

MANCHESTER BUILDING SOCIETY GROUP

Pillar 3 Disclosures

December 2013

Internal Capital Adequacy

This document is issued pursuant to the requirements of the Capital Requirements Directive ("CRD") and the Prudential Sourcebook for Banks, Building Societies and Investment Firms ("BIPRU"). It provides information on the Manchester Building Society Group's Capital, Risk Exposures and Risk Assessment Processes, which are provided to the market for the benefit of the market.

For general enquiries relating to our Savings and Mortgage Products please follow the link:

www.themanchester.co.uk

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1. Introduction

This document has been prepared under the BIPRU capital rules in place on 31 December 2013, the effective date of this document. The capital rules were introduced by the European Union at the beginning of 2007 and were implemented in the UK by the Financial Services Authority, which was replaced by the Prudential Regulation Authority (PRA) in 2013.

The CRD is split into three main parts, known as "Pillars"

- Pillar 1 - Minimum capital requirements, calculated by the Group using defined formulae
- Pillar 2 - The Internal Capital Adequacy Assessment Process ("ICAAP") undertaken by the Group, and the Supervisory Review and Evaluation Process ("SREP") undertaken by the PRA
- Pillar 3 - Disclosure of key information on risk exposures and risk management processes by the Group, as required by BIPRU Chapter 11.

Under Pillar 1 the Group has followed the Standardised Approach to both Credit Risk and Market Risk and the Basic Indicator Approach to Operational Risk, permitted by the CRD when calculating the minimum capital requirement. This involves applying a defined risk based capital calculation to produce the Group's credit and operational risk capital requirements.

As required by Pillar 2 the Group's Board has performed a thorough assessment of the risks to which the Group is exposed and has calculated the additional amount of capital that it considers necessary to cover these risks, above and beyond the minimum regulatory level of capital required. This assessment process included stress-testing scenarios to ensure that the Group could maintain adequate capital in the event of a severe economic downturn.

This document deals with the disclosure requirements of Pillar 3 and the information provided is in accordance with the rules laid down in the PRA Handbook, Prudential Sourcebook for Banks, Building Societies and Investment Firms ("BIPRU") Chapter 11.

Unless otherwise stated all figures within this document are as at 31 December 2013.

2. Scope

This Pillar 3 Disclosure covers the Manchester Building Society Solo Group, which comprises:

- Manchester Building Society ("Society") and,
- MBS (Mortgages) Limited ("MBSM")

The Society's other subsidiary, MBS (Property) Ltd ("MBSP"), which is an unregulated entity, is excluded from the above regulatory arrangement.

The Society is authorised by the Prudential Regulation Authority ("PRA") and regulated by the PRA and by the Financial Conduct Authority ("FCA"). MBSM was regulated by the Office of Fair Trading up to 31 March 2014 and thereafter regulatory authorisation transferred to the FCA.

For capital adequacy purposes, the financial results and capital positions of MBSM are included with those of the Society, under regulatory solo consolidation arrangements. The solo consolidation arrangement for (MBSM) were brought forward from Basel I with PRA consent.

Under the Pillar 1 regulatory capital rules the Solo Group's exposure to MBS (Property) Ltd is treated as a single exposure and Solo Group capital is allocated for the relationship that subsists between parent and subsidiary.

Both MBSM and MBSP are wholly owned Society subsidiaries. The Society is committed to supporting its subsidiaries operationally and financially.

3. Risk Management Objectives and Policies

The PRA's 3rd Principle for Business is: "A firm must take reasonable care to organise and control its affairs responsibly and effectively, with adequate risk management systems." In order to comply with this principle, the Group's system of internal control is designed to enable it to achieve its corporate objectives within a documented, managed risk profile.

3.1. Risk Management Framework

The Group provides retail savings and mortgage products.

The Group operates in the UK and Spain.

The main risks within the Group's business are: credit risk, liquidity risk, interest rate risk, currency risk and economic risk; the Group is also exposed to operational risk. The ways in which these risks are managed includes the adoption of Board approved policy documentation (which specify the Board's appetite for risk measured via numerous segmented policy limits), the use of forecasting and stress test models, which guide business strategies, and by producing key risk information and indicators to manage and monitor performance.

