REMUNERATION POLICY

Remuneration Policies and Practices

Heritage's remuneration policies and practices comply with the MIFIDPRU Remuneration Code, are gender neutral and do not discriminate on the basis of the protected characteristics of an individual in accordance with the Equality Act 2010.

Heritage's remuneration policies and practices do not include any variable remuneration schemes that might have a material effect on the risk profile of the firm or that assets that we manage. As such, no employees at Heritage are regarded as material risk takers.

Employees' Basic Salaries

At Heritage, an employee's base salary reflects the employee's role and responsibilities.

Base salary for Heritage employees is paid monthly via the payroll. Heritage aims to pay base salaries comparable to other similar sized investment management firms.

Directors' Basic Salaries

As Heritage is an owner managed business, a significant part of the remuneration of the Directors is in the form of dividends paid out of Heritage's profits.

Benefits

At Heritage, employees and directors are given benefits which will enable the employee and director in question to perform their role effectively by looking after their health and wellbeing.

Benefits available to Heritage employees and directors include private healthcare and provision of a mobile phone.

Pension

Heritage ensures that employees have a pension to enable them to save for retirement. Employees may participate in the UK pension arrangements or receive cash in lieu of a pension.

Heritage automatically enrols those who are eligible into Heritage's workplace pension scheme and contributes towards it.

Annual Bonus

At Heritage, there is an annual bonus to incentivise employees to perform their jobs efficiently and effectively and to attract, motivate, retain and reward employees over the long term.

Annual bonuses are awarded each financial year and such bonuses are discretionary. The bonus amount of each employee is based on Heritage's financial position and the employee's performance.

Reviewed 30th April 2025