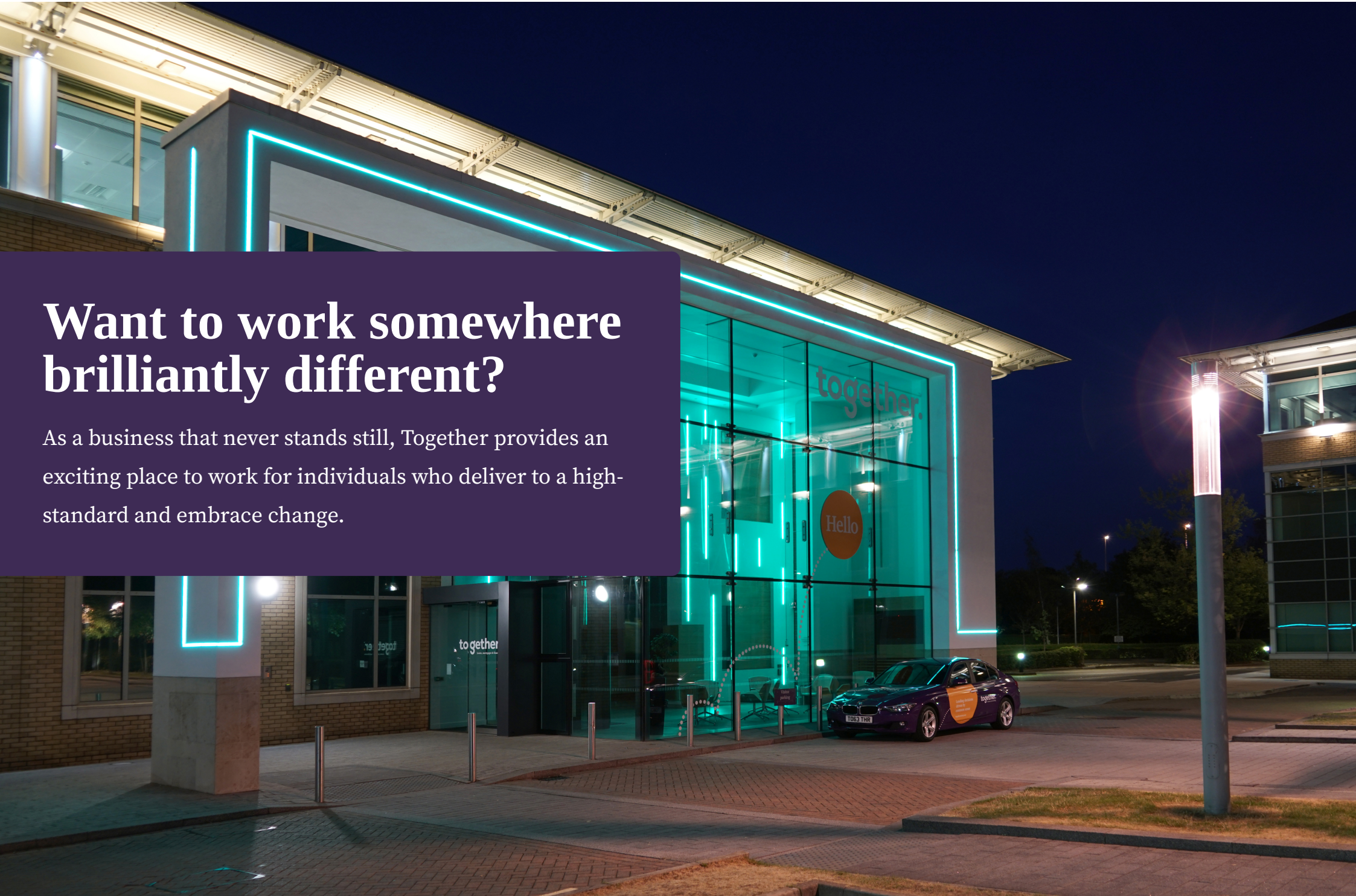


Want to work somewhere brilliantly different?

As a business that never stands still, Together provides an exciting place to work for individuals who deliver to a high-standard and embrace change.

