

APOLLO

A SKYWARD GROUP COMPANY

Life at Apollo

WELCOME FROM OUR APOLLO 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.

David Ibeson

Apollo Chief Executive Officer



WELCOME FROM OUR CHIEF OF STAFF & HRD

“Since Apollo was founded in 2009, we have built a people-focused organisation that develops and maintains long-lasting relationships across the industry.”

We believe that talented and experienced professionals, guided by our values and supported by an entrepreneurial and proactive mindset, can enable empowered underwriting.

We attract and retain the highest-quality talent by fostering a strong team environment and an inclusive culture rooted in our values. We are collaborative, supportive, and innovative, and we strive to deliver the best possible results— together.

We hope you enjoy learning more about Life at Apollo.

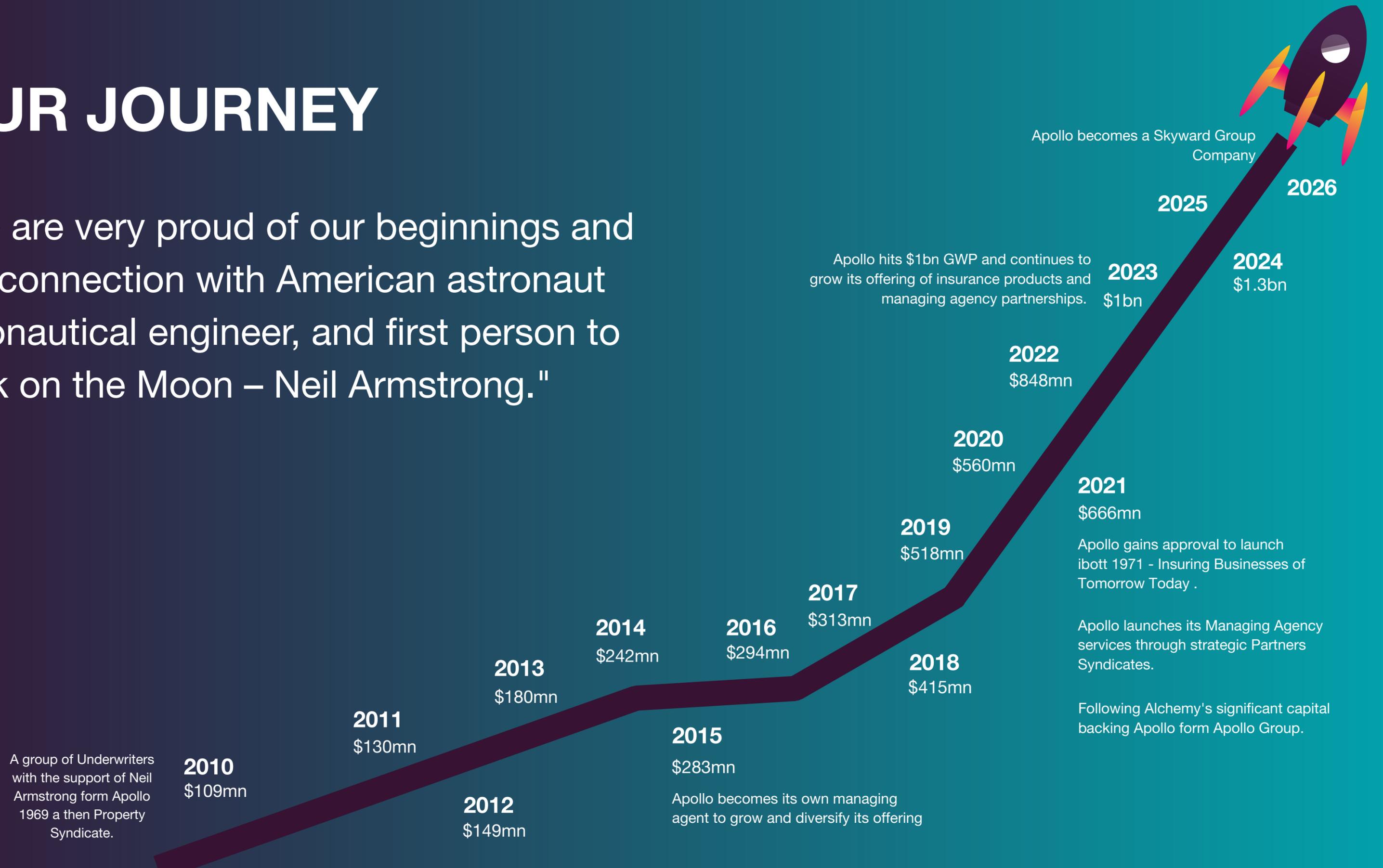
Sally Peace

Apollo Chief of Staff and HRD



OUR 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

A

Our vision is to achieve market-leading returns through a sustainable approach to our community and the environment

B

Our vision is to be a significant and sought-after business partner at Lloyd's

C

Our vision is to create value through innovation, diversity, creativity and service excellence

D

Our vision is to deliver through a collaborative workspace where innovation thrives and every voice is heard

OUR VALUES



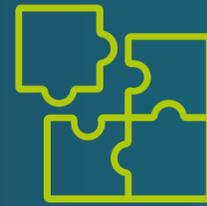
S STRONGER TOGETHER

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



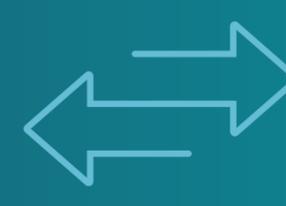
P PIONEERING SOLUTIONS

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 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 which manages Apollo's ESG strategy and goals.

Apollo's ESG Strategy is aligned to several of the UN Sustainable Development Goals:

**Good health &
wellbeing**

**Gender
Equality**

**Decent Work
and Economic
Growth**

**Reduced
Inequalities**

Climate Action

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.”

At Apollo we are proud members of



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.



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 LGBTQ+ community and their allies who work in the insurance sector. Its mission is to create and maintain workplaces that attract and retain the best LGBTQ+ 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.



Race Equality Matters is a not-for-profit community interest company. Their purpose is to accelerate meaningful change in the workplace—change that is relevant, addresses the workplace issues that ethnically diverse employees face, and is action-oriented and impact-driven.

THE APOLLO WAY OF WORKING

Flexible working is fully supported. We recognise that each colleague has unique circumstances, and our hybrid and flexible working model enables teams to establish working patterns that optimally balance the needs of employees with those of the business.

Our goal is to ensure that every colleague has a first-class experience at Apollo. Employees are provided with opportunities to develop their careers and feel fully included within our culture. We take professional development seriously and are committed to providing the training and support required to succeed at every stage of a career.

We recognise that development is not one-size-fits-all and therefore offer a broad range of learning opportunities to support individual career progression. In addition, employees are encouraged to participate in our market-wide networks, including LGBTQ+, Parents and Carers, Disability and Mental Wellbeing, Gender Inclusion, and Ethnicity.

SUPPORTING WORK- LIFE BALANCE

We know life doesn't fit neatly around a job. That's why we've built flexibility, benefits, and time-off policies to support people through the moments that matter — whether that's family, health, growth, or change.



CONTACT

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