

Alington Ruthin Stockbrokers and Investment Management Limited

MIFIDPRU 8 Disclosure

MIFIDPRU 8.6 – Remuneration

Distributions to Senior Management and Owners

In accordance with the guidance in SYSC 19G.4.4, at the end of each year, the residual profits of the Firm, which is a private limited company, are distributed among the owners.

The level of ownership of each owner is reflected in the proportion of ownership shares they have. As residual profits are distributed according to the ownership shares and are not linked to work or performance, this is not considered to be remuneration for the purpose of the Firm's Remuneration Policy.

All other distributions received by Senior Managers (who may also be owners) are classed as fixed or variable, depending on whether they are discretionary and based on performance of the individual or their business unit.

Qualitative Disclosures

The Firm has in place a Remuneration Policy which is approved by the Governing Body (the Board of Directors) at least annually. The Remuneration Policy's overarching aim is the promotion of sound and effective risk management, whilst reducing conflicts of interests and encouraging good conduct amongst employees.

The purpose of the Remuneration Policy is to set out how the Firm will provide remuneration in a manner that is consistent with the relevant remuneration codes as outlined above, with the main objective of the financial incentives being to attract, motivate and maintain high-calibre employees.

The remuneration strategy has been designed to ensure consistency with the risk profiles, rules and instruments of incorporation of the funds managed, managed accounts, capital introduction accounts and with the objectives set out in the Firms' business plan and to ensure no conflict of interest between Staff and investors, and compliance with conduct of business rules.

The Firm is not required to identify Material Risk Takers as an SNI MIFIDPRU investment firm.

The Firm's approach to remuneration for all staff includes:

- ARSIM's regulatory capital and liquidity position and the maintenance of an appropriate surplus of capital and liquidity.
- The performance of individual staff members with respect to quantitative financial metrics.
- Assessment of the performance of personnel against non-financial metrics, such as good conduct.
- The performance of the Firm.

In line with the Equality Act 2010, the Firm have developed the following remuneration policies and practices to promote gender neutrality and eliminate any form of discrimination based on protected characteristics, including gender:

1) Pay Equity:

- a) **Objective Evaluation:** Compensation decisions are based on objective criteria such as job responsibilities, skills, qualifications, experience, and performance, irrespective of an individual's gender or any other protected characteristic.
- b) **Salary Evaluation:** Salaries are established for each job role, considering factors that are relevant to the position, ensuring consistency and fairness in pay structures.
- c) **Market Research:** Market research is conducted to compare our compensation levels with industry standards to ensure that our pay remains competitive, equitable, and unbiased.
- d) **Job Descriptions:** Job descriptions are established for each position, outlining the required skills, responsibilities, and qualifications. This ensures clarity and transparency in determining compensation.

2) Performance Based Pay:

- a) **Objective Performance Evaluation:** Performance assessments are conducted that are directly related to job responsibilities and individual contributions. Evaluations are conducted consistently and objectively, free from bias or discrimination.
- b) **Merit-Based Increases:** Salary increases and bonuses are tied to individual performance, recognising, and rewarding employees based on their contributions and achievements, regardless of their gender.

3) Career Development and Advancement:

- a) **Equal Opportunities:** ARSIM provides equal opportunities for career development and advancement to all employees, irrespective of gender or any other protected characteristic. Promotion decisions are based on merit, skills, qualifications, and performance.

4) Transparent Communication:

- a) **Policy Awareness:** ARSIM ensures that all employees are aware of our remuneration policies, practices, and their rights to a fair and non-discriminatory workplace. This information is communicated clearly through our Remuneration Policy, Compliance Manual, periodic training and periodic staff attestations.

ARSIM is dedicated to upholding the principles of equality and non-discrimination in our remuneration policies and practices.

Quantitative Disclosures

The Firm considers that it has a single business area (wealth management), and the total remuneration paid to Staff as required under MIFIDPRU 8.6.8R (4) can be found below. The variable remuneration reflects such remuneration paid with respect to performance over the financial year (even if paid following the end of the year).

Fixed Remuneration	Variable Remuneration	Total Remuneration
£85,407.00	£0.00	£85,407.00