

WALTER SCOTT

---

➤ BNY MELLON | INVESTMENT MANAGEMENT

---

ARTICLE 5

---

SUSTAINABLE FINANCE  
DISCLOSURE REGULATION

# REMUNERATION POLICY DISCLOSURE

MARCH 10 2021

Walter Scott's Remuneration Policy is designed to align with the long-term interests of our clients. It is consistent with our strategy, culture and purpose, ensuring sound and effective risk management alongside the fair and equal treatment of all staff. The policy is also consistent with our approach to responsible investment and the integration of sustainability risks into our investment process.

Our Remuneration Policy aims to:

- support the sustainable growth of Walter Scott
- promote a fair, inclusive and motivated working culture
- attract and retain high-performing individuals
- reward superior performance
- deliver competitive compensation in the local employment market.

WALTER SCOTT & PARTNERS LIMITED, ONE CHARLOTTE SQUARE, EDINBURGH EH2 4DR  
TEL: +44 (0)131 225 1357 · FAX: +44 (0)131 225 7997  
WWW.WALTERSCOTT.COM

Registered in Scotland 93685. Registered Office as above. Authorised and regulated by the Financial Conduct Authority.  
FCA Head Office: 12 Endeavour Square, London E20 1JN · [www.fca.org.uk](http://www.fca.org.uk)