

Our People and Values



Integrity

- Doing the right thing
- Being respectful
- Showing resilience



Initiative

- Staying connected
- Making a difference
- Out of the box thinking



Accountability

We are proud of our values-based culture that has been developed over many generations and continues to be the core driver of our success. Our people embody our values of integrity, initiative and accountability.

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Our culture is our competitive advantage. It underpins and drives our investment approach. All members of Soul Patts’ small, close-knit investment team, led by the MD & CEO are actively involved in decisions. This encourages robust debate and peer review, ensuring capital is deployed where we believe it will generate enduring value.

At Soul Patts we pride ourselves on fostering a diverse and inclusive workforce of more than 50 dedicated people. Our employee value proposition (EVP) is designed to attract and retain the best talent who drive our purpose of generating enduring success and contribute to a strong workplace culture.

Leadership team

Investment portfolio

Workforce diversity

On 31 July 2025, 50% of our employees were female, and 36% of employees in senior management roles and above were female.

The table below sets out our gender representation as at 31 July 2025 based on categories defined by the Workplace Gender Equality Agency (WGEA).

On 31 July 2025, the Board had four male and three female Directors (57.1% : 42.9%).

Our Founders' Story

Soul Patts remains one of the few public companies that has been managed by the same family from the outset. Our story started when Caleb Soul and his son Washington opened their first store at 177 Pitt Street, Sydney, in 1872, while Lewy Pattinson opened his first pharmacy in Balmain in 1886. The men became friends.

Some years later Washington Soul approached his old friend, Lewy Pattinson, and asked if Pattinson & Co. would buy him out. Pattinson agreed and after discussion with his partners, Pattinson and Co. bought out Washington H. Soul and Co., effective from 1st April 1902.

Out of respect for his old friends, Lewy Pattinson included the name of Washington H. Soul in the name of the new Company, Washington H. Soul Pattinson and Company Limited, incorporated on 21 January, 1903 and listed on the Sydney Stock Exchange (now the Australian Securities Exchange). Today, we are affectionately known as Soul Patts and our Chairman, Robert Millner AO, Lewy's great-grandson, represents the fourth generation of the family to Chair the Company.

