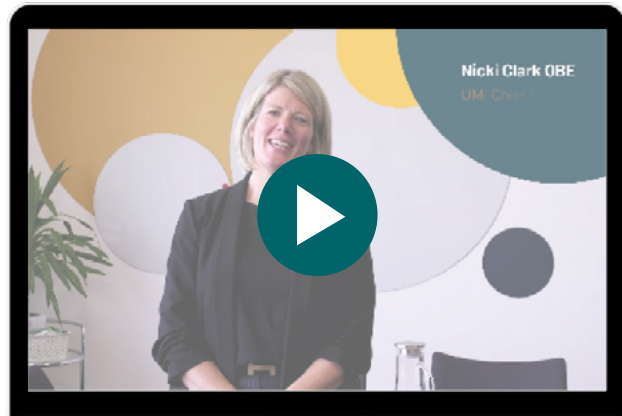




**WELCOME
TO UMi**

WELCOME FROM OUR CHIEF EXECUTIVE



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TOGETHER

WE MAKE IT **EASIER** FOR
BUSINESSES TO DO **MORE**
AND GO **FURTHER**

READ ON TO FIND
OUT HOW AND WHY
WE DO THAT...

WHO ARE UMi?

Since 2007, we've been finding and packaging the best information, expertise and finance to help businesses make better decisions more quickly.



We've worked with more than **720,000 businesses** across the UK.



We've defrayed more than **£340m** in **grants and loans**.



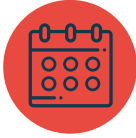
We've helped leverage more than **£685m** of **private sector investment**.



We've facilitated more than **£220m** of **contact wins**.



We've supported business growth resulting in more than **46,200 jobs** being **created or safeguarded**.



We've inspired and championed business through more than **1,260 events, campaigns and trade missions**.

We work closely with our partners, and our adventures take us far and wide. The journey is tough and exciting, but we are fearless and openminded about where it might lead. We share a collective responsibility to each other, respect the world we live in, and we keep our promises. We know that together, we can achieve more than we can apart.

Join us and make it easier for businesses to do more and go further.



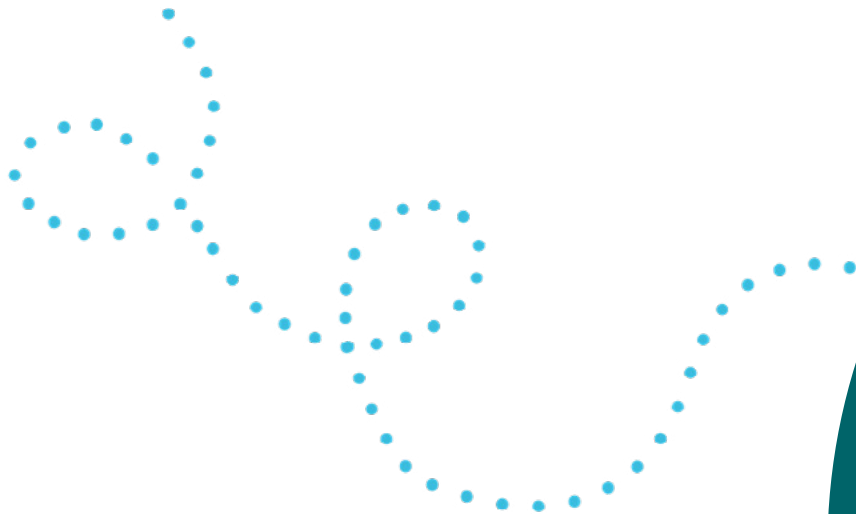
WHAT IS UMi?

The name 'UMi' (pronounced oo-me) comes from the abbreviated form of Ursa Minor – a constellation explorers and pioneers have been using for navigation over centuries.

The Pole Star, which is the Alpha star of the constellation, is a constant in the night sky.

It's always there to guide people.

Just like us.



Ursa Minor = **umi**

THE ART OF UMi

ADVENTUROUS

Our adventures take us far and wide; they are tough and exciting but we are fearless and open minded about where they might lead.

RESPONSIBLE

We share a collective responsibility to each other, respect the world we live in, and we keep our promises.

TOGETHERNESS

We can achieve more together than we can apart, and we know that businesses are more than just bricks and mortar or numbers on a spreadsheet they're powered by people.



WHAT DOES UMi DO?

Since 2007, we've been finding and packaging the best information, expertise and finance to help businesses make better decisions more quickly. We provide 3 core products and services, which we deliver both on behalf of our partners and also direct to business:

DIRECT-TO-BUSINESS, UMi-BRANDED SERVICES	PARTNER-FUNDED, WHITE LABELLED SERVICES	
Access to Finance Services	Growth Services	Fund Management Services
Business Funding Brokerage	Access to Finance (partner delivered route)	Grant Funds
Investment Readiness	Innovation Commercialisation	
UMi Investor Hub	Digital Adoption	Debt Funds
FUEL	Business Engagement	
Sat Nav		

OUR PROMISE TO OUR TEAM

We make it **easier** for our team to do **more** and go **further**.

