



APOLLO

Life At Apollo

Our Business, Culture & Values

Welcome from our CEO

"At the core of everything we do is our purpose of enabling a resilient and sustainable world."



Collectively and through innovation and collaboration, we commit to driving positive change for future generations and enabling businesses to thrive.

We each contribute towards providing our partners and clients the ability and security to succeed and I am delighted to welcome you to learn more about our business, culture and values.

Warm Regards,

A handwritten signature in blue ink, appearing to read 'D. Ibeson'.

David Ibeson,
CEO

Welcome from our Chief of Staff

"Since the idea of Apollo came to fruition in 2009, we have created a people focused organisation that builds and maintains long lasting relationships across the industry."



We believe talented and experienced professionals, alongside an entrepreneurial and proactive approach, can encourage empowered underwriting.

We attract and retain the highest quality talent by developing a team atmosphere and inclusive culture. We are collaborative, supportive, innovative and strive to produce the best results possible – together.

We hope you enjoy learning more about Life@Apollo

Sally Peace,
Chief of Staff and HRD

Who we are

We are an independent specialist (re)insurer and service company dedicated to providing high quality products and services to clients, brokers, and capital partners at Lloyd's.

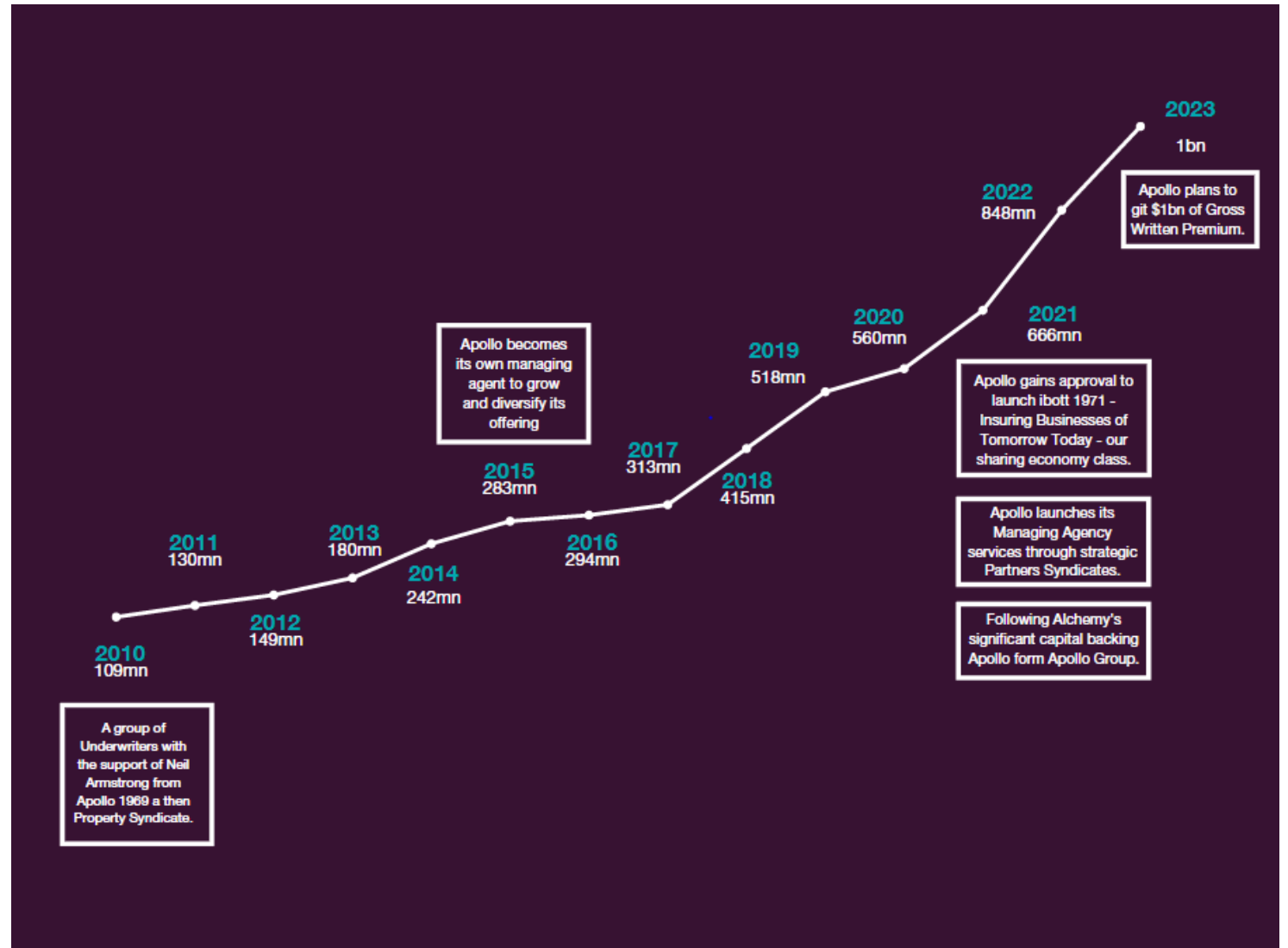


Our wide range of products put us in a unique position where our entrepreneurial approach and service excellence delivers creative and flexible solutions for our clients all in one place.

We have a growing and diverse team of empowered, and passionate experts who focus on bringing innovation, data driven decision making, and collaboration to every relationship and every risk.

Apollo's Journey

"We are very proud of our beginnings and our connection with American astronaut aeronautical engineer, and first person to walk on the Moon – Neil Armstrong."



Our Purpose



Our purpose is our contribution to the world around us and is the driver for everything we do.

Enabling a resilient and sustainable world.

Our Vision



"All Apollo employees contribute towards our success, and strive towards delivery of our vision"

- We will be an independent, significant and sought-after business partner at Lloyd's
- Achieve market-leading returns through a sustainable approach to our community and the environment
- Create value through innovation, creativity and service excellence
- Deliver through an empowered, inclusive and diverse team

Our Values



Our Vision and Purpose are underpinned by our Values which are at the **heart** of everything we do



Two way honest and respectful feedback



Being professional and respectful



Innovation in ideas and actions



Agile and Flexible working



Taking responsibility for our impact on others



Support, collaboration and inclusivity

We have adopted these values to ensure we continue to develop, challenge and remain committed to creating a diverse and inclusive workplace