The Group operates a three-tiered approach to the allocation of responsibilities for risk identification and management.

- The **Board** reviews reports and management information (including both financial and non-financial measures), which allow it to conclude that the risk management framework is effective. Duly constituted Committees and the Internal Audit function support the Board in the execution of these duties.
- **Senior Managers** oversee the use of the Risk Management Framework and make recommendations to the Board regarding the design of framework matters.
- **Department Managers** are responsible for day-to-day risk management, in line with the policies and procedures laid down.

The documenting of risks and controls is undertaken via:

The Board Procedures Manual – ("BPM")

The BPM has three main purposes:

- To provide the Board with a summary of how the Group is controlled and managed in order to enable the Board to more effectively and more efficiently carry out their duties
- To provide evidence as to how the Board meets its statutory, regulatory, prudential and compliance responsibilities; in particular those under BSA 1986, FSMA 2000 and the PRA Handbook and other regulatory requirements
- To be a reference document for the Board and Senior Management with regard to the high level systems and controls and procedures of the Board and their responsibilities, both individually and collectively

Board Policy Statements

The various Board Policy statements (including its risk appetites) set out operating rules that ensure the Group complies on an ongoing basis with all regulatory requirements. They are designed to influence and determine all major decisions and actions and to ensure all activities take place within the Board's documented boundaries.

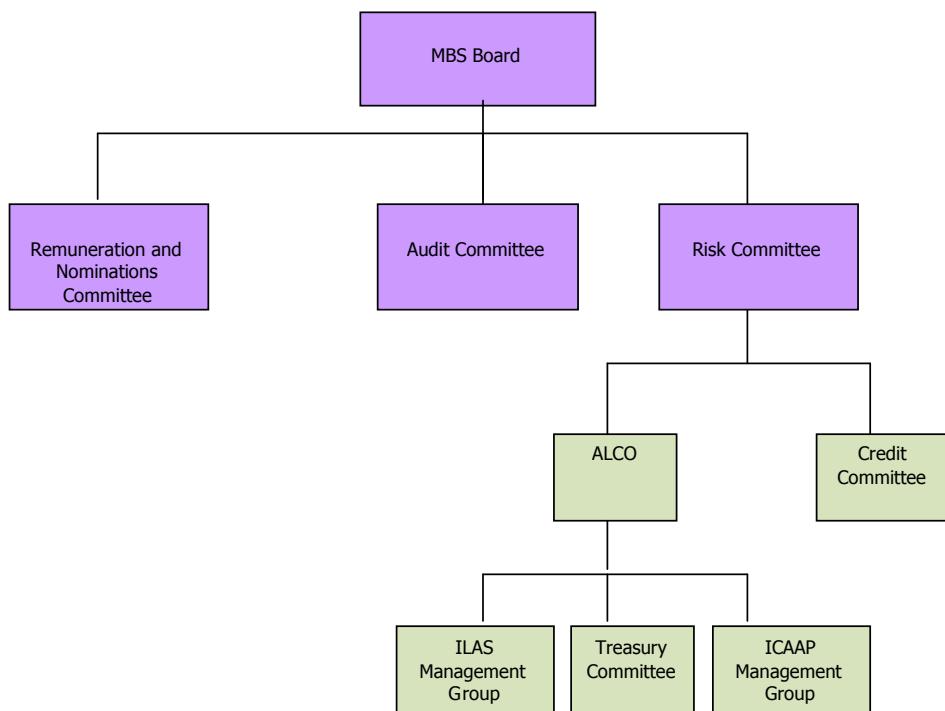
Departmental Procedures

Departmental procedures derive from the Board and Management Policy Statements; they describe the specific methods employed to express policies in action in day-to-day operations of the Group. Ownership of, and responsibility for, the Departmental Procedure Manuals rests with the Senior Managers; Departmental Managers ensure operational compliance.

Together, the policies and procedures ensure that the Board's requirements are translated into steps that result in a compliant outcome.

