

# HARINDER SANDHU

LONDON, UK | T: +44 7909 254 399 | E: [HARI.SANDHU@BTINTERNET.COM](mailto:HARI.SANDHU@BTINTERNET.COM)

---

## INVESTMENT MANAGER | EQUITY RESEARCH | SUSTAINABILITY |

Investment manager & financial analyst with 29+ years of global investment experience including **20 at Man Group, Société Générale, UBS, LGPS Central and River and Mercantile Group** driving returns for significant top tier clients including GSK, ICI, Coca Cola and Siemens. A successful track record of delivery and implementation of sustainable investment strategies. Offers expertise spanning financial analysis, ESG integration, portfolio management and complex product marketing, leveraging extensive network built over three decades. Experienced in integrating ESG considerations across the investment cycle for asset managers and corporate clients. Advising several blue-chip corporates on sustainability frameworks, strategy and reporting. Currently working with several companies and their senior management teams on the material ESG issues facing their business, identifying relevant opportunities and advising on governance practices. Written research on the role of compliance & voluntary carbon markets for net zero goals.

---

## PROFESSIONAL EXPERIENCE

---

### SHORE CAPITAL MARKETS

APRIL 2021- DEC 2023

#### DIRECTOR, SUSTAINABILITY ADVISORY GROUP

- Director for ESG and sustainability, established the Shore Capital Sustainable Advisory Group, advising corporate clients on corporate sustainability and carbon. A franchise within Shore Capital Markets advising publicly listed and private companies on ESG strategy, frameworks, disclosure, and climate considerations such as carbon pricing, implementing frameworks such as TCFD. Also advising growth companies on access to public markets, involved in several transactions with strong sustainable credentials attracting several corporate clients. Creating a carbon advisory and trading franchise focused on net-zero commitments and carbon credits. Producing written research on carbon markets, carbon pricing, and investment opportunities in mandatory compliance markets and the voluntary carbon market (VCM), with an extensive network in the VCM ecosystem.

### RIVER AND MERCANTILE GROUP

JAN 2020 - JAN 2021

#### DIRECTOR, CORPORATE ESG AND INVESTMENTS

- Director for corporate ESG and global equity mid cap research. Working within macro solutions for multi-asset fiduciary clients, the role evolved as demand for responsible investment and ESG investment integration increased. Chaired the Group ESG Committee with a wide-ranging remit on ensuring ESG investment integration, group policy initiatives and regulatory reporting, including UN PRI and The Stewardship Code 2020. Involved in creating sustainable investment strategies across global and european equity portfolios with a focus on energy companies and renewables, integrating a responsible investment framework and process.

### LGPS CENTRAL

SEPT 2018 - JAN 2020

#### SENIOR PORTFOLIO MANAGER SUSTAINABLE FUNDS

- Local Government Pension Scheme (LGPS) Central worked on the initiative to pool the pension funds of local authority partner funds, with £45bn of funds under management, with the long-term goal of transferring these funds to LGPS, for internal management and achieving substantial long term cost savings and risk adjusted returns.
- Senior portfolio manager responsible for global active equities. Responsible for internal and externally managed portfolios for global (\$7bn of AUM) and regional funds and developing new products for partner funds in global equities and factor-based strategies. Introduced a new research process, investment philosophy, risk management and fund manager monitoring systems.

## PANMURE GORDON & CO. PLC, LONDON DIRECTOR, EQUITY SALES

JAN 2016 - FEB 2017

Appointed to drive sales across sectors including support services and financials in order to promote high return opportunities. Analyses offerings and recommends attractive equity investments to a variety of institutional and blue-chip clients.

- Achieved positive returns through exhaustive research and detailed knowledge of assets to identify untapped growth prospects. Successes included £500M+ in IPO and secondary listing on the UK stock market.
- Enhanced asset marketability and financial strength by advising management teams on corporate policy, shareholder engagement and investor messaging. Tailored pitches to generate targeted interest to meet potential client needs. Increased and diversified the client base: on-boarded multiple hedge fund and institutional clients.

## CEO, EAST AFRICAN PACKAGING, ADDIS ABABA

AUG 2014 - DEC 2015

*Private equity firm investing in creative growth opportunities in emerging African and frontier markets.* Hired to identify, appraise, evaluate and scope East African sustainable impact opportunities across the property, healthcare and consumer packaging sectors, and drive the company start-up and financing of East Africa Packaging Holdings Ltd.

