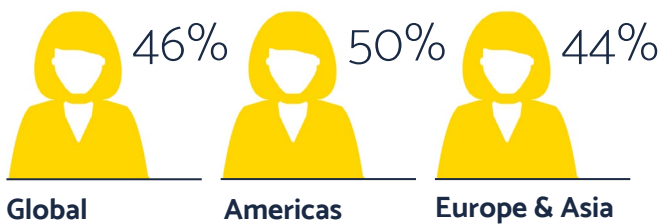


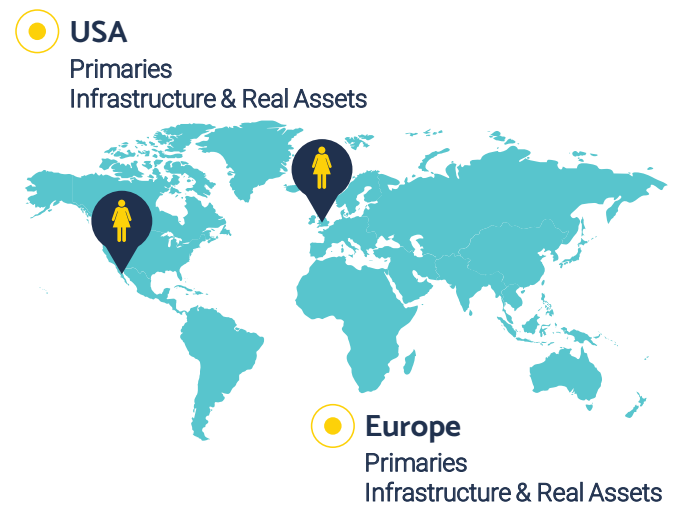
Our Commitment to Diversity and Opportunities

We recognize that our best results are achieved when deep industry expertise is met with diverse insights. We are fully committed to progressing opportunities for all our staff and to optimizing diversity within our firm. We are happy to share with our stakeholders some of our statistics and activities as of January 1st, 2017.

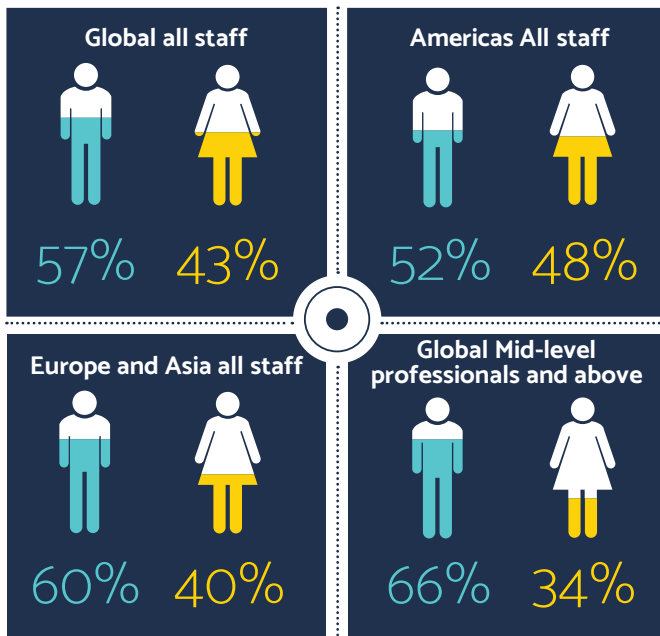
Leadership - Departments led by women



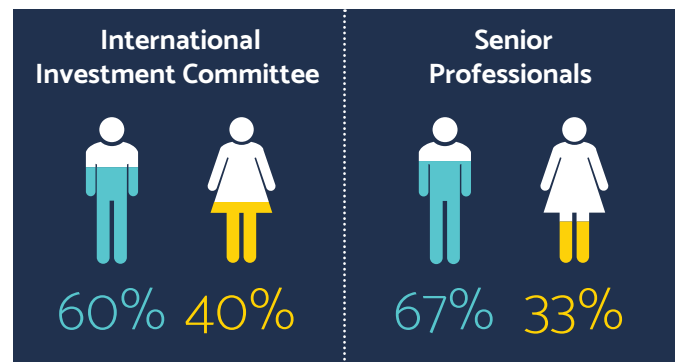
Investment Practices led by women



Gender balance across Pantheon



Global leadership across Pantheon



Helen Steers

Counting Every Woman 2017
Pantheon ranked 1st in gender diversity for Private Equity

Imogen Richards

Dow Jones Financial News - Top 100 Most Influential Women in European Finance 2016



Our Partnerships



Level 20 is a not for profit organization that has been formed and seeded by a group of 12 senior women active in private equity, representing GPs and LPs. Helen Steers, Partner and Head of Pantheon’s European Investment Team is a co-founder of Level 20. Its aim is to inspire women to join and succeed in the private equity industry and deliver greater representation for women at all levels of the industry. We believe that gender diversity at all, and in particular senior levels in the private equity industry, will lead to superior investment performance. Level 20 seeks to achieve its vision through a career mentoring program, a formalized network and a commitment to philanthropy.



Pantheon supports Sponsors for Educational Opportunity (SEO) in a variety of ways. We are recognized as a Private Equity Undergrad Partner and a Premier level sponsor of the annual SEO Alternative Investments Conference. Further, we are now in our fourth year of participating in SEO Career, the U.S’s premier summer internship and training program targeting talented, underrepresented college students of color. We have provided summer work placement opportunities for the past three years.

Pantheon advertises all open Investment and Marketing & Investor Relations roles in the U.S to SEO alumni who are invited to apply through a dedicated SEO portal.



The experience of a Pantheon summer internship is incredibly unique and beneficial, especially for young students pursuing a career in finance. I was able to receive undivided attention, a great amount of hands-on training, and my colleagues were able to take out time to make sure I understood the purpose behind each of my assignments.

Kobby Adu-Diawuo, Georgetown University



As a mentee of the inaugural Level 20 mentorship program I have had direct access to a senior woman in the industry to discuss her experiences in different companies, and also consult on strategy development and implementation, from which I have already been able to learn and apply. I find the program provides me with practical guidance on how to develop my role and career.

Imogen Richards - Principal, Pantheon



Diversity and Opportunities

September 2017

Our Relationships



Pantheon proudly supports a number of organizations focused on equitable access to education and opportunity. One example is Prep for Prep which has been developing leaders through access to superior education and life-changing opportunities since 1978. Prep identifies New York City's most promising students of color and prepares them for placement at independent schools. Once placed, Prep ensures their academic success and personal growth.

Pantheon maintains relationships with New York University and University of California at Berkeley. We partner with two organizations at each school which promote professional development with a focus on traditionally underrepresented groups.

Our Charitable Support

Pantheon continues with its global initiative to support charitable causes nominated and supported by its employees. As well as cash donations we encourage time giving which recently has included reading with local school children, helping with a Hospice's grand annual jumble sale and book-keeping for a small charity which finds homes for abandoned babies in Uganda. Our philanthropic program is overseen by our Charity Committee.

Our Diversity & Leadership Champions



Kevin Albert
Partner, New York



Susan Long McAndrews
Partner, San Francisco



Helen Steers
Partner, London

Our Diversity & Inclusion Working Group



Amanda McCrystal
Principal, London



Nathan Schray
Head of HR (US), New York



Yokasta Segura-Baez
Principal, New York



Kara Zanger
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