

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

Environmental

We aim to introduce sustainability measures into all our investments by following a strict environmental due diligence processes. When looking at new investment opportunities we identify risks, mitigants and ESG opportunities.

Meridia Capital’s Real Estate division has achieved **16 BREEAM certificates, 6 LEED and 2 WELL certificates** as well as **1 financing** following the Green Loan Principles. We constantly seek to generate positive impact in the environment through sustainable upgrades.



Green Loan Principles
Supporting environmentally sustainable economic activity

Social

Social responsibility is integrated into all our investment decisions.

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 to 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).



M>
NEXT

Meridia Capital is a supporter of some selected non-profit organisations in our communities, including, among others, *fundación small*.

small

Meridia Capital is a longstanding supporter of the United Nations Global Compact and is a signatory to the Principles for Responsible Investments (UNPRI). Meridia is also actively working towards the **United Nations Sustainable Development Goals**, more precisely **goal 11: Sustainable Cities and Communities**



United Nations
Global Compact



Governance

We aim to integrate 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 executing an annual supervision plan to review the effectiveness of internal control systems and of our compliance and risk management units.

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

Meridia Capital has a designated person responsible for the Corporate Social Responsibility area managing ESG issues.

Responsible to our Employees

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

We also strongly support gender diversity, with women representing around half of our workforce. Meridia Capital is a member of the management team that leads Level 20's Spanish Chapter. Level 20 is an organisation formed with a common vision of improving gender diversity in the private equity industry.

Being responsible to our employees is our priority from recruitment, we internally implement initiatives to provide comfort and ongoing training to our people, our goal is to ensure that we have a best in class and diverse employee base across every level of the organisation.

The health and well-being of Meridia's team is of high importance. Providing seasonal fruit twice a week, an annual medical checkout and promoting a plastic free environment are some examples of implemented initiatives. Meridia Capital also encourages its employees to practise sport, participating and training as a team in the annually 10km race "Business Run".

During the complex situation created by the COVID-19 outbreak, Meridia Capital has taken all measures to guarantee the health and wellbeing of its employees and our communities.

c. **50%**
roles occupied
by women

**LEVEL
20**

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.



For further ESG related matters please contact:

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