

Newable WEMs

SUMMER 2021

Championing diversity

NEWABLE SIGNS UP TO THE 'RACE AT WORK CHARTER' TO IMPROVE OUTCOMES FOR BLACK, ASIAN AND ETHNIC MINORITY COLLEAGUES

Newable expansion

NEWABLE ACQUIRES WINNING PITCH AND LONDON FIRE SOLUTIONS

Small business confidence index

OUR LATEST 6 MONTHLY SURVEY OF THE ISSUES FACING UK SMES

Professional development

HOW OUR TRAINING BUDGET CAN HELP YOUR PROFESSIONAL DEVELOPMENT

Hello everyone

Welcome to the summer 2021 edition of Newable News.

With the economy reopening after one of the longest and strictest lockdowns in the world, it's fantastic to see lots of positive activity, our favourite restaurants and bars reopening and of course, being able to see family and friends again. This, paired with the vaccine roll-out across all age-groups, brings some renewed optimism for the coming months.

Whilst we may all be feeling more optimistic the recent disappointing news from the Department for International Trade (DIT). Whilst we are pleased to have found an interim solution, with funding from Innovate UK, we are still working on possible long-term solutions and I will update you all on this as soon as possible.

In the meantime, we hope this latest edition of Newable News will give you more exposure to our activity across the group, not only at a corporate level as you will read about our most recent acquisitions and a record month for Newable Ventures, but also on a social level as Newable Trotters

are reunited and our teams take part in volunteering days to support the environment.

As we hopefully see the government guidance on working from home change, I hope to see many of you in the office(s) in the summer months and beyond. Over the past 16 months, I have personally been very grateful for our digital capabilities and how connected we have remained during the numerous lockdowns. However, I have certainly missed the social interactions and creativity that being in an office environment allows and I look forward to spending a little more time at our various offices and seeing some familiar, friendly faces once more.

I look forward to seeing you soon.

With best wishes,
Chris Manson



Contents

NEWABLE EXPANSION	4
Newable acquires two new businesses	
RACE AT WORK CHARTER	6
Championing diversity	
TRUSTPILOT	8
The customer is always right	
NEWABLE'S STALWARTS	10
Celebrating our long-standing colleagues!	
NEWABLE VENTURES	12
Our Angel Network completes record level of investments	
ENVIRONMENT COMMITTEE	14
Our first 'green' volunteering day!	
SMALL BUSINESS CONFIDENCE INDEX	16
Surveying our customers' confidence	
PROFESSIONAL DEVELOPMENT	18
Annual training budget for all	
HEALTH AND WELLBEING	20
Ready, set, go! The re-launch of Newable Trotters	
VOLUNTEERING	22
Newable's secret volunteer vaccinator	
NEWABLE FINANCE	24
Funding solutions for all	
EXECUTIVE INTERVIEW	26
Question time with Ciara Fitzgerald	
NEWFLEX	28
Do we have to be hybrid workers to do hybrid work?	
ESG STRATEGY	30
Our commitment to ESG	

NEWABLE EXPANSION

Newable acquires two new businesses

The pandemic has been a major economic shock, with many businesses being disrupted, forced to close and even going out of business entirely. And as a service provider to small and medium sized businesses, Newable were able to see the effects first-hand. But we have also seized opportunities.

We were quick to pivot our services where necessary to provide the support and tools businesses needed to survive the pandemic. We expanded to include business resilience programmes within our advice team, to help businesses and micro-businesses. Newable Lending repositioned as a brokerage to Newable

Finance, quickly adding government schemes such as CBILS to their offering, to help UK businesses stabilise. And we created our very first Covid-safe workspaces through NewFlex. We are also delighted to have been able to continue to expand our offering by securing new partnerships.



Propelling growth

Continuing with our expansion, Newable Capital completed a strategic investment in South London-based London Fire Solutions (LFS), a UK market-leader in passive fire protection.

Founded in 2011, LFS supplies passive fire protection products and services to the construction industry in both the private and public sectors across London and the South East. Established to protect lives, the same motivation and ethos remains at the heart of the company today.

Despite the impact of COVID-19, LFS has experienced considerable growth in the last two years and is now preparing, with Newable Capital's support, to move to a substantially larger manufacturing site to respond to growing demand from its clients. The move will enable LFS to invest in new cutting-edge machinery and significantly improve its production processes to better serve its clients.

Since its inception, LFS has amassed a range of industry-leading certifications and accreditations which include but are not limited to: CHAS, Constructionline, Certass, SafeContractor and Firefly Installer.

With this long-term investment, Newable Capital hope to help propel the company through its next phase of growth.

“ LFS recently celebrated our 10-year anniversary and although it's been hard work, we are very proud of the company we have become. In Newable Capital, we are delighted to have found a partner who shares similar values to ourselves, as well as the drive and enthusiasm to support LFS through the next chapter in our story and in our move to the new factory. We look forward to working with them to realise the potential of the business and continue to deliver high quality products and services that protect the lives of people around the UK.”

JIM HANNON, MANAGING DIRECTOR, LONDON FIRE SOLUTIONS

“ There is clear synergy with Winning Pitch in terms of our shared people-led values and our objective of supporting the businesses at the heart of the economy to drive and empower growth. Through complementary skillsets, geographical reach and business networks, we look forward to supporting ambitious SMEs in new regions.”

CHRIS MANSON, CEO

WINNING Pitch

Giving the right advice

In January, we were delighted to announce the acquisition of Manchester based advisory company Winning Pitch. Founded by John Leach in 2005, Winning Pitch has a turnover of circa £5m and is a leading advisory and entrepreneurial coaching firm, bringing proven insights and powerful solutions to help businesses across the north of England and Wales to scale and to build value.

