

Our Culture

Playbook

Hi Team,

The world continues to evolve and as we ride the ever-changing macro landscape, it's important that we develop all aspects of our business to remain relevant.



As we strive to achieve our vision of being the global embedded financing platform for the “Future of Work”, we recognise that developing and maintaining a strong culture is fundamental to our success.

Our values and behaviours sit at the heart of everything we do. We look to these daily when engaging with each other and our customers to deliver our Brand Promise of getting people paid on time, every time.

We are delighted to support our Engagement Champions who have worked #AsATeam to create a new Culture Playbook which redefines how we behave. These authentically bring what it means to work at Sonovate to life and ensure we remain true to ourselves.

Richard & Damon

Our Mission

“We believe the future of work is the ability to work anywhere, how you want, and we want to be its backbone. Helping individuals to work independently, and businesses of all kinds – from recruiters and consultants to tech-driven freelance marketplaces – get easy funding and cash flow to scale and grow.”

What Matters to our Customers

Get Paid on Time

Our customers want efficiency and a seamless service. No problem should be seen as too big, or query too small, they need confidence we can solve challenges everyday.

Transparency & Trust

Our customers need to know we are there for them. Being transparent, leading with trust and focusing on doing the right thing, even when it's difficult.

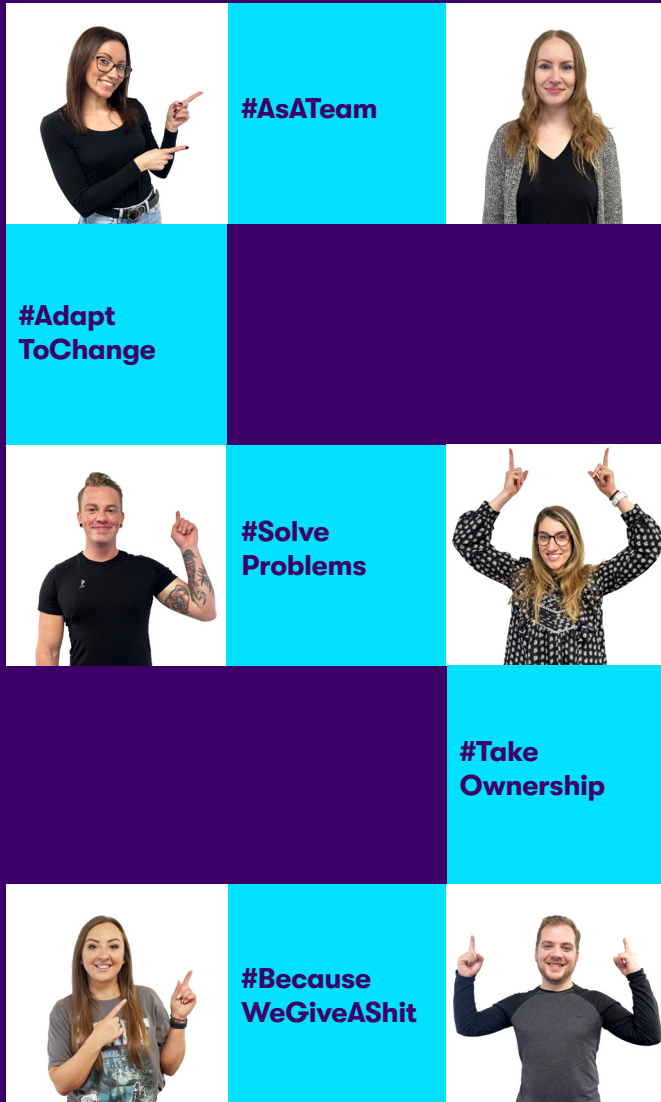
Flexibility

The future world of work is having the ability to work anywhere and in any way, with the confidence this can be fully supported by our operational processes.

Fast

Our customers want a fast service, that fits into their business. Providing a better service than banks, making it easy to get funding and led by tech-driven solutions.

Our Values



#AsATeam

We create an environment where we can be our authentic best selves. We evolve as a team by sharing solutions and building strong relationships.

#AdaptToChange

We invite change and communicate openly to seek better outcomes. We are resilient and embrace improvements empowering each other to make a difference.

#SolveProblems

We are bold, courageous, and creative. We solve problems with a shared commitment to always deliver value.

#TakeOwnership

We know that we are part of something bigger than ourselves and are committed to delivering for our stakeholders and team.

**...Because
We Give
a Shit!**

Our Behaviours



So how do our
Values and
Behaviours work
together?

 sonovate	#WorkInclusively	#CommunicateOpenly	#PositiveAndPassionate	#ShareKnowledgeAndLearnAlways	#ActWithIntegrity
#AsATeam	We create an environment where we can bring, be and become our authentic best selves.	We welcome diverse views, questions, challenges, and feedback.	We are positive about the highs and lows and recognise the passion we have sets us up for success, supporting Sonovate and our key stakeholders.	We evolve as a team by sharing solutions, knowledge, and expertise to drive forward our capabilities.	We can be at our best when we establish strong relationships based on trust and integrity.
#AdaptToChange	We are resilient and embrace any situation with a firm focus on finding a way forward.	We invite change and communicate openly to seek the right outcome.	We embrace improvements to drive positive outcomes, empowering each other to make a difference.	We are open to new ways of working, viewing mistakes as learning opportunities.	We recognise that the impact of our actions affect ourselves, our team, and our customers.
#SolveProblems	We solve problems through collaboration and a shared commitment to always deliver value to our stakeholders.	We listen to understand and proactively seek feedback using 'the what' and 'the why'.	We are bold, courageous, and creative, delivering results that bring about positive outcomes.	We have the confidence to speak up for what is right.	We challenge ourselves to do the right thing, even when it's difficult.
#TakeOwnership	We know that we are part of something bigger than ourselves and act in the interest of our stakeholders.	We communicate with intent, openness and honesty.	We are responsible for our behaviours, the decisions we make and the actions we take.	We take responsibility for our own learning and growth.	We care about what we do and how we do it; following through on commitments we have made.

...Because We Give a Shit!

Be bold.

Be courageous.

Be you.

Thank you!