

## **Remuneration Policy Disclosure**

Westbeck Capital Management LLP complies with the requirements of the **MiFIDPRU Remuneration Code** as outlined by the **Financial Conduct Authority (FCA)**. Our remuneration policies are designed to promote effective risk management, align with the firm's business strategy and values, and safeguard the long-term interests of our clients and stakeholders.

### **Governance Arrangements**

- The firm's remuneration policies are overseen by the Management Committee, which ensures compliance with regulatory requirements and alignment with the firm's strategic objectives.
- Decisions on remuneration take into account the firm's size, nature, and complexity, as well as the regulatory requirements applicable to Small and Non-Interconnected (SNI) firms under the MiFIDPRU framework.

### **Key Features of Our Remuneration Policy**

#### **1. Risk Alignment:**

- Remuneration structures are designed to encourage responsible risk-taking and avoid incentives that could lead to conflicts of interest or excessive risk-taking.
- Variable remuneration is subject to deferral and adjustment mechanisms where applicable, ensuring alignment with the firm's performance and long-term goals.

#### **2. Performance-Based Approach:**

- Variable remuneration is linked to both individual performance and the overall financial and non-financial performance of the firm.
- Metrics include qualitative and quantitative factors, ensuring a balanced evaluation.

#### **3. Proportionality:**

- As an SNI firm, Westbeck Capital Management LLP applies proportionality in implementing remuneration policies, ensuring compliance with the MiFIDPRU framework without imposing undue complexity.

### **Integration of ESG Factors**

- Where relevant, environmental, social, and governance (ESG) considerations are integrated into performance evaluation criteria to align employee incentives with sustainable and responsible business practices.

### **Annual Review**

The remuneration policy is reviewed annually to ensure continued alignment with regulatory requirements and the strategic objectives of the firm.

For further details or inquiries regarding our remuneration policies, please contact us at [compliance@westbeckcapital.com](mailto:compliance@westbeckcapital.com) .