With over 30 years' experience, Winning Pitch has supported over 16,500 businesses and created over 28,000 jobs, with a particular

focus on designing, delivering and managing complex high value business growth contracts on behalf of local and central government.

This includes key work on behalf of Lancashire County Council, West Yorkshire Combined Authority and the Welsh Government for large scale transformational projects

We hope to facilitate significant growth with this partnership, combining Winning Pitch's public-sector driven expertise in the north with Newable's enviable track record which includes supporting over 43,000 businesses every year.

Championing diversity

Newable strives to be a diverse and inclusive organisation, which proactively works to create a positive impact on our staff, on our clients and on our local communities.

We aim to be recognised as one of the UK's best employers, through our advocacy for equality, diversity and inclusion, and through our initiatives to attract, reward, inspire and train our people.

Race at Work Charter

To deliver on our ambition, we've signed up to the The Race at Work Charter and joined over 600 other employer signatories to try to improve outcomes for Black, Asian and ethnic minority employees.

The Race at Work Charter was launched by Business in the Community (BITC) in late 2018, with the aim of tackling ethnic disparities in the workplace.

Signing the Charter means taking practical steps to ensure Newable is tackling barriers that ethnic minority people face in recruitment and progression and that the organisation is representative of communities, customers, clients and British society today.

Our Commitment

By signing the Charter, the Group Board has made a public commitment to being an inclusive and responsible employer, building on Newable's work so far.

Newable has pledged to take the following five key actions:

- 1 Appointing Chris Manson, Newable's CEO, as the Executive Sponsor for race.**
- 2 Capturing data and publicising progress.**
- 3 Ensuring zero tolerance of harassment and bullying.**
- 4 Making equality in the workplace the responsibility of all leaders and managers.**
- 5 Taking action that supports ethnic minority career progression.**

This builds on work undertaken by Newable over the past several years to drive change and improve representation of ethnic minority groups throughout the company. This includes the 'Rooney Rule' which was first implemented in April 2018. The initiative aims to help increase the number of BAME and female candidates securing roles at Newable.

The HR team ensures the 'Rooney Rule' is implemented correctly by checking that the line manager interviews at least one BAME and one female candidate for any externally advertised vacancy. If the interview shortlist of any given role comprises of only female candidates, managers will be required to shortlist and interview at least one male candidate and vice versa.

Recruitment statistics continue to show we are attracting a higher percentage of BAME candidates – 37% of the job vacancies in 2019 compared to 24% in 2018. Newable's BAME proportion rate has increased from 19% to 21% at the end of 2019. We hope we our commitments to the Race at Work charter further helps increase diversity at Newable.

The customer is always right

As the old adage goes, the customer is always right. Whilst sometimes, this can be a bit of a headache, when it comes to customer reviews, we're thrilled that customers are always right. That's because since implementing Trustpilot, we have achieved a rating of 'Excellent' with an average star rating of 4.8 stars!

Which is why we are now able to share how the amazing services provided by our staff has been received - in the words of our customers. These have all been published in the past year on Newable's official Trustpilot page.

“ Having been introduced to Gareth by a close business associate I already had confidence. But honestly, he has been nothing short of phenomenal. He doesn't know the meaning of 9 to 5 and walked me through the whole process and the speed in which he acted ensured I secured a property over other interested parties. A star from me.”

“ We have worked with Stephen for roughly 8 years now and he's fantastic! Stephen knows our business inside-out and has never failed to deliver competitive finance solutions with minimal effort from us. He's always there to there to walk us through what's required and make it easy.”

“ We would highly recommend Stephen and Adrian at Newable.co.uk, they took on a request from us that no other financial company/bank could deal with. They were approachable yet professional, organised, experienced and understood the market and how this met our financial needs. We can't thank them enough and will definitely be using them again.”

“ I was put in touch with Chris and Newable by a colleague who had successfully raised finance with Newable and I'm really glad that he did as Chris was excellent. From start to finish the process was easy and simple. Chris communicated at all times. I think it took less than 1 week to secure my funding. Top stuff.”



“ Excellent service provided by Rhys through Newable and was very engaging throughout the process and always seeking to achieve the best outcome.”

“ Jack is highly experienced in his field and found him to be very client-focused which are great qualities to have. I look forward to working with him on future projects!”

NEWABLE'S STALWARTS

Celebrating our long-standing colleagues!

We've been around now for almost four decades, and in that time, we have seen many incredible employees join the company, develop the company and sadly leave us for new roles. However, we have also had many fantastic employees who we have been lucky enough to keep at Newable. In this edition, we'd like to celebrate some of these people.

At Newable, we are passionate about the culture we foster in our workplaces and ensuring we offer substantial benefits and opportunities for our employees. Employee satisfaction has been at the forefront of many of the internal initiatives we have launched and we hope that these amazing long-term employees are testament to that. We have asked some of those staff to share some of their experience of working at Newable Group with us.

Gavin Holland

A familiar face to many and often jokingly described as the face of Newable, Gavin Holland has been working at Newable for over twenty years and has witnessed many business changes first hand.

He shares a one of his earliest memories that really highlights the decade:

"I remember walking to work in the middle of summer one morning reading the newspaper, then discovered I was walking on a pavement full of snow. Thankfully it wasn't a 2021 weather forecast(!), but the filming of Bridget Jones's diary."

A jack of all trades and wearer of many hats, Gavin has had a variety of roles within

Newable. We asked him what the key to his success was to which he replied:

"I have had many keys over the years, in fact most are still in my locker! Hopefully, I still make a difference after 21 years and continue to do so, if I have a secret to share, it would be to try and be happy in what you do, always."



