



## Employee Remuneration Policy

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The Directors of Hargreave Hale recognise that our staff are vital to the success and continued success of the Company.

Staff are encouraged to identify with, and to become involved with, the financial performance of the company and services to clients by extensive commission, profit sharing and bonus arrangements. Whilst this can create conflicting interests between staff members, the firm, and acting in the clients best interests, the Directors believe that there are adequate control procedures in place to reduce the risk to an acceptable level.