

## Pantheon Signs UK Government's Women in Finance Charter

- **Appoints new Global Head of HR**
- **Senior U.S. Representative appointed to Sponsors for Educational Opportunity's Limited Partner Advisory Council**



Pantheon is pleased to announce it has signed **HM Treasury's Women in Finance Charter**, furthering our public commitment to progressing gender diversity in private markets.

HMT's Women in Finance Charter asks signatory firms to commit to implement 4 key industry actions:

- Designate one member of our senior executive team to be responsible and accountable for gender diversity and inclusion;
- Set internal targets for gender diversity in our senior management;
- Publish progress annually against these targets in reports on our website;
- Have an intention to ensure the pay of senior executive team is linked to delivery against these internal targets on gender diversity.

In signing the Charter, Pantheon becomes one of the first private equity firms to do so. "Pantheon has a deep-rooted, multi-decade commitment to providing an inclusive, welcoming culture and to developing a workforce that is diversified by gender and ethnicity, which values diverse perspectives, and which reflects the people we serve," commented **Paul Ward, Managing Partner**.

"We are working hard to provide opportunities for our global team, and for those yet to join us who are seeking to build fulfilling careers in private markets asset management. We want Pantheon to embody what can be achieved when a firm embraces progressive values and we want to demonstrate how diverse insights benefit our clients and our daily activities."

Demonstrating his personal commitment, Paul Ward has become Pantheon's designated senior executive responsible and accountable for gender diversity and inclusion, for meeting our annual target and being assessed annually for delivery against those targets.

Pantheon is also announcing the appointment of **Dianne Remanous as Global Head of Human Resources**. Dianne joined the firm in September from Capital Dynamics where her experience included working across Private Equity, Clean Energy Infrastructure and Private Credit. Dianne has worked across various industry sectors including investment banking, management consulting, market research and law introducing performance management

structures, leadership development, cultural and engagement improvements and succession planning. Dianne holds an BA (Psychology) from the University of Queensland, MEd (Adult Workplace Education) from QUT and an Executive MBA from the Australian Graduate School of Management.

“Dianne possesses strong credentials that made her stand out to our Board. She brings multi-year HR expertise not only of private markets and fund-of-funds, but of financial services more generally, enabling us to tap into her broad spectrum of skills and best practice experience,” Paul Ward said.

Demonstrating our global reach and commitment, Pantheon has also announced that **Kara Zanger, Pantheon’s Head of Legal for the U.S.**, has been appointed to the **Sponsors for Educational Opportunity’s Limited Partner Advisory Council**. The SEO Limited Partner Advisory Council now has 37 members who have demonstrated their commitment to helping SEO increase diversity in the alternative investments sector. The SEO LPAC represents over \$1 trillion in assets.

Now into our sixth year of participating in [Sponsors for Educational Opportunity’s](#) Career program, the U.S.’s premier summer internship and training program targeting talented, under-represented college students of colour, through which we have provided summer work placement opportunities, we were thrilled to be joined in our San Francisco investment team earlier this year by a former intern and graduate of the SEO program.

*Ends.*

## Notes to Editors

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## About Pantheon

Pantheon Group\* (“Pantheon”) is a leading global private equity, infrastructure, real assets and debt fund investor that invests on behalf of over 520 investors, including public and private pension plans, insurance companies, endowments and foundations. Founded in 1982, Pantheon has developed an established reputation in primary, co-investment and secondary private asset solutions across all stages and geographies. Our investment solutions include customized separate account programs, regional primary fund programs, secondaries, co-investment, infrastructure, real assets and debt programs. Pantheon has four decades’ experience of investing in private markets, and has offered Private Equity solutions for the U.S. defined contribution and private wealth markets since 2014.

As at June 30<sup>th</sup>, 2018 Pantheon had \$42.3 billion assets under management\*\* and we currently have around 270 employees located across our offices in London, San Francisco, New York, Hong Kong, Seoul\*\*\*, Bogotá\*\*\* and Tokyo\*\*\*. Our employees include 82 investment professionals.

Pantheon is majority-owned by Affiliated Managers Group Inc. (“AMG”), alongside senior members of the Pantheon team. AMG is a NYSE-listed global asset management company with equity investments in leading boutique investment management firms. The ownership structure, with Pantheon management owning a meaningful share of the equity in the business, provides a framework for long-term succession and enables Pantheon management to continue to direct the firm’s day-to-day operations.

\* Pantheon Group refers to the subsidiaries and subsidiary undertakings of Pantheon Ventures Inc. and AMG Plymouth UK Holdings Limited and includes operating entities principally based in the US (San Francisco and New York), UK (London), Hong Kong and Guernsey. Pantheon Ventures Inc. and Pantheon Ventures (US) LP are registered as investment advisors with the U.S. Securities and Exchange Commission (“SEC”); Pantheon Securities, LLC. is a broker dealer registered with the SEC and is a member of the Financial Industry Regulatory Authority (“FINRA”). Pantheon Ventures (UK) LLP is authorised and regulated by the Financial Conduct Authority (“FCA”) in the United Kingdom. Pantheon Ventures (HK) LLP is regulated by the Securities and Futures Commission in Hong Kong. Pantheon Ventures (Guernsey) Ltd and a number of other Pantheon entities incorporated in Guernsey are regulated by the Guernsey Financial Services Commission.

\*\* This figure includes assets subject to discretionary or non-discretionary management, advice or those limited to a reporting function.

\*\*\* Please note that the Bogotá office is a representative office of Pantheon Ventures (US) LP (“PV US”), a Korean subsidiary of PV US has opened the office in Seoul, while our Tokyo office does not conduct regulated activities.

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