



Version 1 – March 2025

Remuneration Policy

1. Introduction

At Venture Commodities Partners LLP, we believe in rewarding performance while ensuring compliance with FCA SYSC 19G regulations. This policy sets out how we compensate employees in a way that is fair, transparent, and aligned with responsible risk-taking.

2. Who this applies to

This policy applies to all new employees joining us in a brokerage role. It ensures that remuneration is structured to balance strong financial incentives with proper risk management and compliance.

3. How we pay our brokers

Brokers will earn a commission-based payout of 50% to 70% on the revenue from deals they bring into the firm.

The exact percentage will depend on factors such as experience, deal complexity, and strict adherence to risk controls and VCP's best execution policy that has customers' interest at its core.

Payouts are subject to periodic review to ensure they align with industry regulations and the long-term sustainability of the firm.

4. Keeping it proportionate and managing risk

We apply proportionality principles from SYSC 19G, ensuring our approach fits the size and complexity of our business.

Our commission structure is designed to encourage responsible deal-making and avoid excessive risk-taking.

In some cases, a portion of earnings may be deferred or adjusted to reflect compliance with ethical and regulatory standards.

As Venture Commodities Partners LLP is a very small firm, the two partners will personally monitor the new employee to ensure they adhere to this policy and uphold the firm's standards.



VENTURE COMMODITIES PARTNERS

5. compliance and oversight

We ensure all remuneration practices meet FCA guidelines and do not create conflicts of interest.

VCP's Board Members, composed of the two partners, oversees the policy and makes adjustments as necessary.

Brokers are expected to always act in the best interests of clients and uphold the highest ethical standards.

6. Review and updates

This policy will be reviewed annually or as needed to ensure it stays up to date with regulations and the firm's goals. Any changes will be communicated clearly to all affected employees.