



EVORA





# Who are EVORA?

We are a passionate and talented team that shares a common set of values and wants to make a difference to stop the negative effects of climate change. We are here to positively impact nature loss and the social dimension of ESG.

We are a purpose-driven business determined to achieve our vision and our mission and to live by our values, which are: inclusion, client focus, innovation, and mastery.

## OUR PURPOSE

To accelerate the evolution of real estate sustainability to enhance the wellbeing of the planet and its people

## OUR MISSION

To establish sustainability and carbon as foundational factors for investment decisions

We are trusted long-term advisors in ESG advisory, strategy and software, and we specialise in the real asset investment market.

We have expertise in delivering sustainability programs across real estate, infrastructure and green finance sectors that deliver value to our clients at company, asset and portfolio level.



# This is what we do

We are experts in ESG: we offer expertise in ESG and Net Zero Strategy, Climate Resilience, Data Intelligence, Reporting, Social Wellbeing, Infrastructure and Green Finance.

We are a leading ESG advisory advising global real assets investors on their sustainability agenda and defining the right sustainability vision for our clients.

We are proud to be able to translate the complex into the simple and to support our clients during all steps of their journey towards a more sustainable future.

Our advisory services range from reporting to climate resilience and so much more.

You can find out more about our full range of services [here](#).

We believe technology is crucial to creating a sustainable world, which is why we developed our in-house ESG software platform, SIERA. Built by our very own tech experts, SIERA is an incredibly powerful software tool, totally niche to the real asset investment market.

SIERA's team are busy developing new features and functionalities that will take users ESG efforts to the next level. We consider ourselves to be 'disruptive innovators' leading transformational change through cutting-edge software combined with first-class advisory services.

SIERA helps our 100+ consultants to deliver amazing solutions to our clients and it helps our clients understand and reach their ESG goals. This is the essence of who we are.



# Where you can find us

London, Bolton & Birmingham, UK  
Hamburg, Frankfurt & Berlin, Germany  
Milan, Italy  
Iasi, Romania  
Bangalore, India  
New York City, North America



As well as at the office, we have adopted a hybrid working model

# Why join EVORA?

This is who we are: a big small company!

We are proud of our workplace culture, where we promote openness, inclusiveness, transparency and encourage everybody to have a voice. Our team are passionate about what they do and this creates an inspiring and collaborative environment to work in.

At EVORA we practice what we preach!

We have taken several steps to reduce our own operational environmental footprint and we have achieved the Planet Mark Certification for the 9th year running.



## Why choose advisory over in-house?

By joining our team, you will have the opportunity to work across many projects, clients and services with senior-level executives, gaining invaluable experience and having a strong impact solving the most pressing problem of our time. Our team has hundreds of years of experience between them and you will have the chance to work with and learn from leading industry experts.

Being part of an advisory means working in a team where everyone shares the same passion as you for the environment. As part of the largest and growing team of ESG real estate experts, you will be able to offer real impact and will benefit from being in an organisation that has a common purpose.

# Our impact

At EVORA we believe we should have a lasting and positive impact on the world.

Here are some of our achievements:

- We work with 150+ clients with \$1+ tn worth of assets managed by our clients
- We have supported 2000+ people in 40 countries through the EVOLVE training program
- We have implemented 100+ ESG strategies with our clients globally
- EVORA is one of the leading European experts in GRESB. In 2022, EVORA Global supported almost 20% of the European real estate submissions, and almost 10% of the global submissions, covering 28% of global AUM
- We follow 5 Sustainable Development Goals (SDGs) such as gender equality, good health & wellbeing and quality education
- We have reduced our carbon footprint by 18.8% per employee between 2014 and 2021
- Our SIERA platform hosts 8000 assets, covering 750 million sq. ft. and £200 bn assets under management across 38 countries



# This is our story

It all started in 2011 with three passionate individuals and one big dream: to accelerate the evolution of real asset sustainability to enhance the wellbeing of the planet and its people!

Chris Bennett didn't enjoy working in the corporate world, he wanted to set off on his own and run his own business.

It started out as a table on a spreadsheet, a handful of prospects with some numbers against them. Chris was on a mission to recruit two of the best partners he could find. He immediately thought of Paul Sutcliffe and Ed Gabbitas, and both of them jumped at the opportunity.