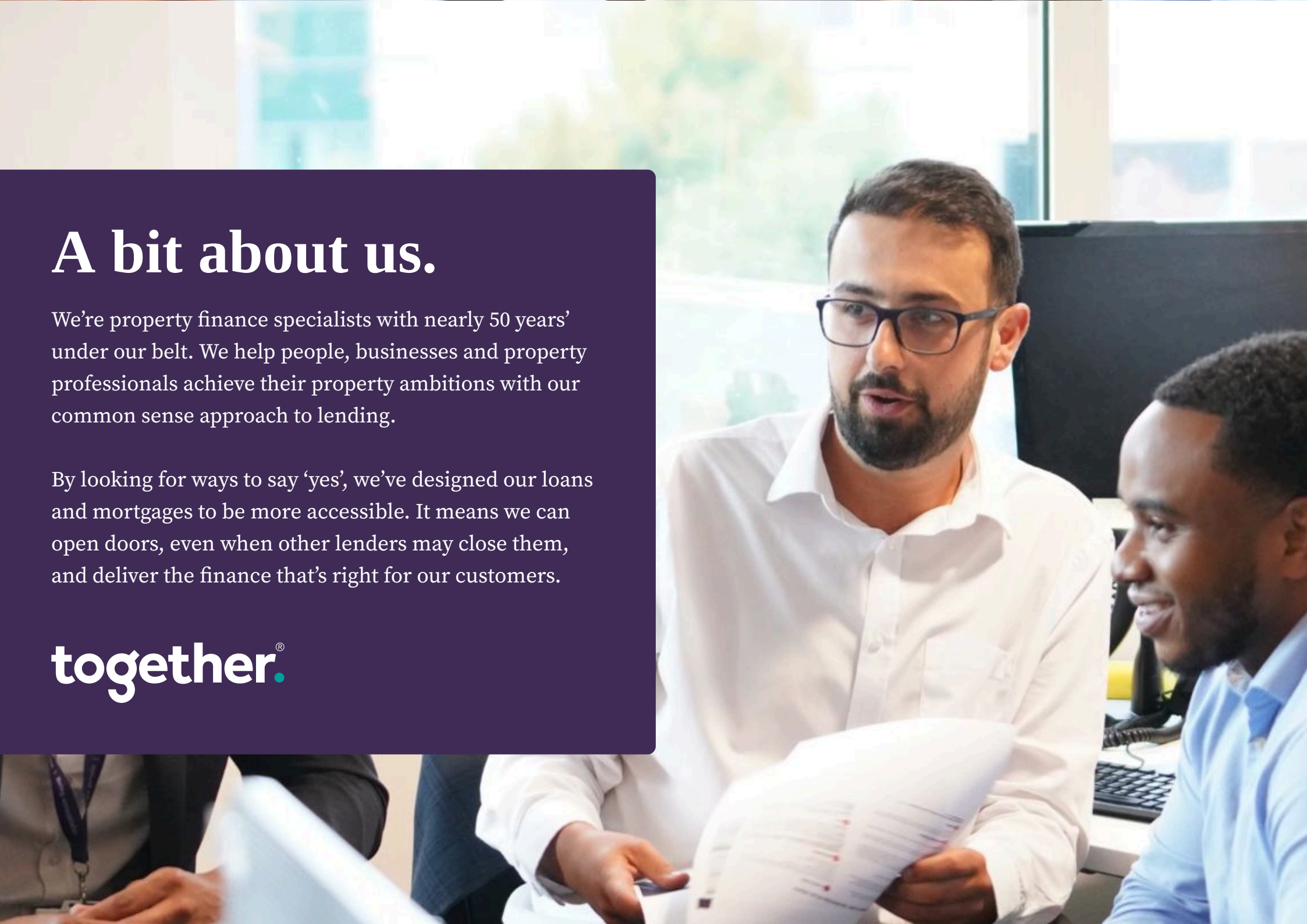


A bit about us.

We're property finance specialists with nearly 50 years' under our belt. We help people, businesses and property professionals achieve their property ambitions with our common sense approach to lending.

By looking for ways to say 'yes', we've designed our loans and mortgages to be more accessible. It means we can open doors, even when other lenders may close them, and deliver the finance that's right for our customers.

together.[®]



Property finance specialists

We offer a variety of specialist mortgages and secured loans, for all sorts of people and businesses, which aren't widely available through mainstream lenders: personal mortgages, secured loans, bridging loans, commercial mortgages, buy-to-let mortgages, auction finance, and development finance.

In the simplest terms, we help our customers realise their property ambitions by providing them with the finance to make it happen. This includes; first-time buyers, movers and doer-uppers, businesses, property investors and landlords.

