**Compliance with the FCA Remuneration Code**

**Summary of our Approach to Remuneration**

There is a clear link between remuneration principles, the assessment of behaviours and performance, and reward. Performance management and reward are closely aligned to long-term business objectives.

The key principles behind Unity Trust Bank’s approach to remuneration are those we believe are vital to the business and reflect our culture and values.

* It promotes sound and effective risk management and does not encourage risk taking that exceeds the level of risk tolerated and agreed by the Board.
* It is in line with our business strategy and objectives, to which all colleague’s objectives are aligned, with a strong emphasis on long term growth and sustainable success.
* It is actively aligned to delivery of an outstanding customer experience, as a result of the way we measure behaviours and performance for individuals and how we capture and act upon customer insight across the organisation.
* It rewards success and is an attractive framework for existing and potential colleagues, in particular it strikes a balance between short term rewards whilst also recognising the long term performance of the business.
* For Code Staff, it complies with the FCA remuneration principles. Coded staff have been identified within the Company in accordance with the FCA’s criteria for Code Staff.

**Governance**

In line with the guidance from the FCA, remuneration is overseen by the Board’s Remuneration Committee.