Carla Moores

Although Winning Pitch has only recently joined the Newable family, the business has been operating for over 30 years. Carla Moores has been working at Winning Pitch for over a decade now as an Administration Manager, we asked her how much the company has changed in that time:

"Winning Pitch has changed massively. When I joined there was around 20 of us working in the business, this grew to almost 200, which meant us opening offices in Leeds and Gateshead as well as the existing ones in Wales & Liverpool."

"We re-located our head office to Exchange Quay which we later had to expand into a bigger office space. So far, I've assisted with 5 offices moves and met lots of new colleagues & more importantly friends along my journey."

Workplace culture is a very important aspect of any business and makes or breaks the experience of working at an office. We asked Carla what she enjoys the most about working at Winning Pitch:

"I like the variety of my role. Looking after all our external associates & making sure the CRM database is constantly evolving to make everyone's job easier is my biggest 'day job'."

The people I interact with on a daily basis are all great and make the days fly by. There are no two days the same and that is something I absolutely love!"



Annie Fishlock

Citibase has been a part of the NewFlex offering for several years now and have been around for almost 30 years with over 330 business centres nationwide. Annie Fishlock has recently celebrated 20 years' service at Citibase, she explains:

"My role over the years has changed, I originally worked part time and then I moved to full time. My roles have been to meet and greet all visitors to the Centre, organise meeting rooms, order lunches, operate the switchboard at reception, deliver post, frank post, use Facman and helping with the running of the Centre."

Annie explains one of the main reasons for her long service at Citibase is the people: *"I like my NewFlex colleagues and managers who are always helpful, I have a lot of communication with my team, we have a really good rapport. I have worked with good teams throughout the years otherwise I would not have stayed."*

Having spent a good portion of her career at Citibase, we asked Annie where she sees herself in the future: *"I will be enjoying a long, happy and healthy retirement!"*



Our Angel Network completes record level of investments

The month of March proved to be a successful one for Newable Ventures, which deployed circa £2m in six companies to round off a busy financial year. The month also saw the group secure £10m from British Business Investment's Regional Angel Programme.

“Such strong levels of participation in the early stage investment market bodes well for the Fund and angel network moving forward.”

SANJEEV GORDHAN, NEWABLE VENTURES DIRECTOR



Closing these six deals in March saw a “record level” of angel participation according to Newable Ventures Director, Sanjeev Gordhan.

Avantika Gupta, Associate Investment Director at Newable Ventures, adds:

“These six deals are a perfect demonstration of the Newable Ventures’ investment philosophy.”

“What really excites us is that we have provided investors exposure to a wide variety of emerging technological trends that had been developing before the COVID-19 pandemic, but have since seen widespread uptake in their respective sectors. From using AI and machine learning to create new tools to identify and fight against disease, to LIDAR sensors providing commodity companies real time data on their green house gas emissions, we feel that these investments are at the forefront of the 4th industrial revolution.”

“We are delighted to have invested in these six incredible founders, and look forward to working with each of them in growing their businesses over the coming months.”



Bristol-based QLM is revolutionising how Green House Gas emissions are monitored by Oil and Gas companies by developing high-sensitivity, low-power and highly accurate Tuneable Diode Lidar (TDLidar) gas detection and imaging systems. The company has secured £3m in equity funding to allow them to complete commercial development of their products.



Newable Ventures has also followed its previous investment into NuVision. This year's £1.6m fundraise was executed in partnership with Mercia Investments. It provides further support to the Nottingham University spin out which manufactures Omnigen, a wound dressing and grafting material, that enhances wound healing after ophthalmic injury.



RobinAI was set up by Richard Robinson in 2019. The company automates the process of preparing legal contracts for financial service firms. Robin AI's technology compares favourably with traditional legal services when automating simple contracts such as NDAs, and frees up a lawyer's time to focus on higher value activities.



Another South West-based company to secure investment from Newable Ventures was Zentraxa, a Bristol-based biomaterials company specialising in hard-to-manufacture peptide-based materials. The company is developing novel adhesive compounds using their proprietary platform.



Using next generation DNA sequencing and novel machine learning, GenomeKey diagnoses bacterial presence, species and antimicrobial resistance in a matter of hours. Compared with the normal week-long identification of antimicrobial resistance, GenomeKey's technology has the potential to save lives, money, and antibiotics.



Distil was set up by Gerry McNicol in 2018. The company helps SMEs who have a growing digital presence, re-engage existing customers by personalising communications. The company has developed a scalable SaaS solution for their customer base, and this fundraise will enable scale-up through sales and marketing activities.

Our first 'green' volunteering day!

At Newable, we believe it is our responsibility to take care of the environment and ensure as a business, our impact on the environment is as minimal as possible. We are also committed to helping build a sustainable economy and one way we do that is by taking care of the community around us.

We believe that community engagement in mitigating environmental impacts is essential and so we are empowering our staff to do just that. Newable's Environmental Committee exists to ensure we are able to deliver on our commitments and pledges.

Made up of colleagues, the committee also aims to address climate change for our clients, our company and the world we live in. Saving the earth, one park at a time, The Environmental Committee recently organised their first company-wide volunteering initiative or 'green day', where a number of our employees spent a day cleaning up and restoring the Dulwich Upper Wood Local Nature Reserve (TCV).

The TCV is a Green Flag Award winning Local Nature Reserve & ancient woodland in Crystal Palace, London. The reserve is managed by Urban Ecology as a local nature reserve, educational facility, research area and a place of recreation, with grant aid from the London Borough of Southwark.

The Environmental Committee liked the idea of being able to support environmental conservation in the local community and the location was well located for many team members to engage.

Newable employees volunteered on the day, undertaking a range of activities, from planting trees and wild flower meadows, to building stiles, clearing footpaths or creating new food growing projects.