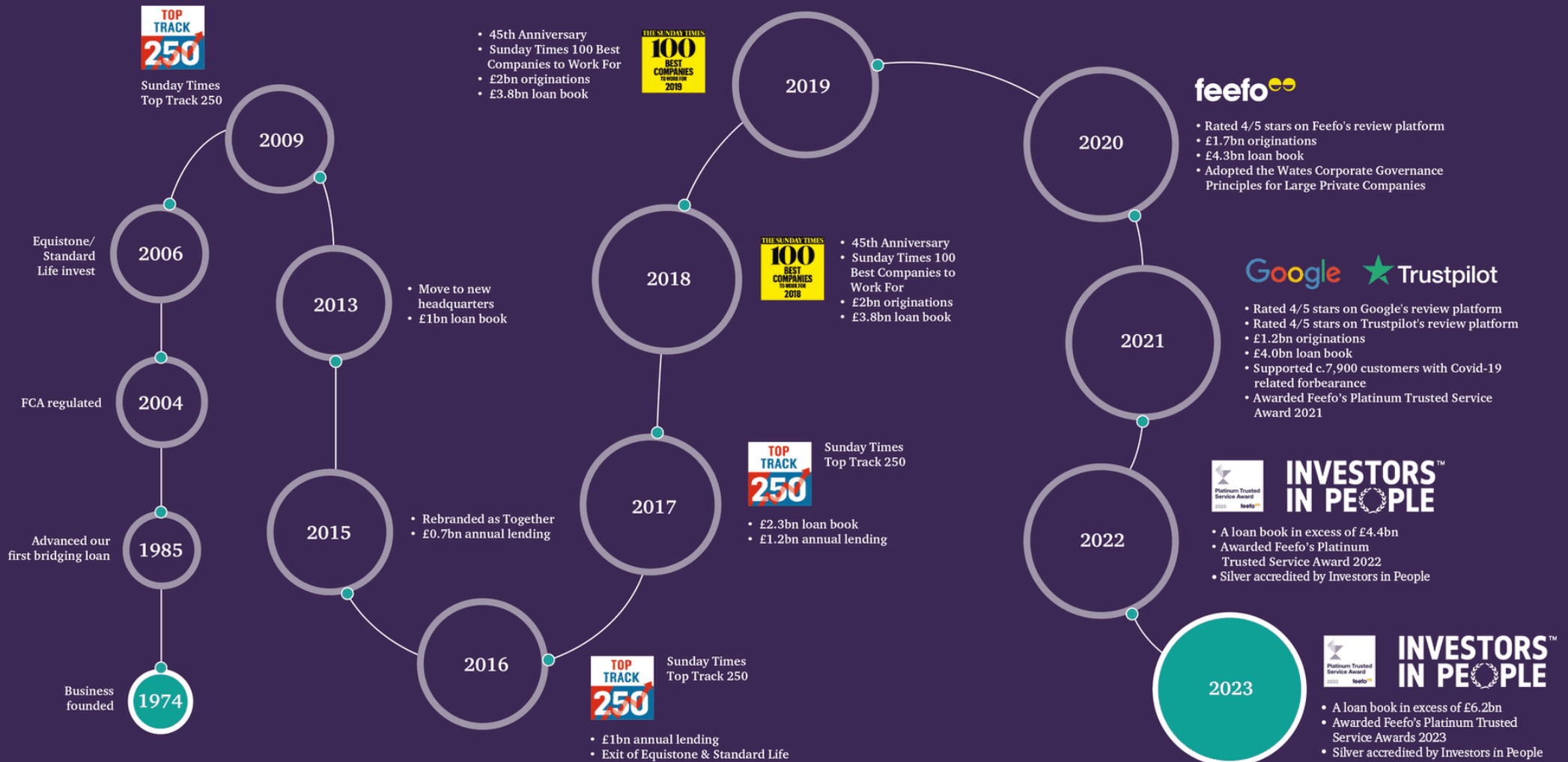




Our History.

We've come a long way in the last 50 years.

together.[®]





Our Sustainability Strategy

We're driven by a purpose to help people realise their property ambitions by making finance work. And for us it's clear that our purpose should work hand in hand with our responsibilities to our Planet, our Communities, our Colleagues and our Customers.

together.[®]

A common sense approach.

For nearly 50 years we've applied a common sense approach to everything we do and our Sustainability strategy is no different.



Our Planet.

We take our responsibilities for the planet seriously, and reducing the negative impacts of carrying out our business is in our nature.

We approach the reduction of our emissions in two ways – operational emissions that we control directly, and emissions created by those who are connected to our business, our colleagues, customers and suppliers.