Our Commitment To ESG



At Apollo we are committed to a long-term sustainable approach to protecting the environment, balancing environmental considerations and social responsibility with our overall business goals.

Environmental, social and governance (ESG) factors are incorporated throughout all of our operations, underwriting and investment activities.

Activities are steered by our ESG Committee.

This group manage Apollo's ESG strategy and goals, which have been aligned to the following UN Sustainable Development Goals:

Good health &
wellbeing

Gender
Equality

Decent Work
and Economic
Growth

Reduced
Inequalities

Climate Action

Our ambition is **net zero carbon emissions** (scope 1 & 2) by the end of 2023

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Our Commitment to Inclusion



"Our people are at the core of everything we do and we are committed to creating an inclusive workplace culture, where everyone is welcome, included and can thrive"

Some key achievements on our inclusion journey so far:

- New equal parenting policy
- Improved additional paid leave
- Sponsors of all six Inclusion@Lloyd's Partner Networks
- First set of Apollo Inclusion Champions
- Internships via 'SEO London'
- New members of:



Our Commitment to Inclusion



iCAN - Insurance Cultural Awareness Network

The industry wide network that supports multicultural inclusion across the insurance sector. iCAN promote multicultural inclusion and progression, engage with allies, and celebrate the benefits of inclusion and diversity in the insurance sector.



Link – LGBT+ Insurance Network

A professional network for members of the LGBT+ community and their allies who work in the insurance sector. Its mission is to create and maintain workplaces that attract and retain the best LGBT+ talent to the insurance industry.



GIN – Gender Inclusion Network

A network for everyone in the insurance industry who wants to be part of achieving a more gender balanced industry. They offer events, resources, and networking opportunities.

IFN – Insurance Families Network

The aim of the IFN is to create a more family friendly insurance industry. They do this by providing a support network for working parents and carers, promoting best practice and raising awareness, and working with organisations to help them implement family friendly policies and procedures.



Insurance Families Network

NGIN – Next Generation Insurance Network

NGIN empowers young professionals and those new to insurance to shape the world they live in by providing professional development and networking opportunities through an annual programme of events. There is no age limit to join NGIN and there is no specific insurance discipline required.



iDAWN – Insurance Disability, Ability & Wellbeing Network

Created to help people thrive by providing a support network for mental ill health, disability and long-term medical conditions within the insurance sector. They promote wellbeing and proactive personal resilience and encouraging open discussions on how to improve mental health and be a disability inclusive industry.