- Identified optimum risk - reward profiles using astute financial modelling, clear project evaluation and creative financial vision. Converted open-ended possibilities into realistic and profitable development plans.
- Strategised design and financing of Ethiopian consumer packaging start-up with estimated IRR of 25%, capital of US\$50M and two years build out to first production. Executed all critical path phases: project managed in-country team, secured land, power, raw materials, production line capital equipment and liaised extensively with government departments, development banks and potential suppliers including Coca Cola and Heineken.
- Prepared for AIM float and completed financial modelling and investor presentations.

## WESTHOUSE SECURITIES, LONDON

NOV 2012 - DEC 2013

*Corporate and institutional equity brokerage investing across markets including oil and gas, small growth companies and financials.*

### DIRECTOR, EQUITY SALES

Advised corporate clients on strategy and pitching; led management and development of equity sales.

- Substantially grew fee commission and added significant value in sell-side environment; secured key new clients including Barings, MFS, UBS and Man Group.
- Introduced entire Alpha-capture trading client base, substantially increasing Westhouse secondary commissions. Promoted innovative equity ideas such as capital raise for cutting-edge sustainable healthcare company seeking support for protein therapy invention.

## MAN GLG (FORMERLY GLG PARTNERS), LONDON

MAY 2009 - DEC 2011

### DIRECTOR & PORTFOLIO MANAGER, UK EQUITY FUNDS

Investment Manager of UK Equity Funds. Headed analysis, execution and portfolio management for market neutral and long-only equity funds. Singled out to be retained by GLG post takeover of Société Générale Asset Management (SGAM).

- 14-year track record of **+2% upper quartile returns against benchmark.**
- Delivered consistent upper quartile returns on AUM£1BN. Led **GLG's best performing mid-cap fund** in 2011 (UK Long/Short Mid Cap Fund) with a **+14.9% total return.**
- Key player in acquisition of SGAM by GLG in 2009. Ensured smooth transition of AUM and secured client continuity through reassurance and emphasis on rigorous processes, disciplined investment approach and commercial viability.
- Radically improved investment strategy through close collaboration with entire spectrum of GLG teams. Gained experience in alternative asset management including risk management, options overlay, systematic trading and fund strategy.

## **SOCIÉTÉ GÉNÉRALE ASSET MANAGEMENT, LONDON** **HEAD OF UK EQUITIES**

OCT 2002 - MAY 2009

Managed UK institutional and retail funds with AUM£5BN; led team of eight for broad spectrum of institutional and local authority clients including Pennon and Hampshire CC. Analyst for the telecoms, transport and chemicals sectors.

- Standout success and recognition as originator and fund manager of **best performing UK equity fund** in 2003, the UK Special Opportunities Fund (Unconstrained Strategy), scoring a **return of +50%, +29% above FT All-Share**.
- Increased AUM following YOY upper decile results and prominent investment consultant endorsements.
- Co-led SGAM decision-making at the highest level as a Director and Member of the London Management Committee.
- Hire & Managed one of the first teams in London with a dedicated Social Responsible Investment (SRI) function.

## **UBS GLOBAL ASSET MANAGEMENT, LONDON**

JUL 1994 - OCT 2002

### **DIRECTOR AND HEAD OF SPECIALIST UK EQUITY PRODUCTS**

Swiftly promoted through Graduate / Analyst roles to Head of Specialist UK Equity Products with AUM£1.5BN, managing a range of specialist high Alpha fund portfolios for major clients.

- Garnered impressive returns for core UBS UK Equities: +8.1% and +3.7% relative return over three and five years against FT All Share and launched UBS UK Smaller Companies Fund (AUM£1BN): +7.0% relative return over five years against FT Small-Cap. Jointly launched fund, led strategic direction and took charge of 50/200 positions.
- Launched UBS Pan European Smaller Companies Fund, one of the first institutional funds in London.
- Drove client pipeline and comprehensively presented, pitched and communicated portfolio views, research and stock selection process to investment consultants, clients and prospective clients.
- Involved in a number of ESG - Governance related voting issues and corporate engagement.
- Shaped future UBS direction and policy as member of UBS Portfolio Construction Team and UK Model Committee.

---

## **EDUCATION, SKILLS AND INTERESTS**

---

**Education:** B.Sc. (Hons), Business Studies, 2:1, CASS Business School, London, 1994 (including UBS Global industrial placement); BTEC Diploma, Business Administration & Management, Distinction, Merchant Navy College, UK, 1990.

**Languages:** English and Punjabi (Fluent), Urdu and Hindi (Basic).

**Professional Development:** Associate, Institute of Investment Management and Research (1996); Investment Management Certificate (1995); Securities and Futures Authority Certificate (1995).

**Interests:** Collecting contemporary Indian art; ABA boxing coach level 1.