Operational

Our pathway to reducing the carbon emissions created by our business operations is clear. The targets we have set will see us tackle the fuel we choose to power our company vehicles and how we heat and light our buildings – we've already commenced plans to develop and

refurbish our head offices with energy efficiency solutions front of mind.

Colleagues, customers and suppliers

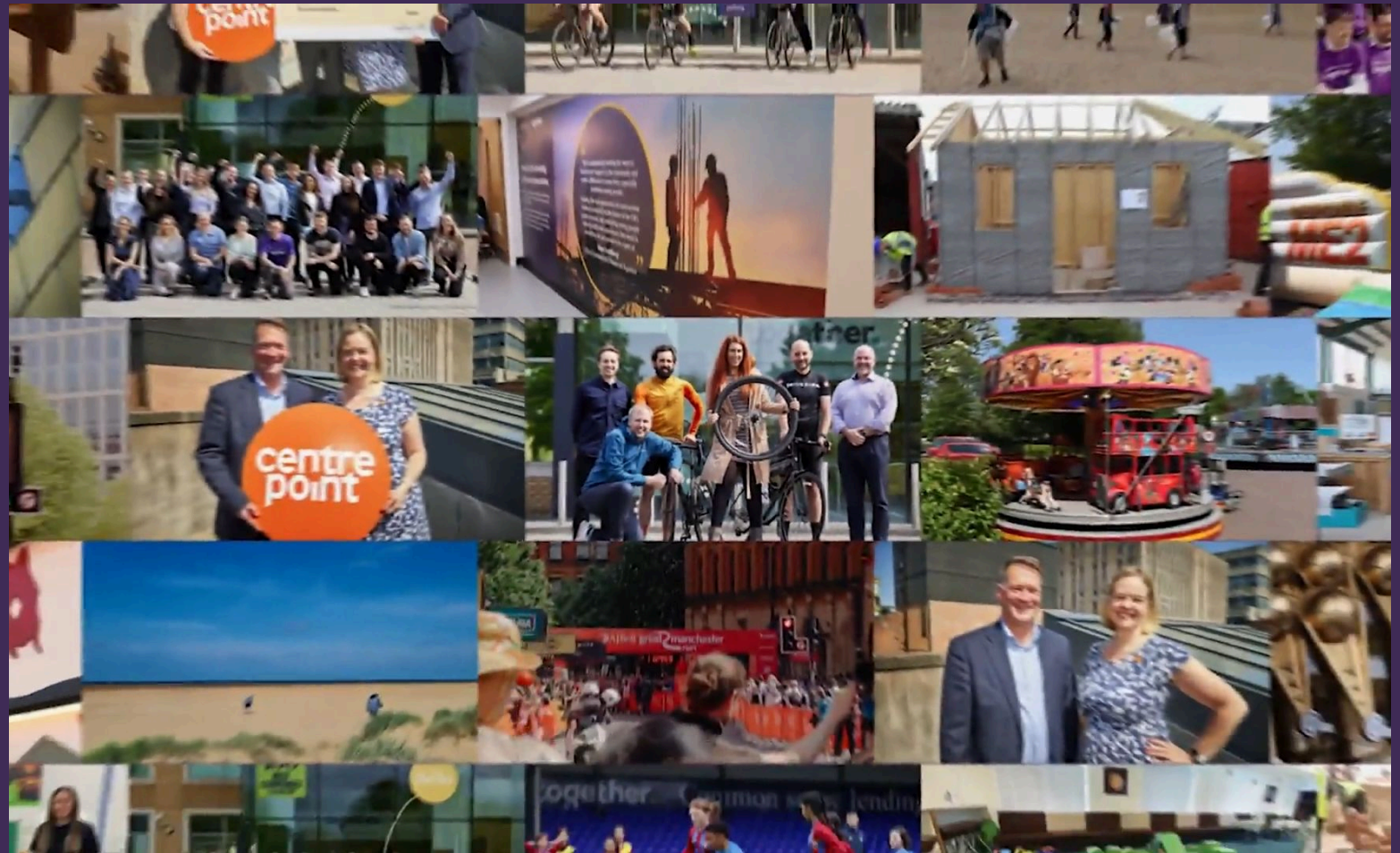
We're working towards full and accurate measurement of the carbon emissions created by our lending activities and all other activities we undertake to operate as a business. This includes understanding the emissions of our loan book, our suppliers, and the way our colleagues travel to work. We have ambitions to support our customers with a more energy efficient way of living and, in the future, developing products and services to support them.



Our Communities.

