

Firm name	Equilibrium Asset Management LLP						
Remuneration Disclosure	Year ended 31 August 2015						
Dated	December 2015						
<p>Overview of decision-making process –</p> <ul style="list-style-type: none"> • Remuneration Committee: No separate remuneration committee exists; this function is instead undertaken by the governing body of the firm. • External consultants: No external consultants have been engaged on remuneration matters. • Personal reviews of the partners and other Code Staff are carried out at least annually to assess their performance in meeting individual and strategic objectives. These reviews are reflected in pay reviews as well as in awards of variable pay; 							
<p>Pay and performance –</p> <p>The policy in relation to the various elements of remuneration structures for executive directors and other Code Staff is set out below –</p> <ol style="list-style-type: none"> a) Basic pay for partners and other Code Staff will be market related, ensuring a competitive salary that fairly reflects the market rate, skill, experience and expertise for the role. b) Variable remuneration of partners and other Code Staff is primarily based on the firm’s financial and service performance to motivate and reward success although an element may be based on the achievement of personal objectives and key performance measures. c) All Code Staff have the benefit of being members of the group Income Protection and Life Cover schemes 							
<p>Aggregate remuneration data:</p> <p>Details of remuneration paid to Partners and other Code Staff (13 in total) are as follows:</p> <table> <tr> <td>Total fixed pay</td> <td>£1,279,176</td> </tr> <tr> <td>Variable pay</td> <td><u>£1,160,351</u></td> </tr> <tr> <td>Total</td> <td>£2,439,527</td> </tr> </table>		Total fixed pay	£1,279,176	Variable pay	<u>£1,160,351</u>	Total	£2,439,527
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