

## **Remuneration Disclosure**

### **Introduction**

Park Square Capital, LLP ("PSC LLP") is subject to the FCA Rules on remuneration as they apply to a non-small and non-interconnected (non-SNI) MIFIDPRU investment firm. These are contained in the FCA's MIFIDPRU Remuneration Code located in SYSC19G of the FCA's Handbook.

### **Approach to Remuneration for all staff**

Staff have the opportunity to share in the success of the firm in years of good performance and also accept reduced levels of variable pay in times of weaker performance.

PSC LLP does not remunerate or assess the performance of its staff in a way that conflicts with its duty to act in the best interests of its clients. Nor does PSC LLP make any arrangement by way of remuneration, sales targets or otherwise that could provide an incentive to its staff to recommend a particular financial instrument to a client when the firm could offer an alternative financial instrument which would better suit the client's needs.

### **Objectives of financial incentives**

PSC LLP's Remuneration Policy provides a framework to ensure all staff are fairly and competitively rewarded in return for a high level of service to the firm and its clients. In setting remuneration levels PSC LLP recognises the importance of attracting and retaining experienced staff. The amount of fixed remuneration paid to a member of staff will be based on market rates relevant to the role and their knowledge, experience, and competencies. Discretionary bonuses and other long term incentive plans are awarded to staff to reward them for good performance with a view to retaining them and maintaining their good performance.

### **Decision Making**

Senior management shall be responsible for the implementation of the Remuneration Policy as well as the compliance risks associated with it. The policy will be reviewed and approved by the management body at least annually to ensure it continues to remain fit for purpose with the input from the firm's Compliance Officer.

### **Characteristics of Remuneration Policy and Practices**

Remuneration typically comprises of fixed and variable elements. Fixed remuneration consists of base salary, pension contribution and other benefits which constitutes the fixed payments made to staff for their services.

PSC LLP has defined variable pay as annual discretionary bonus, which is awarded based on company performance and individual performance, as well as long term incentive plans and carried interest schemes.

PSC LLP's policy on discretionary bonuses is to set aside a proportion of the firm's profits to form a bonus pool out of which awards will be made. The total bonus pool amount is determined by reference to the Company's risk-adjusted criteria, which include both quantitative and qualitative measures.

The firm will ensure that remuneration and similar incentives will not be solely or primarily based on quantitative commercial criteria. Consequently, the firm will take into account appropriate qualitative criteria (i.e. behavioural measures such as client feedback) which shall encompass adherence with relevant regulations, fair treatment of clients and the quality of services provided to clients.

PSC LLP ensures it always maintains a balance between fixed and variable components of remuneration, so as to mitigate any conflicts of interest between the firm, its staff and its clients.

### **Other group remuneration policies are below:**

[Park Square Capital Luxembourg Management Services S.à r.l.](#)