3.2. Board and Committee Structure

The Board is responsible for ensuring that effective systems and controls are in place for risk management and has established a risk management framework for the Group that is proportionate to both the size of the Group and the risks to which it is exposed. In order to achieve this, the Board has established a committee structure as illustrated in the following diagram (where purple denotes Board oversight Committees and green denotes Management Committees):



Audit Committee

Committee role: oversight

The Group Audit Committee meets four times per year. The Group Audit Committee considers and advises the Board on matters relating to:

- The appropriateness and effectiveness of systems and controls, including risk systems
- The adequacy of compliance with all relevant statutory and regulatory requirements
- The scope, operation and effectiveness of the internal audit function
- All aspects of the Group's relationship with its external auditors
- Reviewing and elevating to the Board for its approval the content and presentation of the Annual Report and Accounts

Risk Committee

Committee role: oversight

The Risk Committee meets between six and eight times per year. The Risk Committee considers matters relating to the promotion of a risk-based approach in accordance to the Group's overall risk strategy and Risk Appetite Statement particularly in the following areas:

- Balance sheet structural risk
- Treasury and liquidity risk
- Credit risk
- Capital management
- Operational risk

The Risk Committee acts as the ICAAP Steering Committee and the ILAS Steering Committee.

ALCO

Committee role: operational management

ALCO meets monthly.

ALCO considers matters relating to financial risk in line with the Society's risk appetite as set by the Board, specifically including:

- Financial Risk Management Policy (FRMP).
- IRRBB in the Balance Sheet, Structural Risk and Interest Rate View.
- Treasury Risk.
- Currency Risk
- Economic Risk
- Liquidity matters and ILAS.
- Capital matters and ICAAP.

Credit Committee

Committee role: operational management

The Credit Committee meets monthly.

Credit Committee considers matters relating to the Society's credit risk management in line with the Society's risk appetite as set by the Risk Committee, specifically including:

- Regular review of Lending Policy and its conformity to Board Strategy, risk appetite and regulatory guidelines.
- Ensuring new lending complies with the Lending Policy and is consistent with Board Strategy as set out in the business plan.
- Overseeing the risk control of the lending portfolio.
- Oversight of changes to the product range for new lending.
- Credit portfolio management review

Treasury Committee

Committee role: operational management

The Treasury Committee meets weekly to discuss operational issues associated with liquidity and balance sheet management and review compliance with policy limits. It reviews all liquidity matters, the availability and pricing of savings and mortgage products, effecting changes as appropriate.

ICAAP Management Group

Committee role: operational management

The ICAAP Management Group's meetings are arranged to facilitate efficient and timely investigation of all ICAAP matters.

The ICAAP Management Group is responsible for providing documentation in relation to the annual ICAAP analysis and recommendations incorporated within the report and presenting the updated annual ICAAP report to the Risk Committee for their approval. The committee makes proposals and/or recommendations on all ICAAP matters to the Risk Committee. Accordingly it meets as frequently and as regularly as required.

ILAS Management Group

Committee role: operational management

The ILAS Management Group's role is to facilitate efficient and timely investigation and analysis of all ILAS matters

The ILAS Management Group is responsible for providing documentation in relation to the ILAS analysis and recommendations incorporated within the report and presenting the updated annual ILAS report to both ALCO and to the Risk Committee for their approval. The committee makes proposals and/or recommendations on all ILAS matters to both committees. Accordingly it meets as frequently and as regularly as required.

Both ALCO and Risk Committee consider analyses, proposals and recommendations arising from the ILAS Management Group's meetings and the reports presented by the ILAS Group before they are promoted to the Board for approval.

3.3 Risk and Compliance Functions

The risk and compliance functions provide a second line of defence against risk through their oversight of the internal control system. These functions report direct to the chair of the Groups Risk Committee.

3.4 Internal Audit

Deloitte LLP provide internal audit services to the Group, reporting directly to the Group Audit Committee.

The Internal Audit function provides independent and objective assurance that the Group's processes are appropriately and effectively applied. The Group Audit Committee reviews the effectiveness of internal audit formally each year and informally on an ongoing basis.

3.5 Other Risk Management Measures

3.5.1 External Audit

The Group has appointed Pricewaterhouse Coopers UK LLP as its External Auditors.

