

The background features a dark navy blue field. On the right side, a series of parallel, curved teal lines sweep upwards and outwards, creating a sense of dynamic movement. In the bottom left corner, there are several curved, overlapping lines in shades of purple and dark blue, suggesting a horizon or a stylized landscape.

# APOLLO

## Life At Apollo

Enabling a resilient and sustainable world

# Our Business, Culture & Values

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# 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', with a horizontal line underneath.

David Ibeson,  
CEO



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# 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



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# Who we are

We are an Innovation Inspired Insurance Platform dedicated to providing high-quality products and services to clients, brokers, and capital partners at Lloyd's.

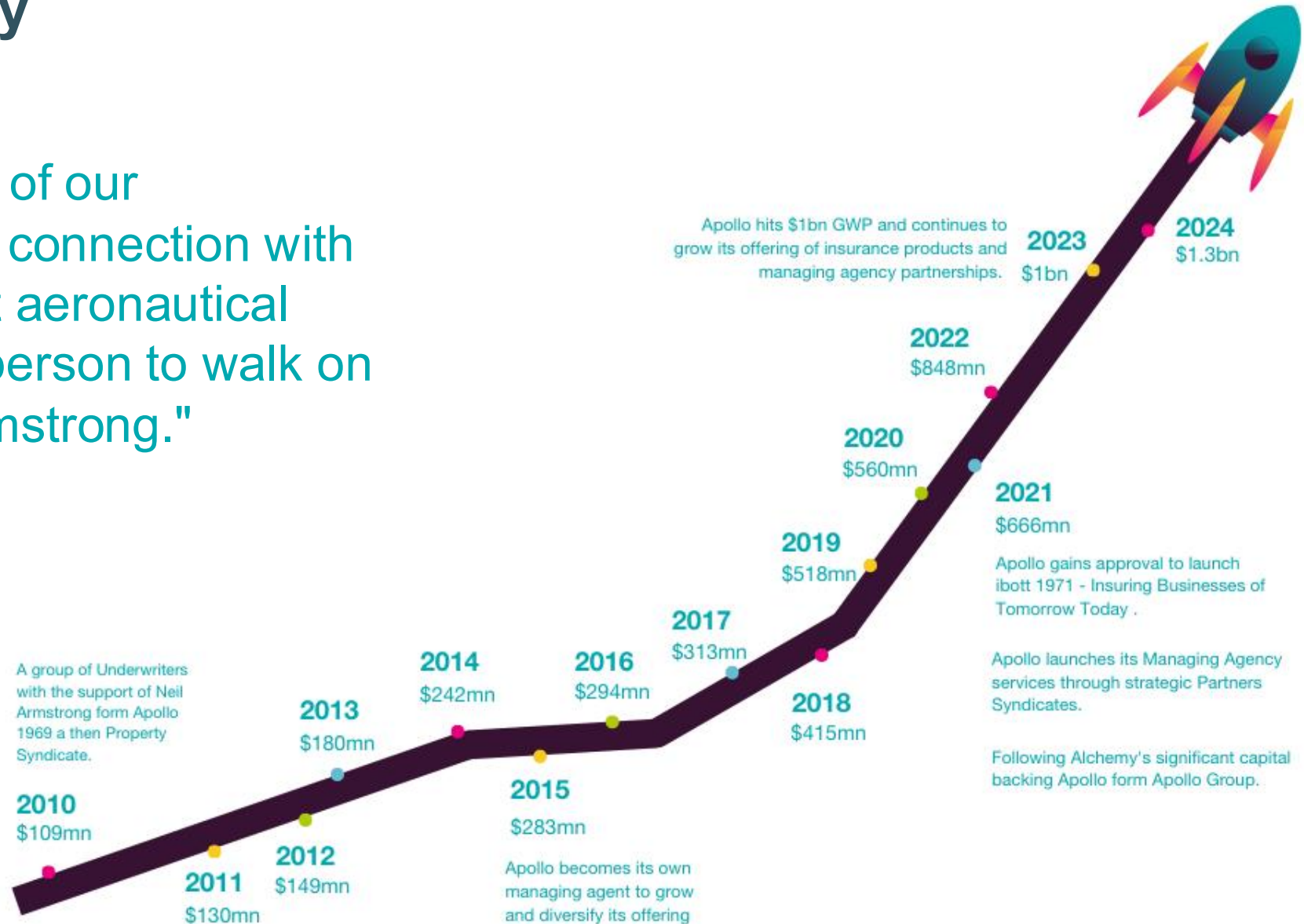


Our wide range of products put us in a unique position where our entrepreneurial approach and service excellence delivers creative and flexible solutions for our clients all in one place.

