

MIFIDPRU 8 Disclosure Financial Year Ended 31 December 2022

Introduction

BCB Advisors LLP ("BCB") is a UK investment firm undertaking activities within the scope of the UK Markets in Financial Instruments Directive ("MIFID"). As such it is subject to the prudential requirements of the Investment Firms Prudential Regime ("IFPR") contained in the MIFIDPRU Sourcebook of the Financial Conduct Authority ("FCA") Handbook and the disclosure requirements outlined in MIFIDPRU 8. Under FCA rules BCB is categorised as a small non-interconnected ("SNI") MIFIDPRU investment firm and such firms have very limited disclosure that they are required to make.

Basis of Disclosure

This disclosure for BCB is prepared at least annually on a solo entity (i.e. individual) basis. The disclosed information is proportionate to BCB's size and organisation, and to the nature, scope and complexity of its activities.

In accordance with the provisions of MIFIDPRU, BCB is currently required to provide disclosure solely on its Remuneration Policies and Practices in accordance with MIFIDPRU 8.6.

Significant Changes Since Prior Disclosure

In accordance with when the provisions of MIFIDPRU were first applied to BCB, this is BCB's first such disclosure and therefore there are no significant changes to prior disclosures which require to be set out here

Disclosures under MIFIDPRU 8.6

- (i) Risk profile of the firm: BCB is an investment manager. Its regulatory permissions do not allow it to risk its own capital in the financial markets. As such the performance of the firm is based on management and performance fees received from clients.
- (ii) Material risk takers: As an SNI firm BCB does not have any material risk takers as defined by SYSC19G.1.1R.
- (iii) Link between pay and performance: Pay is made up of fixed remuneration and bonus. Bonuses are determined looking at the contribution of the individual (particularly for control roles), the profitability of the firm as a whole and market levels.
- (iv) Decision-making process for determining remuneration: Any decision on variable remuneration is made after assessing the forward-looking capital requirements of the firm which may limit the ability of the firm to make payments of variable remuneration. Responsibility for determining remuneration and partnership participation levels rests with the members of the LLP which seeks to obtain feedback on the performance and contribution of each individual employee or member. Remuneration is not based on the age, religion, gender, sexual orientation, ethnicity, or disability of any member of staff.

- (v) Split Between Fixed and Discretionary Components – the firm reviews the split between fixed and discretionary remuneration to seek to ensure that it aligns the interests of the staff member with that of the firm.
- (vi) The firm’s partners do not receive any fixed remuneration but instead are entitled to the profits of the firm.
- (vii) Quantative Remuneration Disclosures

	Year ending 31 December 2022
Total Fixed Remuneration	0
Total Variable remuneration	