



TYNDALL

IFPR Disclosures 2023

Remuneration

Tyndall is committed to ensuring that our remuneration policies and practices are appropriate and proportionate to the nature, scale, and complexity of the risks inherent in our business model and the activities of our firm.

Our remuneration policy is designed to ensure that the interests of our staff are aligned with our customers. All staff receive fixed remuneration. Relevant staff receive a high proportion of variable remuneration. The variable portion of remuneration is linked to ongoing revenue generated from investment activities; it is not awarded as a bonus, and it is not based on specific sales targets.

The overall remuneration paid by the firm in the financial year ending March 2023 is as follows:

Total Remuneration	£	1,930,829
Variable remuneration	£	1,370,743
Fixed Remuneration	£	560,086