An audit is conducted in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board and includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the Annual Accounts. It also includes an assessment of the significant estimates and judgments made by the Board of Directors in the preparation of the Annual Report and Accounts and of whether the accounting policies are appropriate to the Group's circumstances, consistently applied and adequately disclosed.

The Group Audit Committee reviews the effectiveness and independence of external audit formally each year.

3.5.2 Other Committees

In 2013 the Nominations Committee and the Remuneration committee were merged into one committee

3.5.2.1 Remuneration and Nominations Committee

The Remuneration and Nominations Committee:

- Leads the process for Board appointments, re-appointments and succession planning.
- Regularly reviews the selection, balance of skills, experience and composition of the Board.
- Recommends to the Board nominations for the positions of Chairman and Vice-Chairman of the Society and the membership for all Board committees and subsidiary company boards.
- Ensures that the performance of all Directors is appraised on a regular basis.
- Consider formally all matters relating to the remuneration terms of both Non Executive and Executive Directors. Consider the remuneration arrangements for Senior Managers, including those holding significant influence functions.

The Committee met six times during 2013.

4. Principal and Other Risks

The principal risks facing the Group and the procedures put in place to manage these are described below. Monitoring and managing the risks is undertaken in a number of ways, including:

- Board and Committee constitution
- Board Policies
- Departmental procedures
- Production of key management information, including routine forecasting and stress testing
- Production of periodic key budget and business forecasting information

4.1. Principal Risks

Credit Risk

Credit risk refers to the potential risk that arises from customers or counterparties failing to meet their obligations as they fall due.

The Risk Committee is responsible for reviewing the Group's Lending Policy and recommending any amendments to the policy to the Board. The Board monitors exposures in accordance with this policy including concentration to individual counterparties and to specific sectors.

Liquidity Risk

Liquidity risk is the risk that the Society does not have sufficient liquid funds to meet its liabilities as they fall due.

Responsibility for the day-to-day management of liquidity risk, including the monitoring of both retail and wholesale funding, lies with the Treasury Manager, within the prudent framework of the Financial Risk Management Policy ("FRMP"), reporting on a weekly basis to the Treasury Committee.

The Treasury Committee, ALCO and Risk Committee each receive regular management information which facilitates the close monitoring and management of this risk.

Each month, the balance sheet position is stress tested to confirm that the Group can withstand normal and extreme cash outflows.

Policy limits are in place so as to monitor and manage liquidity risk; included are limits for: liquid funds individual counterparty exposures, country exposures, types of financial instruments, wholesale funds individual counterparty exposures and the maturity profile of liquid assets and liabilities.

As the Group has a relatively low level of wholesale funding, its reliance upon the wholesale liquidity markets is limited, thus mitigating certain aspects of its liquidity risk.

Interest Rate Risk

The Group is affected by interest rate risk.

Interest rate risk arises from the different interest rate features, re-pricing dates and maturities of the Group's financial assets and its financial liabilities. It is managed using a combination of on and off-

balance sheet instruments. ALCO monitors and manages this exposure on an ongoing basis, with periodic oversight review by the Risk Committee.

To assist in potentially reducing this risk the Society may seek to acquire interest rate swaps with the same maturity profile as the fixed interest rate attached to the assets/liabilities they are being matched with. Interest rate swaps are used to economically reduce interest rate risk exposures. The prepayment risks associated with fixed rate mortgages are mitigated to an extent through the use of early repayment charges.

Details of interest rate risk can be found in note 1 to the Group's 2013 Annual Report and Accounts

Currency Risk

The Group has an exposure to foreign currency exchange rate risk arising from its lending denominated in Euros; exchange rate forward contracts are used to mitigate this risk.

Economic Risk

The Board considers that Business and Strategic risks are inextricably linked and recognises that in an adverse macroeconomic environment it may be unable to achieve its corporate plan objectives due to earnings volatility and additional costs. The Group has a well-developed corporate planning process which includes the use of stress testing scenarios that involves the Board and senior management team.

4.2. Other Risks

Market Risk

The Group plays a very small part in the wholesale funding market, borrowing from it on a short-term basis to a limited degree.