Three is never a crowd for a new business, it's the magic number and, together, they formed Sustainable Commercial Solution. Later they changed the name to EVORA as the previous one didn't seem to have the right ring to it and 12 years on, the company is a thriving, progressive and innovative place to work, leading the way in sustainability services in the real asset sector.

Please click [here](#) to view our 'Celebrating 10 years of EVORA Global' video.



# This is what it is like working for EVORA

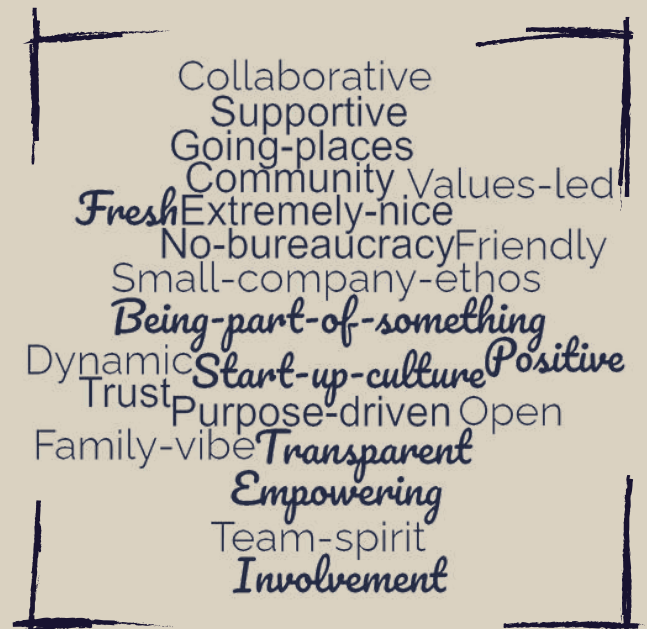


We are a collaborative and closely-knit group and welcome all new joiners to the EVORA team. Although people have many different roles and levels of responsibility, we work without a sense of hierarchy and as one team.

We live by our values and they guide everything we do. We care about one another and this led to a culture of mutual respect, trust and friendship.

At EVORA we aim to create an inclusive, equal and diverse workplace where staff can be themselves, thrive and feel valued for the work they do.

Don't just take our word for it! These are the kind of things our staff says about us...



"Very approachable management team, collaborative approach to working which gives more Junior/early career staff opportunities to development, and a true care for the health and wellbeing of employees. The last point is a huge plus point and one I can't emphasize enough as it was a key driver to me wanting to leave previous role"

"The way EVORA looks after its staff is like no other. When I tell my friends and family about EVORA, they tell me that I am very lucky, and I agree. I have worked in organisations where staff are not valued or recognised for the work they do and its refreshing to work for a forward thinking company that is not so 'corporate'"





## Our benefits

We are serious about offering our staff the best possible environment in which to thrive professionally and personally while maintaining a healthy work/life balance.

Our benefits are regularly reviewed and updated, in consultation with the whole team.

Here is a snapshot of our UK benefits:

- A competitive salary, reviewed annually in line with industry averages
- Attractive discretionary bonus structure
- Health insurance with Vitality
- Pension scheme (with staff contribution matched)
- 25 days annual leave increasing to 30 days by year 7 (plus public holidays)
- Additional 5 days holiday every three years to support opportunity for sabbatical
- Flexible working hours (core hours 10-4, with 37.5 hour working week)
- Two days per year to volunteer for charity
- Excellent ongoing professional development support
- Generous maternity package
- Plus: Bike2Work scheme and more

To know about the EVORA Global benefits in other countries, please get in touch with us.

# When you join

From day one, you will be part of the 'EVORA Global foundation induction programme' to help introduce you to the business, to other people in EVORA, and get you up and running and comfortable in your role.



## Your career

Whether you work as a consultant or you support our SIERA platform, we want to support you in developing your knowledge, skills and passion for your career.

We believe everyone should feel fulfilled in the work they do and we have plans in place to help everyone's growth through bespoke learning, experiencing other areas of ESG and the business.



## EVORA's future

Really, we are just at the beginning of our story and we would like you to be part of our next chapter as we become known across the world.



Are you ready to become an EVORian and be part of something special? If so, please click [here](#) to visit our career page to view our current vacancies.