental health, nutrition and physical exercise and discounted gym membership
- Private medical insurance and an annual health-check
- Employee Assistance Programmes for all staff, as well as trained mental health first aiders
- Financial well-being awareness
- Life assurance and income protection cover and competitive pension contributions
- Key schemes available such as season ticket loans, Bike to Work scheme, Electric Vehicle (EV) Salary Sacrifice scheme, and Nursery Fee salary sacrifice scheme
- Inclusion and diversity group has internal and external impact
- Supporting initiatives such as 10,000 Black Interns and the City of London's social mobility workforce and founded the private credit social mobility partnership
- Paid time off for charity volunteering and firm matching on employee charity sponsorship

“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 and Performance

“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.

## Leave Policy

Pemberton is an equal opportunities employer, and we offer competitive leave policies to support our employees.

For more information contact the Pemberton People & Performance team.



# 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](mailto:PembertonID@pembertonam.com)

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

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