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 Vision, Our Values



**“All Apollo employees contribute towards our success, and strive towards delivery of our Vision”**

Our vision and purpose are underpinned by our values which are at the heart of everything we do. We have adopted these values to ensure we continue to develop, challenge and remain committed to creating a diverse and inclusive workplace.

# Our Values



**S** STRONGER  
TOGETHER

We believe in the importance of collaboration, teamwork, partnerships and shared success, reflecting Apollo's commitment to a supportive and inclusive culture



**P** PIONEERING  
SOLUTIONS

We strive for innovation and proactive approaches in all areas of the business



**A** ALIGNED TO  
OUR PURPOSE

We commit to being socially responsible, and behaving ethically, both in how we do business and with each other



**C** CONSIDERATE,  
TWO WAY  
HONEST  
FEEDBACK

We value honest, two-way feedback delivered thoughtfully. This supports learning, builds relationships and enhances performance.



**E** EMPOWERED  
DECISION-  
MAKING

We foster an environment where team members are empowered to make informed decisions, take ownership of how they work and drive results through their initiative and expertise



# Our Vision

Our Vision is what we are seeking to achieve. It is to ..

**A**

Achieve market-leading returns through a sustainable approach to our community and the environment

**B**

Be an independent, significant and sought-after business partner at Lloyd's

**C**

Create value through innovation, diversity, creativity and service excellence

**D**

Deliver through a collaborative workspace where innovation thrives and every voice is heard



# 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**

**APOLLO**



# 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:

- Equal parenting policy and enhanced additional paid leave
- Established employee led DEI committee
- Partnership with iCAN (Insurance Cultural Awareness Network)
- Partnership with GAIN (Group of Autism, Insurance and Neurodiversity)
- Members of:



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# Market-wide Networks



## 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.



Insurance Families Network

## 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.



## Link – LGBTQ+ 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.



## 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.



## 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.



## 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.

# External partnerships



A community foundation supporting targeted initiatives across East London to improve life chances, reduce digital exclusion, and address poverty, particularly among young people and older residents



Community Interest Company committed to radically improving the employment prospects of neurodivergent individuals. As a collaborative hub, GAIN brings together people and organisations from the insurance, investment, and financial services sectors to foster an inclusive ecosystem. Through partnerships, resources, and a dynamic community, GAIN works to create opportunities to build neuroinclusive workplaces that enable neurodivergent talent to thrive



# Flexible & Hybrid 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.

**Work emails** can be sent at any time, but no answer is expected outside 8am to 6pm.

**Regular team days in the office, as defined by manager** it is proposed that managers agree with their teams when a regular team meeting will happen which can be in the office for collaboration and getting to know our colleagues.



# Flexible & Hybrid Working



## Benefits of working from home include:

- Providing you with the space and time for the important things in your life outside of working at Apollo.
- Demonstrating our trust in our colleagues to achieve a work life balance, whilst maintaining high performance.
- Removing the need of an everyday commute.
- Being more environmentally friendly by reducing your carbon footprint.

## Benefits of working in the office include:

- Positively impacting our culture. It is much easier to create a culture of support and personal development when employees are in the same place physically.
- Helping to maintain a healthy work life balance by leaving 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.



# Benefits At Apollo

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

- 31 days holiday
- Private medical cover
- Dental cover
- Mediacash - Cashback on medical extras
- 10% non - contributory pension
- Life Cover
- Income Protection
- Employee Assistance Programme
- Mental Health coaching sessions
- Working from home and season ticket loans
- **Parental Leave:** 19 weeks full paid parental leave for new parents
- **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 cycle to work scheme, electric car scheme, eye care vouchers, worldwide travel insurance, exam support and exam bonuses and a variety of volunteering and charity opportunities



# 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 and external mentoring scheme
- Biennial learning festival in celebration of learning at work week
- Management and leadership training
- Inclusivity & diversity training (for example, let's talk about race workshops, inclusive hiring)
- Annual development reviews
- Support for attendance at external training
- Apprenticeships



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