

Sustainable Remuneration Policy

Our strategy is structured to optimise financial results. While we do not fully consider sustainability in our investment decision making, as envisaged under SFDR, we do agree with the principals of integrating:

- Promotion of sound and effective risk management with respect to sustainability risk;
- No encouragement of excessive risk-taking with respect to sustainability risks; and
- The link between remuneration and risk-adjusted performance.

Our ESG Remuneration Policy comprises the following 3 pillars:

Board oversight	Board oversight is key to ensuring sustainability is embedded across the firm's broader strategy. Our Board regularly discusses and monitors our evolving ESG strategy (including sustainability) and the direction the Firm will move in the future, including their metrics and achievements, and how they are linked to pay.
Risk management	Our risk management processes ensure ESG factors are considered in such assessments. Our compensation policies incentivise ESG outcomes through discouraging risks that undermine such goals and, in particular, their link to pay, including bonuses.
Periodic assessment	The above are reviewed and assessed periodically. We ensure our metrics are relevant, up-to-date and accurate.