



## The Remuneration Policy

### 1. PURPOSE OF THE REMUNERATION POLICY

1.1 Optimum Commercial Solutions Ltd T/A Optimum Elite has established a remuneration policy which promotes, sound and effective risk management and discourages aggressive risk taking which could lead to poor outcomes for our customers.

### 2. IDENTIFIED STAFF

2.1 Apart from the business owners Optimum Commercial Solutions Ltd T/A Optimum Elite have no employees that are not incentivised. If Optimum Commercial Solutions Ltd T/A Optimum Elite recruit new members of staff that are to be incentivised, as with all existing employees, remuneration packages will be constructed with mitigation of risk of remuneration bias to ensure members of staff who receive such remuneration are not incentivised to the disadvantage of the client.

### 3. REMUNERATION STRUCTURE

If Optimum Commercial Solutions Ltd T/A Optimum Elite offers any potential new employees a remuneration package, this will include;

- (i) a fixed salary,
- (ii) commission and,
- (iii) benefits.

3.1 The fixed salary represents the main component of the total remuneration, and the payment of a commission would be paid at Optimum Commercial Solutions Ltd T/A Optimum Elite discretion. All employees are eligible to receive a commission. Optimum Commercial Solutions Ltd T/A Optimum Elite only pays commission in the form of bonuses payable upfront directly in full after their allocation

### 4. MEASURES TO AVOID EXCESSIVE RISK TAKING AND CONFLICT OF INTERESTS

4.1 Considering its size, internal organisation and the nature, scope and complexity of its activities, Optimum Commercial Solutions Ltd T/A Optimum Elite has applied a proportionate approach. Conflicts and risks are documented with mitigating actions to minimise any adverse impact and potential detriment to clients (see Conflicts of Interest Policy and Conflicts of Interest Register).

4.2 To avoid excessive risk taking, Optimum Commercial Solutions Ltd T/A Optimum Elite will tie its staff to long term performance plans, considering the last 3 months of the employee's performance and general adherence to compliance.

4.3 Optimum Commercial Solutions Ltd T/A Optimum Elite will conduct appropriate and proportionate monitoring in line with the expectations of the Consumer Duty to ensure our remuneration practices comply with the principle, cross-cutting rules and four consumer outcomes.

4.4 Where Optimum Commercial Solutions Ltd T/A Optimum Elite identifies potential harm to target markets as a result of our remuneration practices we will take swift action to remedy any breach.

4.5 The Consumer Duty places responsibilities on firms to ensure the product or service they offer represents fair value. Optimum Commercial Solutions Ltd T/A Optimum Elite has systems and controls in place to prevent potential detriment to clients as a result of commission generated through the placement of business. Optimum Commercial Solutions Ltd T/A Optimum Elite monitor the placement of business and ensure that the price and value of the product or service meets the needs of the client and does not represent a higher volume of commission for our business. For further information on the purpose and application of the Consumer Duty please visit the [PRIN 2A](#) of the FCA handbook and firms should also take particular note of PRIN 2A.8.2 which provides further guidance on staff incentives.

