

Hymans Robertson Investment Services MIFIDPRU 8 Disclosures

Introduction & Overview

- Under MIFIDPRU 8, Hymans Robertson Investment Services LLP (HRIS) is required to disclose certain information relating to its remuneration policy and practices. This document sets out our policy with regards to the remuneration packages and incentive schemes within HRIS. From time to time, we also refer to our parent Hymans Robertson LLP – as “HRLLP” or the “Group”.
- All our remuneration packages and incentive schemes are designed to ensure that our clients are treated fairly and their interests are not impaired.
- HRIS is a discretionary fund manager subject to the MIFIDPRU handbook. It manages a range of model portfolios distributed via financial advisers. HRIS, and its parent HRLLP, both aim to build a long term, sustainable business to the benefit of the partners of HRLLP, its clients and its employees.
- The remuneration policy is designed to both attract clients and thereby help those clients deliver better outcomes to their retail clients.
- The development and implementation of remuneration policies and practices within HRIS, and in line with the MIFIDPRU Remuneration Code, are undertaken by the HRIS Managing Partner, COO and Head of Compliance. The policy is provided to the HRLLP Group Remuneration Committee for approval.

Components of remuneration

- Our remuneration is divided into two categories; fixed and variable.
 - Fixed remuneration can include (depending on level and whether Associate/Equity Member or employee): salary, notional salary A, notional salary B, profit allocation and/or car allowances.
 - Variable remuneration can include (depending on level and whether Associate/Equity Member or employee): profit allocation, profit share bonus, individual bonus and/or Long Term Incentive Plan.

Our firm’s remuneration and incentive schemes

Our incentive schemes are designed to reward in-scope staff who contribute to the overall success of HRLLP and further, targeted incentive schemes, are designed to reward performance above and beyond the standard expectation of a role which drives additional revenue into HRIS in a compatible and sustainable manner.

- Any remuneration package or incentive scheme we have in place, or may introduce in the future, will not:
 - Remunerate or assess performance of our staff in any way that conflicts with our duty to act in the best interest of our clients.
 - Create a conflict of interest that would encourage individuals to act against the interests of any of our clients.
 - Be solely based on quantitative commercial criteria.

And:

- Will ensure the fair treatment and good outcomes of our clients and the quality of service provided.
- Will take appropriate qualitative criteria into account.

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- Maintain a balance between fixed and variable remuneration so as not to influence adverse behaviours in favour our firm or staff over those of our clients.

Performance is measured by multiple factors including:

- Financial measures for client work, including new business.
- Feedback from clients and colleagues.
- People development/leadership.
- Internal project work.
- Adherence to internal processes and conduct.
- Approach to work including conduct applied.
- Demonstration of living the firm's values and principles.

Remuneration breakdown from 01/04/2023 to 31/03/2024

Total fixed remuneration	£2,888,412
Total variable remuneration	£511,082
Total remuneration	£3,399,494