

At Meridia Capital we recognise the importance of ESG factors as a key element for long term success. As such, Environmental, Social and Governance (“ESG”) aspects are strongly embedded in our day to date corporate values

Environmental

We aim to introduce sustainable measures into all of our investments and for that reason we follow a strict environmental due diligence process.

Every time we look into a new investment opportunity, we conduct environmental due diligence, identify risks, mitigants and ESG opportunities.

Meridia Capital’s Real Estate practice has developed 13 BREEAM certificates and 4 LEED certificates, and constantly seeks to generate a positive environmental impact through sustainable upgrades.



Social

Social responsibility is integrated into all of our investment decisions.

We are an equal opportunity employer. We select partners and employees according to their skills, background and potential irrespective of their gender or ethnic.

Meridia Capital supports gender diversity – women represent around half of workforce. To that respect, Meridia Capital is part of the Level 20 Spanish committee - an organisation formed with a common vision of improving gender diversity in the private equity industry.

50%

roles occupied
by women

LEVEL
20

In addition, Meridia Capital, through its sister company Meridia Advisory Services, actively supports the impact investing space:

- Exclusive Advisor in Spain and Portugal to US asset manager **Franklin Templeton** for its **pan-European Social Infrastructure Fund**. The Fund invests in real estate assets with the objective of making a positive social and environmental impact in the community while also achieving financial returns.
- Advisor to **Mnext Venture Capital**, a vehicle that seeks to generate an impact through providing support the local entrepreneurship ecosystem. Mnext has 6 portfolio companies, including 3 high social impact start-ups: Science Bits (Education), Cocunat (Toxic-free cosmetics) and Worldcoo (Crowdfunding for NGOs).



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Meridia Capital is a longstanding supporter to the United Nations Global Compact and is now a signatory to the Principles for Responsible Investments (UN PRI).



United Nations
Global Compact

Governance

We oversee the integration of ESG considerations in every decision we make. Meridia follows a Code of Conduct in alignment with human rights' principles to prevent potential abuses and discrimination.

Our Compliance Unit reviews procedures to prevent, detect, correct and minimise risks of sanctions, material financial loss or reputation as a result of violating the regulation, internal processes or the Code of Conduct.

Our Internal Audit Unit is responsible for designing and performing an annual supervision plan to review the effectiveness of internal control system and our compliance and risk management units.

We follow a custom-made programme that includes Fraud Prevention, Anti-Money Laundering and strict KYC due diligence.

Responsible to our Employees

We are committed to advancing diversity in Meridia Capital. From recruitment of all employees to ongoing training and diversity policies and procedures, our goal is to ensure that we have a best in class and diverse employee base across every level of the organisation.

Health and the well-being of Meridia's employees is a main concern within the firm and we internally implement initiatives to provide comfort and well-being to the team. An example of an initiative implemented is providing seasonal fruit on bi-weekly basis to enhance better eating habits. Meridia Capital encourages its people to practice sport, as such, Meridia employees participate and train as a team in the annually 10km race "Run for Business", enhancing wellbeing habits and team building.

Thoughtful management of ESG considerations is key to achieving long term success. At Meridia Capital we are committed to working in alignment with high responsible standards in order to make a positive impact in the community through our investments.



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