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Benefits At Apollo



Everyone at Apollo is welcomed with a competitive salary and benefits package which includes:

- 26 days holiday
- Private medical and dental cover
- 10 % non- contributory pension
- Life Cover
- Income Protection
- Employee Assistance Programme
- Mental Health coaching sessions
- Working from home and season ticket loans
- **Six months paid parental leave** for all new parents – 12 weeks at 100% salary, 14 weeks at 50% salary
- **Additional paid leave** – up to 10 additional paid days leave a year including carers leave, bereavement leave, miscarriage and pregnancy loss leave, fertility treatment leave, domestic abuse safe leave, menopause leave and gender affirmation leave
- **Additional benefits** including bike to work scheme, electric car scheme, eye care vouchers, world wide travel insurance, exam support and exam bonuses and a variety of volunteering and charity opportunities

Flexible Working



"Flexible working is fully embraced. We understand that no one colleague is the same and that each of us has our own responsibilities and roles outside of our working life, meaning we actively support and empower employees to manage this within our flexible working guidelines"

Availability/collaboration hours 10am -12pm and 2pm - 4pm

This does not mean that you need to be at your desk, but that you are contactable when not on holiday. You could be walking the dog or doing the school run for example but contacted during this time. It is not intended that this restricts flexibility but gives two periods a day when work can be discussed.

No meetings during lunch hours (1pm - 2pm) or after 4pm on Friday

1pm to 2pm does not suit everyone and we are not saying don't work, you could take a lunch hour at 12pm to 1pm and work 1pm to 2pm but no meetings with others 1pm to 2pm.

Emails can be sent at any time, but no answer is expected outside 8am to 6pm

Regular (to be defined by manager) team days in the office

It is not compulsory to attend, it is proposed that managers agree with their teams when a regular team meeting will happen which can be in the office but on a voluntary basis for collaboration and getting to know our colleagues

Hybrid Working



Benefits of working from home

- Provides you with the space and time for the important things in your life outside of working Apollo, this could be anything from managing childcare to having the chance to hang the washing out.
- Allows us to place out trust in our teams to work in an effective and balanced way that works for them, whilst also maintaining high performance
- Removing the stress of an everyday commute
- More environmentally friendly by reducing your carbon footprint

Benefits of working in the office

- It benefits our culture. It is much easier to create a culture of support and personal development when you have employees of all levels in the same space
- Helps to maintain a healthy work-life balance by allowing you to leave your work at the office and 'switch off' when at home
- Building relationships with colleagues, providing opportunities for sounding board advice, new ideas, collaboration and learning opportunities
- Preserving the value of face to face interaction

Supporting You



Reasonable Adjustments Supporting You

- ✓ Altering your hours of work
- ✓ Giving, or arranging for, training or coaching (for you and other members of your team)
- ✓ Carrying out a workplace assessment to best understand the support we can offer
- ✓ Modifying instructions or reference manuals
- ✓ Providing a mentor for support
- ✓ Acquiring or modifying equipment

Communications



Our employees are at the core of our business, and therefore effective communications is vital. Our communications principles allow us to continue developing an inclusive workplace, whereby employees feel engaged, involved, and empowered.

Employees are regularly updated on all areas of our business in a variety of ways. Listening however is equally as important as communicating, and therefore employee feedback and participation is embedded throughout our business.

Some of the communications initiatives at Apollo are:

- Twice yearly Town Halls Hackathons
- Company Roadshows
Monthly companywide catch ups
- Annual Engagement surveys
- Pulse and feedback surveys
- Breakfast with Exec members
- Focus Groups

Learning & Development



"We are committed to the learning and development of all employees and this has never been so important to us"

We understand that development differs for everyone and we therefore offer bespoke inclusive individual learning, whilst also ensuring learning provides collaboration through companywide and group learning.

There is a wealth of L&D initiatives on offer to everyone at Apollo including:

Exam and qualification support

- Internal mentoring scheme
- An annual learning festival in celebration of learning at work week
- Individual development throughout all stages of your career with us

Get in Contact



We hope that this has given you an insightful overview of what Life at Apollo is like. To see our live roles and stay up to date with everything we are doing please follow us on LinkedIn at

- Apollo 1969
- ibott

We also advertise our roles on [workingmums.co.uk](https://www.workingmums.co.uk) and [workingdads.co.uk](https://www.workingdads.co.uk), iCANApply and ACINRecruit, the recruitment arm of the African Caribbean Insurance Network.

If you would like to find out more about working at Apollo or have a specific question please email us at careers@apollounderwriting.com.

We look forward to hearing from you!