



Life at Delio

A brief insight into our world



Contents

- 03** Introduction
- 04** Our mission
- 05** Our values
- 06** The Delio journey
- 09** Employee benefits
- 10** People success stories

Introduction



Welcome to Delio! We're guessing that if you found your way to this brochure, then you're either:

- Looking for more information about what it's like to work at Delio
- Already working at Delio and are doing some homework to brush up on your company knowledge
- Someone who has randomly stumbled across us and is now intrigued to learn more

Either way, we're glad you're here and we hope you find what you're looking for.

The purpose of this brochure is to give you a general introduction to the Delio world. We'll touch on the company history, our mission and values, the benefits of working for us, as well as share success stories from some of our team.

Looking for something that isn't listed here? Feel free to get in touch with us directly, we're sure we'll have the answers you need: careers@deliogroup.com

Our mission

Delio is the partner of choice for financial institutions that are building, evolving and developing in private markets. Our highly configurable technology and investment vehicles are trusted by firms including Barclays, Coutts and Degroof Petercam. However, we're only just getting started.

With technology at a core, we continue to leverage our non-conflicted positioning as the plumbing for private markets to offer a broader service capability including investment structuring and other digital tools. By creating and connecting new service elements we will be able to create the underlying foundations for the private markets industry, helping to grow clients' offerings and create a connected private market infrastructure.

As an award-winning, high-growth company, we've set ourselves ambitious and challenging targets that build on the rapid progress we've made since 2015. To achieve these goals, we work hard, have high expectations and hold each other to account. However, we also support one another and collaborate to ensure that everyone can play a part in our success.

As an equal opportunities employer, Delio is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join Delio.

Our values

Delio's values represent how our team strives to react to internal and external influences and drive a consistent approach to achieving our vision and goals. These values also represent who we are, what we do, and the culture we look to instil at Delio.



Ambitious

We keep going — setting our sights on big targets individually and as a company. We think ambitiously and believe in our ability to make an impact on the industries and ecosystems within which we operate.



Dependable

We look to respect each other, and trust is built and maintained through open communication and reliability. This continues to evolve and improve every day. Cross-functional teamwork is essential to achieving our goals.



Original

We utilise our broad range of background and experiences to our advantage, seeking creative solutions to problems and are always open to new ideas. Just because that's the way it was done before, doesn't mean that's the best way forward.



Customer Centric

We've built our business in collaboration with our customers and the learnings have been invaluable. We listen to customer feedback and do our utmost to support them on their journeys.



Flexible

Our business has been built on the need for flexibility in an industry that continues to evolve. Continued investment goes into "staying agile" to meet the needs of the business, our clients and our team.



Tenacious

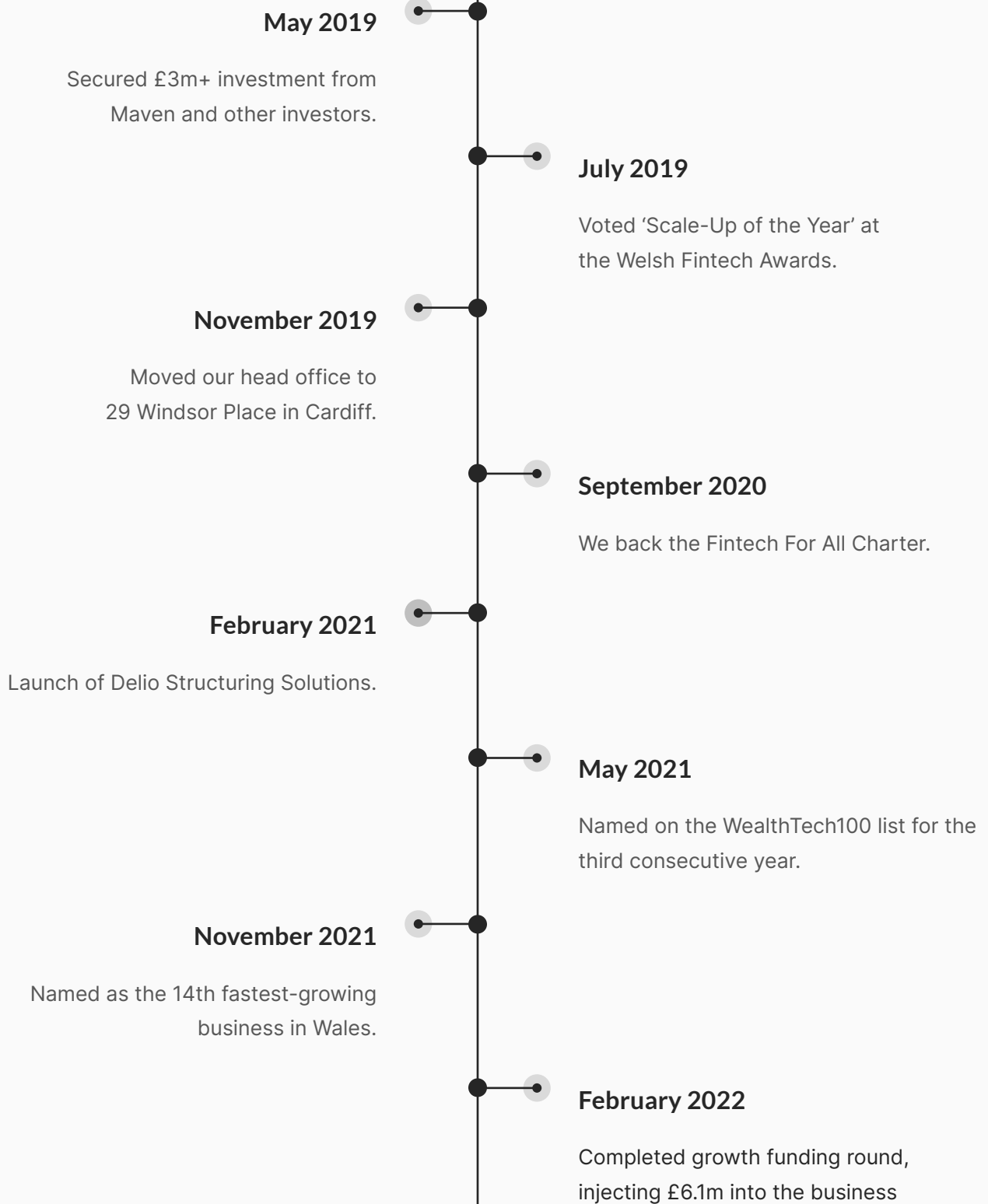
We believe in our product, our team, and ourselves. We keep working hard and don't give up easily, taking our time to find and uncover new ways to succeed and grow. When our customers succeed, we succeed.