We understand the positive impact community initiatives have. And we believe all actions – big and small – are equally important to improving our local communities.

That's why we'll continue working with developers and social housing providers who build and support communities. We'll continue encouraging our colleagues to play their part and make a positive difference, driving new ways to get involved in local charities and community projects. And we'll substantially support our community more than ever.





Our Customers.

We're committed to making a positive difference to people's lives and helping our customers realise their property ambitions.

As a financially inclusive lender, we're committed to social mobility and support a wide range of underserved people who often struggle to obtain finance elsewhere. We help our customers reach their property goals by enabling people to purchase their own home and landlords and businesses to solve problems and realise opportunities.

Our Colleagues.

Our people are our most valued asset. And we know that a healthier, more inclusive environment for our people makes us stronger, by helping us deliver new perspectives and make a positive difference.

From championing diversity and inclusion through our committee, to delivering exceptional apprenticeship and graduate programmes, we've established a variety of initiatives to drive progression, diversity and development, while supporting our employees' mental and physical wellbeing.



Our Colleagues.

To celebrate our people, remove barriers and allow colleagues to fulfil their potential, we currently have a number of networking groups under the 'Togetherness' umbrella which are led by colleagues.

Women @ Together - Champions equality, celebrates and empowers women and provides a safe space to connect at Together.

Sunflowers @ Together - promotes the understanding of disabilities and empowers everyone at Together to be themselves and feel accepted.

Embrace Multicultural Network - champions ethnic diversity and inclusion, and supports Together to be a place where everyone can

thrive, regardless of their background.

Kaleidoscope LGBTQ+ Network - ensures every colleague has a voice and is able to flourish, regardless of sexuality or gender identity.

Mind Matters - strive to raise awareness of common mental health conditions in the workplace.

Aspiring Professionals Network - bring together likeminded colleagues with a desire to develop and expand their internal network.

Parents and Carers Network - provides an internal network that supports Together's parents and carers of all forms.



Working at Together

We like to put people first.

Not just our customers, but our team too. That means that our customers get finance solutions that are truly tailored to their situation, and our people get the satisfaction of helping customers who might otherwise never reach their goals.

together.[®]





In 2022 we gained silver accreditation from Investors in People in our first year, which is a huge achievement and a reflection of the many ways we engage and support our colleagues at all stages of their career at Together. We are very proud of this milestone, and are now working towards achieving gold.

As well as this, we've put a lot of thought into our benefits package to help keep our colleagues healthier, happier and motivated in their work – and outside the office.

We offer life assurance, critical illness cover, a matched pension contribution and free gym access from day one.

As well as bank holidays, we offer 26 days annually, increasing by one day with each year of service (maximum 29 days), birthdays off and the option to buy and sell holidays!

For peace of mind, all colleagues have access to a 24 hour colleague assistance helpline, a fantastic health cash plan and after one year at Together, employees are eligible for private medical insurance.

To view our full benefits go to the next page.

Colleague benefits at Together.



From day one

- Life assurance
- Critical illness cover
- Matched pension contribution



Your wellbeing

- 26 days' holiday - increasing by one day with each year of service to a maximum of 29 days' after three years' service (plus bank holidays)
- Birthday holiday
- Buy five days' holiday or sell three days
- Free use of a local gym
- Best doctors - access to leading medical specialists



At work

- Free tea, coffee and fruit
- Subsidised canteen
- Colleague of the month awards
- Annual colleague awards
- Long service awards
- Monthly or annual bonus schemes
- Professional bodies fees paid
- Training opportunities
- Shared Reward scheme



Transport

- Cycle to work scheme
- Train season ticket loan



Having fun

- Annual colleague party
- Annual family fun day
- Annual summer party
- Free Christmas lunch
- Access to company's holiday homes



Peace of mind

- 24 hour colleague assistance helpline
- Health cash plan
- Private medical insurance - after one year



Your family

- Receive flowers on the birth or adoption of a child
- Enhanced maternity, shared parental, adoption and paternity leave
- £100 Love2Shop vouchers when you get married



And more

- Colleague referral scheme - up to £1,500 after nine months' service
- Discounts through Westfield Rewards
- Two days' volunteering to support a charity of your choice

together.®

Learning at Together

At Together, we're passionate about talent development, so much so that we host LearnFest annually - a dedicated week for Together colleagues to learn and develop their skills.

[Click the video to find out more.](#)



**For more information
about working at Together
visit our careers page
today.**

togethermoney.com/about-us/careers