Adverse movements in market variables such as settlement prices and valuations pose a risk to an organisation's financial position and constitute market risk. The Group does not operate a trading book. The Boards risk management objective is for a low risk exposure to Market Risk.

Concentration Risk

Concentration risk is the risk that arises from a lack of diversification in the Group's business, including geographic, product and funding concentrations. Concentration risk is primarily an extension of credit risk.

The Board recognises that as a regional Building Society it is exposed to concentration risk. Conversely the regional Building Society model protects against Diversification Risk – the risk that the organisation's skills are spread too thinly across a number of diversified business activities.

Geographic concentration risk is considered when undertaking stress testing. The impact of dramatic falls in property prices in the areas of greatest concentration of mortgage balances is considered in the assessment of the level of capital required to cover the impact of recessionary conditions.

The Group regularly monitors its concentration risk and adjusts its lending strategy where appropriate.

Operational Risk

Operational risk is the risk of loss arising from inadequate or failed internal processes or systems, human error or external events. The Operational Risk Policy sets out the Group's approach to the management of operational risk.

Other policies and procedures contribute to the overall risk environment, notably, the Business Continuity Plan, the Anti-Money Laundering Policy, the Fraud Policy and the Staff Handbook. Departmental procedure manuals reinforce the Operational Risk Policy.

5. Capital Resources

The Group's main source of capital is from retained profits, which are added to the Group's General Reserves.

The Group's capital resources are calculated in accordance with the regulations specified in the CRD. There are currently no known impediments that would prevent the transfer of capital between the constituent elements of the Group.

At 31 December 2013 the Group's Total Assets were £646m and its Capital Resources totalled £59m.

Table 1 – Group Capital Resources

	Group £000
Tier 1 Capital Resources	
Accumulated Profit held as general reserves	(1,374)
Profit Participating Deferred Shares (Note 1)	17,461
Permanent Interest Bearing Shares (Note 2)	14,788
Net Tier 1 Capital Resources	30,875
Tier 2 Capital Resources	
Long Term Subordinated Debt (Note 3)	14,500
General Provision	13,688
Net Tier 2 Capital Resources	28,188
TOTAL CAPITAL RESOURCES	
	59,063

Notes

- 1) Profit Participating Deferred Shares ("PPDS") are perpetual instruments with no maturity date or right to repayment other than on a winding-up, in the event of which, the PPDS would rank below claims in respect of subordinated noteholders, depositors, creditors, investing members of the Group and PIBS holders. Further details about PPDS are provided in Note 27 to the Annual Report and Accounts.
- 2) Permanent Interest Bearing Shares ("PIBS") are unsecured deferred shares and rank behind the claims of all subordinated noteholders, depositors, creditors and investing members of the Group. Further details about PIBS are provided in Note 25 to the Annual Report and Accounts.
- 3) Subordinated notes are unsecured and rank behind the claims of all depositors, creditors and investing members (other than holders of PIBS) of the Group. More details of the subordinated liabilities are included in Note 23 to the Annual Report and Accounts.

6. Capital Adequacy

The Group maintains sufficient capital to support its ongoing activities.

The Board approves the annually-prepared Business Plan, which covers a three full-year financial forecast. The Business Plan enables the Group to forecast its capital requirements.

The Business Plan and the ICAAP documentation cross-refer; they both reflect the Board's risk appetite, integrating capital adequacy and forecast capital positions into business strategy.

Under the standardised approach for credit risk, the Group applies a risk weighted asset value to each of its exposure classes and provides 8% of that risk weighted asset value as the minimum capital requirements for credit risk.

Under the basic indicator approach for operational risk, the Group calculates its average net income over the previous three years and provides 15% of the average net income as the minimum capital requirement for operational risk.

The Group faces currency movement risks on its Euro denominated mortgage balances. The exchange rate risk on these balances is mitigated by the Group transacting exchange rate swaps. The Group provides 8% of capital on the net difference between the carrying value of the Euro denominated mortgages and the exchange rate swaps. The Group carries this amount as the minimum capital requirement for exchange rate risk.