The volunteering day also served as a way for colleagues to get to know each other outside of the office environment. By the end of the day, the team had cleared ivy, rebuilt fences around a specific area of Upper Dulwich Wood and left feeling very accomplished.

The Environmental Committee hopes to be able to start offering corporate volunteering opportunities on a quarterly basis and adding in Green volunteer days as a part of that.

A photograph showing three people in a wooded area. A woman in a grey quilted jacket and blue pants is pointing towards a plant. A man in a dark blue hoodie and dark pants is standing next to her, looking towards the camera. Another person is partially visible in the background. They appear to be engaged in a conservation activity.

“Newable’s volunteering work at Dulwich Upper Wood has made a big difference to our conservation efforts at the site! The team played a key role in helping to protect a valuable part of the woodland area. Their fantastic work was the start of a long-term project to increase wildflower space in the woodland and improve biodiversity. As a result, this will provide an important habitat for wildlife and attract more insects, butterflies and birds to the area.”

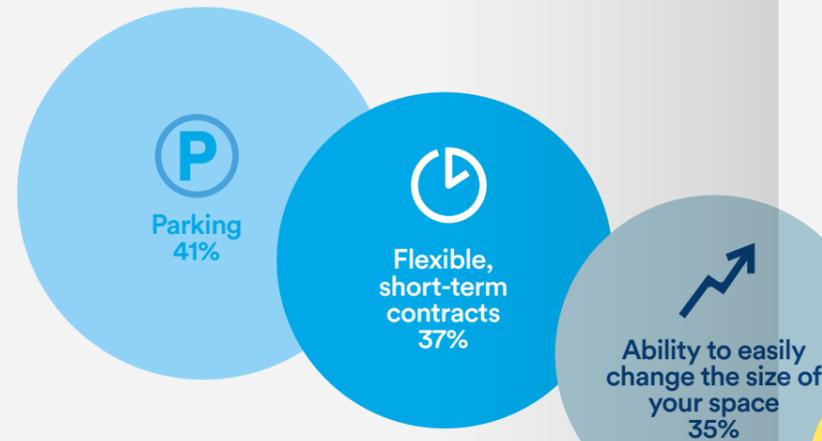
MICHAEL WILLIAMS, TCV PROJECT OFFICER

“It was a fun day out, especially getting to meet some great people outside of my department. We spent the day clearing large areas of ivy from Dulwich Wood to provide room for other plants to grow and flourish. I would definitely spend another volunteering day out again – it felt good doing something for the community whilst getting to see some new faces.”

DANIEL JONES, INVESTMENT ASSOCIATE, NEWABLE VENTURES

Surveying our customers' confidence

At Newable, we are committed to supporting UK businesses, helping them to grow and thrive. To do this, we need to understand the current challenges (and opportunities) SMEs are facing. Every 6 months, we survey over 1000 UK SMEs to fully understand how current social, economic and political factors alter the landscape in which our customers operate.



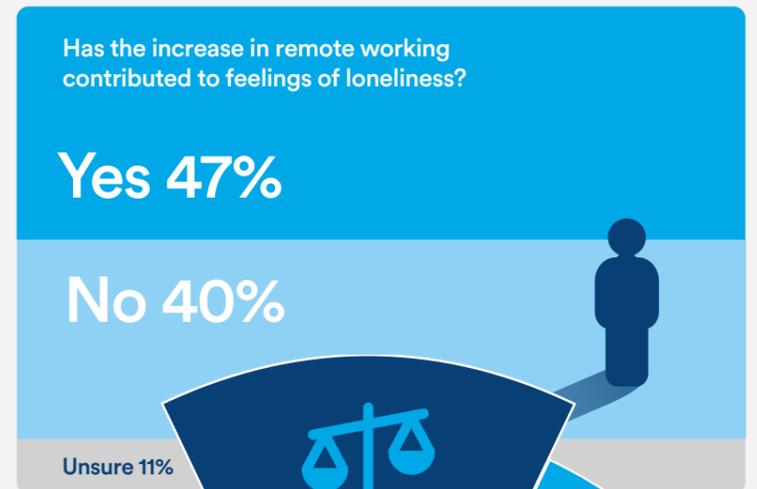
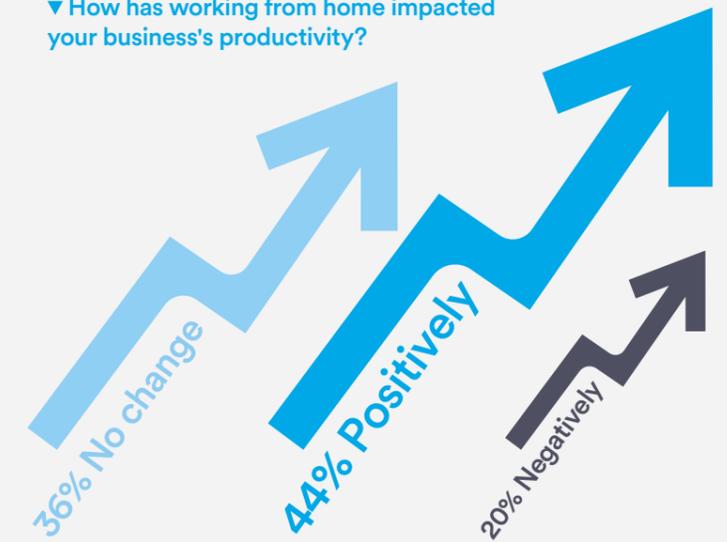
“There is no doubt that U.K. SMEs crave flexibility and agility – and whilst we have been seeing this for years, it has been accelerated by COVID-19 as we see a faster and more wide-spread shift to hybrid working styles. SMEs do not want to be tied down to inflexible 10, 20 year leases, leaving them exposed to financial risks in times of uncertainty”.

