

**Laxey Partners (UK) Limited**  
**(“Laxey”)**

**Remuneration disclosure**

**Governance**

Laxey’s Remuneration Policy ensures its policies and procedures are consistent with, and promote, sound and effective risk management.

The Remuneration Code applies to ‘Remuneration Code Staff’ (‘Code Staff’): including senior management, risk takers, staff engaged in control functions and any employee receiving total remuneration that takes them into the same remuneration bracket.

Laxey has concluded that, due to the size and non-complex nature of activities, the Board will undertake the role otherwise undertaken by a remuneration committee.

The Remuneration Policy will be reviewed by the Board at least annually to ensure that it remains consistent with the Remuneration Code Principles and Laxey’s objectives. The Board will consider all information available to it in order to carry out its responsibilities under the Code for example information on risk and financial performance.

**Link between pay and performance**

Remuneration is made up of fixed (‘salary’) and variable (‘bonus’) components. Salary is set at a level to retain, and when necessary attract, skilled staff.

Where remuneration has a performance element the following will be considered:

- Individual performance;
- The individual’s compliance with regulatory obligations and adherence to effective risk management; and
- The performance of the business unit concerned and overall results of the firm.

Longer term performance will also be assessed and payment of performance related bonuses may be spread over more than one year to take account of the firm’s business cycle. Measurement of financial performance will be based principally on profits and not on revenue or turnover.

**Quantitative remuneration information**

Laxey is of the opinion that, in accordance with BIPRU 11.5.20R, it is not appropriate to disclose aggregate information on remuneration in respect of its Code Staff.

Our non-remuneration Pillar 3 disclosures can be found in the Director’s Report and Financial Statements for the year ended 30 June 2011.