Table 2 shown over provides details of the calculation of capital resources requirements within the Group as at 31 December 2013

Table 2 – Group Capital Resources Requirement

	Asset £000	Risk Weighted Asset £000	Minimum Capital Requirement £000
Credit Risk Category			
Treasury Exposures			
Central Governments or Central Banks	95,671	0	0
Institutions	81,320	23,181	1,854
Cash	6	0	0
(A) Total Treasury Exposures	176,997	23,181	1,854
Loans and advances to customers			
<u>Residential:</u>			
Performing	423,178	190,746	15,261
Past Due	11,694	10,782	862
Commitments	4,203	3,153	252
<u>Non Residential and Business:</u>			
Performing	34,273	34,273	2,742
Past Due	3,750	3,750	300
<u>Unsecured loans and current accounts/overdrafts</u>			
Performing	300	225	18
Past Due	7	11	1
(B) Total loans and advances to customers	477,405	242,940	19,436
(C) Fixed and other assets	17,783	16,714	1,337
(D) Total Credit Risk Exposures and Capital Resources Requirement (A+B+C)	672,185	282,835	22,628
(E) Foreign Exchange Position Risk Capital Requirement		13	1
(F) Operational Risk Capital Requirement		17,013	1,361
(G) TOTAL CAPITAL RESOURCES REQUIREMENT (D+E+F)		299,860	23,990

Total assets in the table below of £672.2M, reconciles to the total assets figure in the Group's balance sheet in the Annual Report and Accounts for the year ending 31 December 2013 as follows:

	£000
Assets as per Table 2 above	672,185
<i>Less:</i>	
<i> Loan Commitments</i>	(4,203)
<i> Derivatives</i>	(91)
<i> General and Specific Provisions</i>	(19,154)
<i> Other</i>	356
 Total	 649,093
 Adjustment for Solo Consolidated Group	 (2,663)
 Assets as per 2013 Accounts	 646,430

7. Credit Risk

This section provides summary information with respect to the Group's credit risk exposures in relation to residential lending, retail unsecured lending, and treasury assets.

The Group regards as "past due" any mortgage or loan account where more than three monthly repayments have not been made at the accounting date.

A geographical analysis of the Group's Loans and Advances to Customers¹ as at 31 December 2013 is provided in Table 3 which summarises regional distribution information.

The Group operates from its head office in Manchester city centre.

Table 3 – Regional Distribution Analysis

Loans and advances to customers	Performing £000	Past Due £000	Total £000
<u>Residential</u>			
Manchester	40,015	1,787	41,802
NW & Midlands	160,491	6,061	166,552
North	14,547	603	15,150
London	62,988	1,196	64,184
South	99,016	2,047	101,063
			0
Spain *	46,122	0	46,122
<u>Non Residential and Business:</u>			
Manchester	9,306	714	10,020
NW & Midlands	19,172	1,646	20,818
North	877	977	1,854
London	487	0	487
South	4,431	413	4,844
<u>Unsecured loans and current accounts overdrafts</u>			
Manchester	0	0	0
NW & Midlands	243	7	250
North	57	0	57
South including London	0	0	0
TOTAL	457,751	15,451	473,202
*Lifetime mortgages to UK Expatriates			

Details of the residual maturity analysis may be found at Note 14 to the Annual Report and Accounts for the year ended 31 December 2013.

¹ Excluding Commitments.

7.1. Provisions

The Group's accounting policy in relation to provisions for loans and advances is set out in Note 1 to the Annual Report and Accounts for the year ended 31 December 2013 and a summary of provisions may be found in Note 14.

7.2. Treasury Assets

The Group has nominated Fitch Rating Services as its external credit assessment institution.

The following tables analyses the Groups risk exposures to Treasury counterparties as at 31 December.