CHRIS MANSON, CEO OF NEWABLE

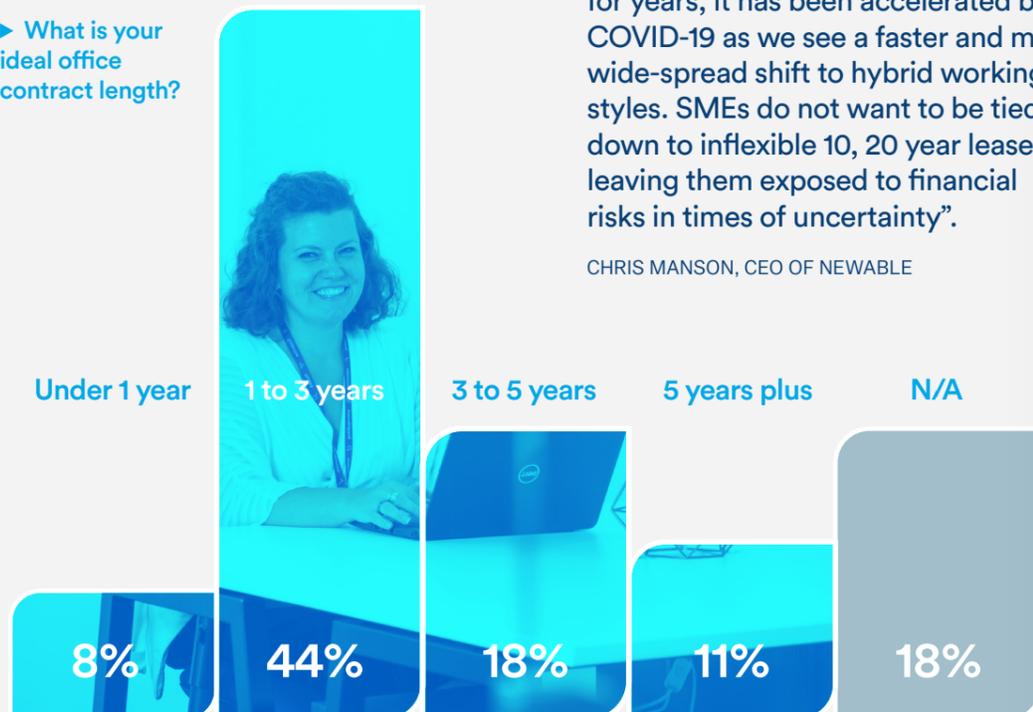
“It is interesting to see that despite positive home working experiences, SMEs still see the importance of an office to nurture innovation, collaboration and creativity. At Newable, we have been helping small businesses set up a hybrid working model for their employees by rolling out suburban work hubs. We expect to see central and conventional office portfolios shrink as space is repurposed for team collaboration. Interestingly, while many amenities in flexible offices to date have included things like bars and yoga spaces, operators may be able to capitalise on the market and increase staff retention by including child care facilities in future.”

CHRIS MANSON, CEO OF NEWABLE

▼ How has working from home impacted your business's productivity?



► What is your ideal office contract length?



▼ Which of these are most important to you when considering an office?



▲ Do you feel as though your current office space is COVID-19 secure?

► If your company opened a smaller office closer to home, would you be more likely to want to work in an office environment?



► What is the next big challenge for your business?



Annual training budget for all

At Newable, we believe that training isn't just important to any company, it is vital. We understand that a changing world means that professional development will need to be constantly pursued and prioritised, which is why we have been offering a training and development budget to all staff since 2017.

This training program enables staff at Newable to strengthen their skills or gain new skills, allowing staff to gain confidence in their role and take on new challenges. This programme has been positively received by staff with over 180 staff members using their budget for courses and training sessions since 2018.

The training budget is available to all members of staff with an allowance of £500 per person. The budget is also not limited to traditional courses, with some employees taking advantage of this benefit to purchase books and equipment that heighten their proficiency in their role.

HR and Training Coordinator, Tyshack Lee, explains the importance of this initiative:

"Whilst our training programmes are robust, it is impossible to tackle each and every personal skills gap or training need head first. This process puts development back into the hands of the employees, allowing them to identify their own skills gaps and improve on any given area of their choice. This process has a direct positive impact on company KPIs and levels of employee engagement across the organisation."

“The introduction of the £500 per financial year training budget per employee has been instrumental in driving Continuous Professional Development within the organisation. We hope many Newable employees take advantage of this budget and continue to develop their skills through professional training.”

