



Bishopsfield Capital Partners Limited (“BCP”)

MIFIDPRU 8 DISCLOSURE

01/12/2023

RQC Group

<http://www.rqcgroup.com>



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1. MIFIDPRU 8 DISCLOSURE

BCP provides capital and funding solutions to financial institutions, large and medium sized companies and institutional investors. BCP is authorised and regulated by the Financial Conduct Authority (the “FCA”). BCP is classified as a ‘Small and non-interconnected’ (‘SNI’) firm by the FCA. BCP reports on a solo basis, and this MIFIDPRU 8 disclosure fulfils BCP’s obligation to disclose to market participants’ key information on a firm’s remuneration policies and practices.

This disclosure is made annually, following finalisation of the annual financial statements. As appropriate, this disclosure can be made more frequently, for example if there is a major change to the firm’s business model.

2. REMUNERATION POLICIES AND PRACTICES

The Firm is subject to the Remuneration Code (the “Code”) for MIFIDPRU Firms as codified in Section 19G of the SYSC sourcebook of the Financial Conduct Authority handbook.

This is the initial version; the disclosure is with respect to the remuneration period from 1 April 2022 to 31 March 2023.

A. Qualitative Information

BCP has established, implemented and maintains remuneration policies, procedures and practices that are consistent with and promote effective risk management and do not encourage excessive risk taking. BCP ensures that the remuneration policy and its practical application are consistent with the BCP business strategy, objectives and long-term interests. BCP’s Board of Directors reviews the remuneration policy and procedures on an annual basis, or sooner should the business change or other reasons arise. Furthermore, it is BCP’s policy that the compliance officer reviews compliance with the firm’s current remuneration policy, as part of a risk-based compliance monitoring programme. BCP confirms that for the remuneration period to which this disclosure pertains, both reviews have taken place.

Given the nature and small size of BCP, remuneration for all members of staff is set by the Board of Directors of BCP. Staff members receive a salary which reflects their market value, responsibilities, and experience. All members of staff are eligible to participate in BCP’s discretionary bonus scheme that may operate from time to time. Bonus awards depend on a number of factors, including, but not limited to, the performance and profitability of BCP, and personal performance. Bonus awards, like fixed remuneration, are gender neutral.

B. Quantitative Information

The quantitative disclosure is not being provided for reasons of privacy and personal data protection.