

Meridia Capital Partners is an alternative investment fund manager investing in private markets in Spain, it manages investment vehicles in real estate, private equity and venture capital.

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.

## ESG Strategy: 4 transformational pillars



ESG priorities aligned with Paris 2030 Agenda and SDGs.

Dedicated yearly pre-approved budget to achieve goals and targets

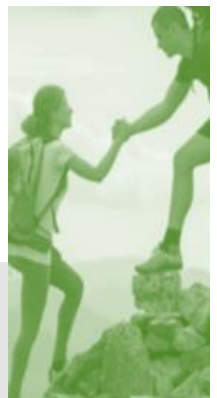
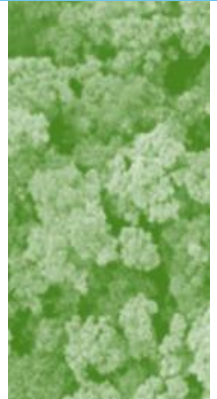
Meridia's ESG practice is **guided by institutional global standards, benchmarks, and certifications**. Meridia's ESG actions follow the below guidelines:

- Local and international laws and regulation
- The United Nations Principles for Responsible investment
- UN Global Compact's Ten Principles of Corporate Governance
- The December 2015 Paris Agreement, including the Sustainable Development Goals, with particular focus on the SDG #11
- The GRI - Global Reporting Initiative Standards
- The OECD Anti-Bribery Convention

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



## 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**.

**50%**

roles occupied by  
women

**LEVEL 20**

## Governance

Meridia has implemented a publicly available **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 one internal **designated responsible 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**.

## Impact dedicated vehicle

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.



## Responsible to our Employees

We recognize that our 25+ employees are the most important asset and resource in advancing innovation and will create new opportunities for them to contribute to our efforts.

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. All employees have permanent employment with us and when required, we engage specialists on a consultancy basis.

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 specialised 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, such as:

- ✓ Encouraging free green transportation (bikes)
- ✓ Encourage and organised group sport activities
- ✓ Additional days of paid leave to all employees
- ✓ Flexible working policies
- ✓ Providing seasonal fruit and complementary lunch options
- ✓ Promoting a plastic free environment
- ✓ English lessons
- ✓ Team voluntary work

*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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