TYSHACK LEE, HR AND TRAINING COORDINATOR

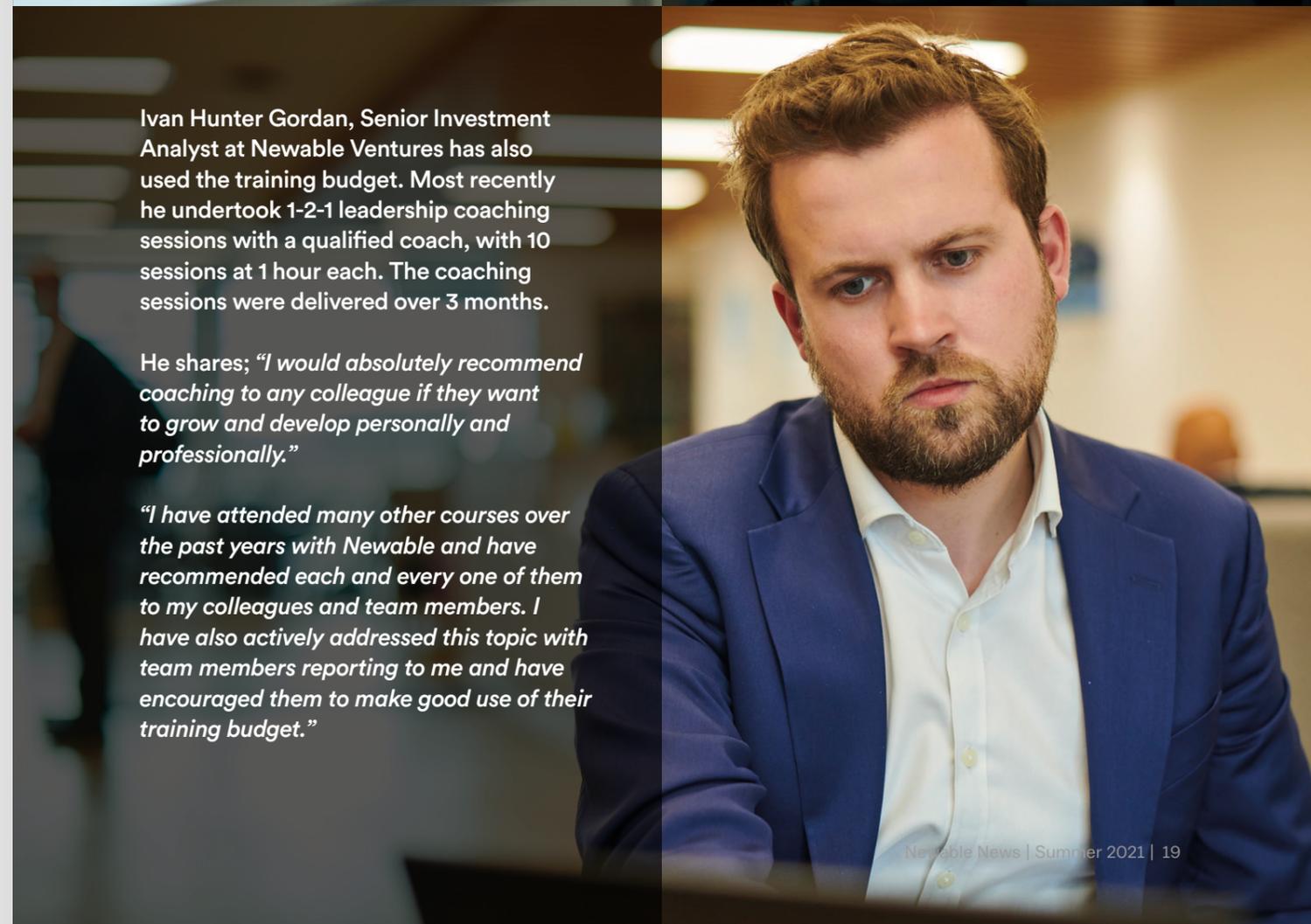


Utilising the training budget

Natasha Boumediene, Marketing Manager at Newable recently used the budget on the Chartered Institute of Marketing course, 'Managing Marketing Projects and People'.

"The training budget is an amazing benefit offered by Newable to all employees, one which is not offered by many companies. I am passionate about personal development and this is a fantastic way of doing so."

"I have learned a wide range of skills, from managing, motivating and engaging people, to techniques and tools related to project management, which ensure everyone works effectively to achieve the objectives concerned."



Ivan Hunter Gordan, Senior Investment Analyst at Newable Ventures has also used the training budget. Most recently he undertook 1-2-1 leadership coaching sessions with a qualified coach, with 10 sessions at 1 hour each. The coaching sessions were delivered over 3 months.

He shares; *"I would absolutely recommend coaching to any colleague if they want to grow and develop personally and professionally."*

"I have attended many other courses over the past years with Newable and have recommended each and every one of them to my colleagues and team members. I have also actively addressed this topic with team members reporting to me and have encouraged them to make good use of their training budget."

Ready, set, go! The re-launch of Newable Trotters

Newable is home to many running enthusiasts which spurred the natural formation of a running club! Originally created by a few staff members; Morgan Pierstoff, Sandra Steinhauer and Chloe Kuder who met in late 2019 at the Newable Aldersgate office. It did not take long before they realised that they all had a passion for running and decided to meet up after working hours, twice a week, to hit the Thames paths for a few kilometres.

A few weeks later, the group saw more avid runners join with many seeing it as a good opportunity to get to know other Newable employees whilst staying fit; thus the birth of the Newable Trotters!

The pandemic unfortunately brought an abrupt pause to these jolly meet-ups, but with restrictions easing recently the club was able to reunite and plan jogs once again.

With the main goal of having a fun time while being active, the club is very inclusive and caters for all levels of running to encourage as many staff members to join regardless of their level of fitness!

A challenge with a cause

To commemorate the re-launch of the Newable Trotters, the club decided to start off with a month-long challenge inviting members to set a goal to reach a total of 600 minutes of physical activity throughout the month of May.

Whether it be running, cycling, swimming, walking, yoga or workouts, this challenge encouraged continued efforts to stay active.

The challenge was coupled with the support for Women in Sport; a charity on a mission to achieve equal opportunities for women and girls in sport. There are over 700,000 more inactive women than men in England with nearly 60% of girls not meeting recommended exercise guidelines of 150 minutes of exercise a week.

The low participation in sports rates among women and girls (compared to men) is due to practical, personal and social and cultural barriers. Women in Sport is working to bring these barriers down and open the world of sports opportunities to all.

With each Newable Trotter member invited to donate £10 to join the challenge, the club were able to raise almost £500 by the end of May which Newable will be will match, raising a total of £1000.