What does this mean?

Make it **easier** – from the day you start we'll help you succeed by:

- Ensuring clarity on how your work contributes to our goals.
- Always being open minded towards your ideas.
- Supporting you to achieve a great work life balance.

Do **more** – we'll encourage and enable you to improve the world around you through:

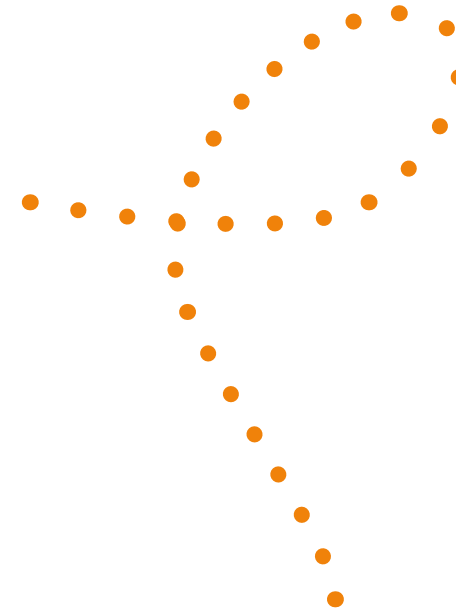
- Helping other businesses be better than they already are.
- Participation in volunteering and charitable activities.
- Being an advocate for responsible business practices.

Go **further** – as an award-winning, world-class employer, we're a place where talent thrives, with:

- A culture of togetherness so we can all achieve more.
- Opportunities to develop yourself and others.
- Scope to be involved in business wide projects.

EMPLOYER BRAND

At UMi, we guide businesses to do more and go further but how we operate as a company and as an employer is very important to us too.



Our ambition is to:



be the best example of an employee-owned business in our sector



to create a better world through how we invest in our team, work with our suppliers and our attitude towards the environment



to create long-term value for everyone in the UMi team



make a positive difference to our community and the world we live in



to be a business where talented people thrive

CREDENTIALS AND PLEDGES



B-Corp Certified - Making Business a Force For Good



Cyber Essentials Plus



Established Community Foundation funding to help projects which tackle isolation in the communities where we live and work



Equality, Diversity and Inclusion employer



UMi is proud to be a signatory to the Fair Payment Code – Gold Award supporting our suppliers by paying invoices within 30 days



Real Living Wage Employer



ISO 9001: 2015 Quality Management



We expect those working with us or on our behalf to support and uphold the principles within our Modern Slavery Statement



Good Work Pledge – Advanced



Better Health At Work Gold Award



BHAW Continuing Excellence Award



As an equal opportunities employer we will seek to support the principles of the Armed Forces Covenant

OUR BENEFITS

At UMi, we have a collective of savvy business experts who work incredibly hard to help businesses go further. We're employee-owned by the Employee Ownership Trust, so it's extremely important to us that our staff get the perks they deserve.



PAY

UMi staff are paid more than the National Minimum Wage and Real Living Wage.



TECHSCHEME*

Purchase up to £1,000 to spend on goods at Curry's, which you pay back via salary sacrifice.



HOLIDAYS

25 days holiday per year, to increase annually at 3 years' service up to a maximum of 28 days.



NEFiRST CREDIT UNION

Allow you to set up a savings account or apply for a loan.



PROFESSIONAL FEES*

We cover the cost of 1 professional/membership annual fee (value of the fee is uncapped).



WELLBEING DAYS

As a team that advocates positive wellbeing, you will have 6 days leave per year to take time out for yourself, recharge and return to work with a clear mindset.



CYCLE SCHEME*

We buy a bike and/or accessories (up to £2,000 value) for you to cycle to work, which you pay back (interest-free) through your salary.



SPECIAL/FAMILY LEAVE*

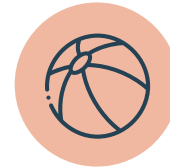
Majority of our family leave is topped up by UMi and we provide flexibility and some paid time off for unplanned leave.



EMPLOYEE ASSISTANCE PROGRAMME

We offer an Employee Assistance Programme that gives you:

- Up to 8 confidential counselling sessions
- Telephone counselling/advice
- Helpline on a range of medical, legal, health and well-being matters.



EXTRA HOLIDAYS*

The ability to purchase additional holiday per year (pro rata for part time)



SICK PAY*

UMi offers you full pay for the first 12 weeks, followed by half pay for 12 weeks over a rolling 12 month period - this is calculated from the date of your eligibility for company sick pay.



HEALTHCARE CASH PLAN

A Healthcare Cash Plan to claim back on a number of healthcare costs, offers gym membership discounts, retail discounts as well as many more benefits.



UMi'S CONTRIBUTION TO YOUR PENSION

UMi contributes 5% (the maximum employers contribution).

**Subject to successful probation period and other obligations*

CONTACT US

If you have any queries, or need help and advice, please contact:



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