The Delio journey

Since the business launched back in 2015, we've been pretty non-stop. The last few years have been a whirlwind of recruiting, growing, funding and fun.

Check out the Delio journey so far:





August 2022

Became ISO 27001 certified, the international standard for Information Security Management Systems (ISMS).

October 2022

Won Fintech Company and Exporter of the Year at Fintech Awards Wales

April 2023

Recognised in the WealthTech 100 list for the fifth year in a row.

September 2023

Gareth Lewis named as an Export Champion by the UK government's Department for Business and Trade.

September 2023

Marketing team awarded Team of the Year at Fintech Awards Wales.

November 2023

Recognised on the Welsh Fast Growth 50 List for the fourth consecutive year.

Employee benefits

At Delio, we want to employ people that are honest, don't need micro-managing and want to progress. In return, we want to make sure the company is the best that it can be for our team, both in terms of its culture and the benefits we provide our employees. Our people are the reason for our success, so we want to ensure that they're rewarded for their contributions.

Our employee benefits include:

-  25 days of leave and bank holidays
-  An additional day off for your birthday
-  Length of service leave increases
-  Competitive pension contributions
-  Private medical cover
-  Life insurance (3x salary)
-  A hybrid working environment
-  Christmas closure
-  Enhanced parental leave
-  Afternoon per month dedicated to professional development
-  Regular social events, days out and summer parties
-  Perks platform with discounts at over 30,000 brands

Sarah Clements

Since I had the opportunity to come into this fast-growing company back in April 2018, I have supported multiple areas within product and delivery, holding three different positions in that time. I was first employed as a Business Analyst before being promoted to Head of Delivery to recently becoming Chief Delivery Officer.

In this current role, I am responsible for ensuring the successful delivery of our product to our clients and the wider market; supporting clients through initial set-up and configuration, alongside growing the product to continually meet the market's needs.

“The senior management team were aware of my ambitions and gave me opportunities to prove myself which allowed me to demonstrate my value to the business.”

I've had a huge amount of support from Delio along the way, from helping me gain qualifications, to showing me how to utilise existing skills to grow into an area that was integral to my progression, to securing me a Mentor who has helped sound out ideas, discuss aspirations and generally guide me through my thoughts. The fact that they've continuously employed supportive colleagues who have helped to push my capabilities at every turn has also been a massive help!

Knowing that you are in a company that wants people to do well and progress makes you that little bit more focused on your goals. I've enjoyed every step of the journey with Delio so far and look forward to what the future holds!



Tom Davies

I started at Delio back in February 2017, where I was employed as a Lead Developer. My main responsibility was to work with the technology team to help deliver and enhance the Delio product for our target client base and wider stakeholder audience.

Over five years later, I'm now Delio's very own Head of Engineering! I oversee front-end and back-end development teams and their projects, ensuring that there are no blockers that could prevent the developers from doing their best work. I'm also responsible for ensuring that development best practices are adhered to throughout our tech projects.

Those within the industry will know that the jump from Lead Developer to Head of Engineering is pretty substantial. Outside of lots of hard work and a drive to succeed, I definitely credit Delio's belief in its team members and the commitment it has to backing and encouraging anyone who shows that they want to progress within the company as a key reason for my success.

“The culture at Delio is great, having been with the business since almost the beginning, I've seen the way we've developed from start-up to scale-up whilst still retaining that close community feeling.”

If I had to choose, I'd say that the exciting, fast-paced atmosphere, as well as the people that I get to work with every day, are two of the best things about working at Delio!





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