WOMEN
N
SPORT



Newable's secret volunteer vaccinator

COVID-19 has been the single greatest public health emergency in the history of the NHS. The response of those who came forward to help out continues to play a major role throughout the pandemic. This includes our very own Rob Lewtas, the Newable Trade team's Strategic Partner Manager.

Robert registered as a Community Responder at the beginning of the first lockdown, initially tasked with helping people shielding to do their shopping and collecting prescriptions. Robert was then contacted to see if he wanted to be involved in the NHS Vaccination Programme.

Despite no previous formal volunteering experience, Robert felt that if there was anything he could do to help slow down infections and speed up recovery he would.

Vaccination training

Before being let loose on the public, Robert had to go through around 40 hours of NHS online training and 17 tests followed by a day's on-site assessment sticking needles in rubber arms and the managing physical handling of the vaccine products.

After all the accreditation, references and DBS checks, Robert was finally allocated to the vaccination centres in Kent where he has been administering the vaccine alongside the proper healthcare professionals and military medics.

With a typical session between 4-8 hours long, Robert commented "it feels like an incredibly well organised conveyor belt of people coming through".

"The NHS staff are doing a truly incredible job with individuals working well outside normal hours for no extra pay and performing intense, complex roles that wouldn't have even been in their remit just 6 weeks ago. The 'machine' wouldn't work without volunteers providing vital support starting from the welcome from the Marshalls in the car park to the people offering transport to get people safely home."

Volunteering hours

Having a positive social impact is at the core of everything we do. It's part of who we are and drives what we do, both with our customers and with our employees. Which is why we actively support staff who wish to do volunteering work within the community or for charitable institutions.

Many of our staff are active and enthusiastic fundraisers, and the company is happy to encourage and support their activity by matching funds raised by an employee in a voluntary capacity up to a maximum donation per employee of £500.

Newable's volunteering hours initiative encouraged Robert to volunteer and he has since administered 4000 vaccinations.



“ When this opportunity came along, it seemed like it could be an option to take advantage of the volunteering programme. My work at the vaccination centre would have been impossible to do without the support of Newable and the volunteering initiative so big thanks to all.”

ROB LEWTAS, STRATEGIC PARTNER MANAGER, TRADE

Funding solutions for all

Launched in July 2020, Newable Finance has grown in leaps and bounds and continues its expansion with its aim to support businesses across the UK.

The fast-growing team of finance specialists and brokers fills a gap in the market between large corporate advisory firms and smaller, local brokers.

Providing a bespoke service for SMEs, Newable Finance offer a wide variety of funding solutions to help businesses secure the finance they need to thrive.

With over 40 brokers who specialise on particular product areas across the UK, Newable Finance work with an extensive panel of lenders across the nation to deliver brokered finance solutions at a personal, regional level.

The teams are split regionally with three main hubs in Cardiff, Manchester and London. Each one of our regional teams has a specific offering and expertise to help businesses in their local area.

Support throughout the pandemic

With the pandemic affecting many businesses and cashflow issues quickly becoming an issue for many small and medium sized businesses across the nation, Newable Finance were quick to pivot their offering to include government backed schemes such as the Coronavirus Business Interruption Loan



Scheme (CBILS) to help SMEs across the UK to stabilise.

One of the first accredited suppliers of CBILS, Newable Finance was able to secure 59 loans at a total of £14 million.

Newable Finance continue to support businesses with funding with other pandemic related schemes such as the recently introduced Recovery Loan Scheme.

The Northern team

The Northern Office which is managed by Head of Regional Broking, Leanne Dawson, aims to provide a bespoke service for SMEs and property-backed businesses that are typically looking to borrow up to £20m.

Among other areas, the brokerage supports owner-occupied trading businesses with commercial mortgages for SMEs, asset finance, invoice finance, and unsecured business loans in the North and Midlands.



The Wales & South West team

This brokerage aims to meet a growing need for property investors, developers and SMEs to access specialist funding and advice as they reposition and restructure for growth in 2021.

Headed up by Terry Wolfendale, the team works in partnership with a broad range of intermediaries such as accountants, IFAs and brokers across the South West and South Wales regions who are looking to expand their service offering, create new income opportunities and retain clients.

Nationwide Reach



The London team

Newable Finance London is a commercial finance brokerage that works to fulfil Newable's aim of helping SME's in the UK to thrive.

Headed up by Brian Love, the team have a wealth of banking and broking experience which they leverage to ensure they help customers source the right funding to help them achieve their goals.

Manchester ●

Cardiff ●

London ●

Question time with Ciara Fitzgerald

As part of our new series to get to know the Newable team better, meet Ciara Fitzgerald; Head of Innovation & Business Advice. The Innovation team has seen huge growth in both their offering and workforce during the pandemic, making it one of the fastest growing teams at Newable.

Where is your favourite place and why?

In 2019 I had the pleasure of travelling to New Zealand for a friend's wedding. While I spent time on both North and South Islands, the South Island really captured my heart. It has beautiful landscape, culture, people. I got to take on some challenging hikes, Franz Josef Glacier and Queenstown being the highlight.

Who is the person who has most influenced you?

My uncle. He gave me the opportunity to work in a consultancy where my love for supporting businesses to succeed grew. He was a great mentor as I started my career in Management Consultancy. This in turn opened up many doors and future opportunities for me.

Who would you swap your life with for a day?

The Duchess of Cambridge, I would love to get an insight into life as a Royal.

What do you watch on Netflix?

I do love a good sports documentary – last one I watched was Formula 1 Drive to Survive

Which 7 people would you have for dinner?

The guests I have selected have accomplished a great deal in their own fields. For me they showcase ambition, determination, success, failures and great leadership.

