

AIFMD Remuneration disclosure for Impax Environmental Markets plc

The Alternative Investment Fund Managers Directive (“AIFMD”) requires certain disclosures on the remuneration paid by Impax Asset Management (AIFM) Ltd (the “Manager”), the manager of Impax Environmental Markets plc (“IEM plc”), to its staff. This information is set out in the table below.

	Number of beneficiaries'	Total Remuneration £000s	Fixed Remuneration £000s	Variable Remuneration £000s
Total remuneration paid by the Manager	41	6,254	4,047	2,207
Remuneration paid to employees who have a material impact on the risk profile of IEM plc				
Senior management (including executives)	4	1,254		
Risk takers and other identified staff	7	991		
Allocation of total remuneration to IEM plc				
Senior management (including executives)		217		
Other risk takers and identified staff		363		

The Manager has no direct employees; instead it pays a fee to other Impax Group companies for services their employees provide. The total remuneration included in the table above represents the total remuneration paid by the Impax Group to staff who are fully or partly involved in the activities of IEM plc.

The Manager and other members of the Impax Group also manage other investment funds. The total remuneration allocated to IEM plc has been apportioned based on the estimated time spent by the employees working on IEM plc and other relevant factors.

The Manager’s financial year end is 30 September and variable remuneration is paid in respect of performance for the financial year. Accordingly the disclosure in the table above is in respect of the year ended 30 September 2015.

Senior Management represents members of the Impax Executive Committee and comprises the Chief Executive, the Chief Financial Officer, the Managing Director of Listed Equity and the Head of Distribution. Other risk takers are the joint head of the Listed Equity department of Impax that did not sit on the Executive Committee in 2015 and the co-Portfolio Manager of IEM plc. Other identified staff are the non-executive Directors of Impax and the Head of Compliance and Risk.

Remuneration policy

Both fixed and variable remuneration for senior employees are determined by the Board of Impax Asset Management Group Plc (“Impax”), the parent company of the Manager, based on recommendations made by the Remuneration Committee of the Board. The Remuneration Committee is comprised of non-executive Directors.

Fixed remuneration includes salaries, benefits and a pension contribution. Basic salaries are set taking into account the performance of the individual and the rate for similar positions in the comparable companies. Benefits include income protection, critical illness, life and private medical insurance.

Variable remuneration comprises a cash bonus and share based payments. The cash bonus for investment team members is based on the profitability of the area where the employee works and on the individual’s personal performance. The cash bonus for members of control functions is based on the individual’s personal performance. The share based payments comprise awards of options over the shares of Impax or restricted shares in Impax. The options will vest over a 3-5 year period and vesting is subject to the continued employment of the individual.

Certain employees will also receive carried interest from the Partnership.

The Manager’s remuneration policy seeks to avoid conflicts of interest by ensuring that;

- it comprises a mix of fixed and variable remuneration; and
- it is under the oversight of the Remuneration Committee which is comprised of independent non-executive Directors.