At 31 December			
Concentration by credit grading	2013		2012
AAA to AA-	95,770		60,608
A+ to A-	81,227		83,897
Total	176,997		144,505

At 31 December			
Concentration by sector	2013		2012
UK Government & Bank of England	95,671		60,484
Financial Institutions	81,227		81,878
Mortgage Backed Securities	99		124
Derivatives	0		2,018
Total	176,997		144,505

At 31 December 2013			
Residual maturity by sector	≤ 3 months	3 months to 1 year	≥ 1 year
UK Government & Bank of England	95,671	0	0
Financial Institutions	58,269	22,958	0
Mortgage Backed Securities	0	0	99
Derivatives	0	0	0
Total	153,940	22,958	99

At 31 December 2012			
Residual maturity by sector	≤ 3 months	3 months to 1 year	≥ 1 year
UK Government & Bank of England	60,484	0	0
Financial Institutions	29,597	17,947	34,334
Mortgage Backed Securities	0	0	124
Derivatives	0	0	2,018
Total	90,081	17,947	36,477

7.3. Counterparty Credit Risk

Counterparty credit risk in the context of treasury-related instruments is the risk that a banking counterparty could default before the final settlement occurs on the derivative held.

The Group uses derivative instruments for both hedging and non-hedging purposes. The Group uses foreign exchange swaps and forward contracts for hedging purposes. Derivatives are only used by the Group in accordance with the rules set out in the Building Societies Act 1986 and in line with the FRMP.

Further details on derivative financial instruments held by the Group are contained in Note 13 to the Annual Report and Accounts for the year ended 31 December 2013.

7.4. Credit Risk Mitigation

Credit Support Annexes ("CSA") exist for collateralising derivative transactions with a number of banking counterparties to which the Group has derivative exposures in order to mitigate the risk of loss on default. Each CSA allows margin calls to be made on the net market value of derivative exposures with the particular counterparty.

8. Remuneration Matters

8.1. PRA Disclosure Requirements

The Society is committed to complying with the PRA's Remuneration Code, as detailed within SYSC 19C, in support of the CRD.

The PRA's rules regarding remuneration disclosure require that the Society should identify those individuals who have a material impact on the Society's risk profile and disclose remuneration levels for those members of staff and the remuneration policies by which they are governed; these individuals are described as "Code Staff".

8.2. Governance

Responsibility for reviewing and approving the Society's remuneration policy, including all aspects of the PRA and FCA's Remuneration Code and any additional disclosure requirements, resides with the Remuneration and Nominations Committee.

The terms of reference of the Remuneration and Nominations Committee may be obtained, on request, from the Society's Secretary.

The Committee's latest report may be found on page 12 of the 2013 Annual Report and Accounts.

8.3. Code Staff

At 31 December 2013, the two executive directors and six non-executive directors were identified as being Code Staff. Additionally the roles of the Chief Executive and the Society Secretary and Head of Risk and Compliance were held on an interim basis. The cost of these Officers has been included in the disclosure below. The figures shown below include the fixed remuneration of the 2 executive directors and 3 non-executive directors who left the Society in 2013. The number of code staff as at 31 December 2013 was 10 (31 December 2012: 10).

It is the Board's view that, given the restricted levels of authority delegated to other senior members of staff, none could materially affect the risk profile of the Society in a manner similar to members of the Board. All senior members of staff report directly to an executive Board member and are constrained in their actions and day-to-day mandates by the Group's approved policies and operating procedures.

8.4. Remuneration Disclosure

Aggregate remuneration for Code Staff for the year ended 31 December 2013 is shown below and includes pension contributions and other benefits:

	£000
Fixed remuneration*	1,116
Variable remuneration	0

Total	1,116

* Includes £149k compensation for loss of office for one executive director

9. Developments during 2013

Actions taken during 2013 that affected the Society's risk profile favourably were as follows:

- Disposal of the UK Lifetime Mortgages portfolio
- Issuing additional capital in the form of PPDS
- Reducing materially the IFRS fair value volatility in the Income Statement via exiting from the existing portfolio of interest rate swaps
- Reducing the management expenses via an organisational restructuring
- Refreshing of Board of Directors
- PricewaterhouseCoopers LLP appointed as the Society's external auditors

10. Conclusion

This Pillar 3 Disclosure document has been prepared in accordance with the requirements of BIPRU chapter 11, as appropriate for a Group of the size and complexity of Manchester Building Society Group and in line with the Group's Board-approved Pillar 3 Disclosure Policy.

In the event that a user of this disclosure document should require further information, application should be made in writing to Chris Gee, Finance Director at 125 Portland Street, Manchester, M1 4QD.