



## Remuneration Policy Disclosure

### **Under FCA SYSC 19E – The UCITS Remuneration Code**

FCA Regulation SYSC 19E requires any firm that is a UK UCITS management company to explain how it complies with the UCITS V remuneration requirements (the Remuneration Code).

The board of directors of Yealand is the management body for the purposes of the regulations. The management body sets the remuneration policy summarised below. The board of directors of Yealand Fund Services Limited has formed a Remuneration Committee which reviews the remuneration policy set for Yealand. The Remuneration Committee consists of members who do not have any executive function in Yealand. The Committee ensures Yealand's remuneration policy complies with the UCITS V provisions and FCA's handbook of rules and guidance.

Yealand rewards its staff fairly and appropriately for their contribution to the growth and success of the business and the provision of a high level of service to clients. The remuneration policy is designed to be consistent with, and promote, sound and effective risk management.

The remuneration of staff is reviewed annually, taking into account individual performance and market rates for the role being undertaken. Any bonus arrangement is also reviewed annually to ensure alignment with Yealand's aims of the growth and success of the business and the provision of a high level of service to clients. There is no direct link to investment performance and bonuses do not encourage excessive risk taking.

Yealand delegates portfolio management to FCA authorised and regulated firms. The remuneration policy of each delegate is inspected to ensure it complies with a remuneration code, such as that required by the Capital Requirements Directive remuneration rules, which is deemed by FCA as equivalent to that required of UCITS V.



## Remuneration Policy Disclosure

### Under FCA SYSC 19B – The AIFM Remuneration Code

FCA Regulation SYSC 19B requires any firm that is a UK AIFM to explain how it complies with the Remuneration Guidelines.

The board of directors of Yealand is the management body for the purposes of the regulations. The management body sets the remuneration policy summarised below. The board of directors of Yealand Fund Services Limited has formed a Remuneration Committee which reviews the remuneration policy set for Yealand. The Remuneration Committee consists of members who do not have any executive function in Yealand. The Committee ensures Yealand's remuneration policy complies with the Remuneration Guidelines and FCA regulations.

Yealand rewards its staff fairly and appropriately for their contribution to the growth and success of the business and the provision of a high level of service to clients. The remuneration policy is designed to be consistent with, and promote, sound and effective risk management.

The remuneration of staff is reviewed annually, taking into account the individual performance and market rates for the role being undertaken. Any bonus arrangement is also reviewed annually to ensure alignment with Yealand's aims of the growth and success of the business and the provision of a high level of service to clients. There is no direct link to investment performance and bonuses do not encourage excessive risk taking.

Yealand delegates portfolio management to FCA authorised and regulated firms. The remuneration policy of each delegate is inspected to ensure it complies with a remuneration code, such as that required and deemed by the FCA as equivalent to the Remuneration Guidelines.