Roy Keane (football, his wit and he is from Cork)

Ronan O'Gara (rugby, great analyst, also from Cork)

Michael D Higgins (President of Ireland, for his knowledge and storytelling)

Tommy Tiernan (for the laughs and storytelling)

Ed Sheeran (for entertainment),

Michelle Obama (inspirational)

Mary Robinson (First female President of Ireland – inspirational)

What are the 3 items that you always carry with you?

Phone, wallet, house keys!

What's the best advice anyone has ever given you?

Fail to prepare, prepare to fail!!

What do you love about working at Newable?

I love the friendly and supportive culture within Newable. I am part of a fantastic team which makes working at Newable very enjoyable. Also my passion is being able to deliver support programmes and initiatives that make a difference to SMEs and the fact that we at Newable can offer clients a range of services that help them to grow and succeed is a bonus.

What's next for the Innovation & Social Impact Team?

Over the last 18 months the Innovation & Social Impact Team has provided support to London SMEs to help them stabilise their business and recover from the pandemic. Looking forward, the team continues to grow in size as we deliver a range of support programmes on behalf of Innovate UK EDGE, London Business Hub and JP Morgan. It really is an exciting time as we continue to add value to the businesses we support and generate many impacts.

“ My passion is being able to deliver support programmes and initiatives that make a difference to SMEs, and the fact that we at Newable can offer clients a range of services that help them to grow and succeed is a huge bonus.”



Do we have to be hybrid workers to do hybrid work?

As work is changing perhaps forever thanks to COVID-19, do we all have to become hybrid workers? Haven't small business owner-managers always been hybrid workers? Recently, Steve Jude, CEO of NewFlex along with other thought leaders shared their thoughts on hybrid working with Forbes.

According to Microsoft's report 'The Next Great Disruption is Hybrid Work - Are We Ready?', 71% of U.K. workers want flexible work options to stay in a post-COVID-19 working landscape. Additionally, more than a third (37%) are likely to move to a new location in the next year because they can work remotely.

Satya Nadella, CEO at Microsoft, stated: "Over the past year, no area has undergone more rapid transformation than the way we work. Employee expectations are changing, and we will need to define productivity much more broadly — inclusive of collaboration, learning, and wellbeing to drive career advancement for every worker, including frontline and knowledge workers, as well as for new graduates and those who are in the workforce today. All this needs to be done with flexibility in when, where, and how people work."

From corporates to the smallest freelance enterprise, how we work has been changing



for decades, but the pandemic has clearly accelerated this change. As small business owners look to the future, how they organise their workforces and, indeed, their own working week, means a cultural shift is taking place paying close attention to wellbeing, mental health and striving for a good work/life balance is now more paramount than at any other time.

New ways to work

How businesses of all sizes will organise their workforces is still in a state of flux. Says Jonas Prising, Chief Executive and Chairman,

ManpowerGroup: "Looking forward the data tells us that most business leaders are planning to bring their people back to the workplace most of the time (51%), 36% will offer a hybrid blend, 5% will offer flexible shift patterns and just 4% will shift to full remote work. We are now beginning to see what some of those plans will look like. Skilled tech and knowledge-workers will be able to enjoy more of the kind of freedom and flexibility that used to be available only to freelancers and creatives, the ability to work when and where they want to a greater degree than before."

“Many small business owners housed in our flexible office hubs have been hybrid working for years. This is why our business model has always been based around short term and flexible contracts which allow small business to scale up or down as required. Even pre-pandemic, many small businesses do not want the risk of 10, 20-year office leases so a flexible working style has always been the preference both in terms of lifestyle and from a financial and risk perspective.”

STEVE JUDE, CEO OF NEWFLEX

Business transformation

The future of small business is to take a measured approach to hybrid working. One size does not fit all in their scenario. Workers want flexibility and crave a physical connection for at least some of the time with their colleagues.

Here the small business community can lead. Being agile and innovating at speed, smaller enterprises will define what a hybrid business and a hybrid worker is as we move into a post-COVID-19 world.



Our commitment to ESG

Our mission at Newable is to make sustainable profits by helping other businesses to thrive. We are committed to acting responsibly, not only in the way we engage with our clients, but also in supporting our employees, managing our impact on the environment, contributing to the communities in which we work and ensuring we conduct ourselves fairly.

ESG strategy

Newable is committed to effective Environmental, Social and Corporate Governance (ESG) in support of its own efforts to deliver inclusive and sustainable growth and as the means by which it can positively influence others to participate in the opportunities, and share in the benefits, of acting responsibly. Our goals are both ambitious and realistic, and we are confident that we have the energy and the resources as well as the support of our advisers, partners and clients to deliver meaningful change.

Which is why we have created a robust, clear and concise ESG strategy to outline our commitments and how we plan on delivering on them.

Within each area, we've outlined clear objectives which aim to focus our efforts and which ensure that we are able to maximise our impact by focusing on the key areas where we can engage and influence our stakeholders.

Our objectives are thought through, aligned to our company values, and aligned to the UN Global Goals, so we can best position our

skills and experience to work towards building prosperity for all. We believe we are strongly placed to deliver real change both within our organisation but also within the thousands of businesses we work with each year, therefore amplifying our positive impact.

We have a clear roadmap ahead of us, and a lot of work to do. We look forward to delivering on our commitments to support prosperity for all.



Newable

#Bringyourdogtoworkday

June saw our first Bring Your Dog to Work day.

As well as raising funds for a great cause, Bring Your Dog To Work Day gave a boost of happiness to Newable employees as they got to work alongside their best friends for the day.

In fact, seeing the positive benefits for employee productivity, wellbeing and morale; Newable hope to hold these on an annual basis!

Here's Dylan who, with Coco and Freddie, brightened our day.

