

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 date corporate values.

Strategy: 4 transformational pillars



Environmental

We aim to introduce sustainable measures into all our investments and for that reason we follow a strict environmental due diligence process. When we look at new investment propositions we identify risks, mitigants and ESG opportunities.

Meridia Capital’s Real Estate practice has achieved **22 BREEAM, 6 LEED and 2 WELL international certificates**. Meridia has also **track record achieving green financings**.

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.

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

We strongly support gender diversity – women represent around half of our workforce. Diversity and inclusion: sponsor of **Level 20**, the not for profit organisation dedicated to **improving gender diversity** in the European private equity industry. Meridia also chairs Level 20 **Spanish chapter**.

In addition, Meridia 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.

50%

roles occupied
by women

LEVEL 20



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



United Nations
Global Compact

Governance

Meridia has implemented its **ESG policy** within its funds management activities and internal operations.

All Meridia ESG decisions are **approved by the Board of Directors**, who oversees and manages the implementation of all actions.

Meridia has a **designated responsible person for ESG**. Meridia also secures the services of external specialised advisors for specific matters.

Meridia has a designated **ESG Committee** that meets monthly. The Committee has a twofold objective: i) create and monitor initiatives in the different business verticals and ii) have an assigned person in all business verticals.

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.

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 diversity and inclusion in Meridia Capital. From recruitment of all employees to ongoing training and 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.

Our commitment responsibility is embedded in all the organisation, all employees must take a **mandatory certified training** in responsible investment. In addition, Meridia's professionals are required to take additional occasional courses.

The health and well-being of Meridia's employees is our priority. We internally implement initiatives to provide comfort and well-being to the team. Encouraging free green transportation (bikes), providing seasonal fruit twice a week and promoting a plastic free environment are some examples of implemented initiatives.

Thoughtful management of ESG considerations is key to achieving long term success. ESG is a central driver of Meridia's strategy, our purpose is to be dedicated to creating long term value to our investors through best-in-class investment strategies designed to strengthen our communities.



For further ESG related matters please contact:

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