

# PREMIA

*Properties*

## **SUSTAINABILITY POLICY**

**JULY 2021**

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## DOCUMENT REVIEW TABLE

	Drafting / Review Date	Brief amendment description
Version 1	07.07.2021	
Version 2		

## 1. Introduction

Premia Properties (the "Company") key scope is to ensure the sustainable operation and growth of the Company. The Company has incorporated Sustainability Principles in its everyday operations, according to which it expresses its current and future commitment to matters of:

- Environmental protection,
- Excellent work environment and healthy workplace to ensure the well-being of its employees and,
- Social prosperity and growth,
- Robust Corporate Governance.

The Company is active in the real estate development and management industry, and continuous to expand its asset portfolio in order to deliver long-term benefits to the Company's shareholders. The Company's key priority is to minimize investment risk by focusing its investments on high-quality assets, and to actively manage them in order to ensure their optimal return.

The Company systematically structures its processes and focuses on high-quality producing assets that will produce added value for its shareholders, business partners, employees, and other stakeholders. The Company seeks to promote sustainable investment opportunities that will benefit the environment, the employees, and the society to produce strong investment returns.

The people working for the Company are its driver of growth and their overall well-being is a top priority. The Company is committed to providing equal employment opportunities regardless of age, gender, race, religion, nationality, or other personal traits and will not tolerate any form of discrimination or harassment, as it is also applicable by the relevant law. In addition, it fosters safe workplaces where its employees' health is safeguarded. The continuous development and professional satisfaction of its people is the ultimate corporate goal.

The Company acknowledges the value of a corporate culture that promotes the following pillars of corporate responsibility i.e., strong corporate governance, quality of services, employee well-being, environmental protection, and social contribution.

This Policy defines the principles and priorities that the Company follows that have an impact or significant influence due to its scope of operation. According to its Sustainability Policy, the Company operates under the following principles, that are being communicated to all working in or for the Company:

## **Premia's Sustainable Development Principles**

**Integrity:** responsibility is integrated into the Company's business conduct and applies to employees and associates. Every collaboration, transaction or interaction is conducted with integrity, objectivity, and respect.

**Recognition:** The Company's well-trained, competent employees along with its efficient and ethical management team are its core success drivers.

**Prevention:** The Company applies the Prevention Principles across on all its operations. According to this, it identifies early and evaluates potential business risks, limiting so their exposure to it.

**Environmental and social responsibility:** contributing to society, in combination with adopting best environmental practices in every activity, constitutes a fundamental value for the Company. The Company aims to minimise its environmental impact and promotes environmentally beneficial investments.

**Compliance:** The Company adheres and complies with all applicable laws and regulations in its everyday operations.

These values are incorporated in its corporate culture and apply to every corporate activity, in a responsible manner which is further reflected on its people. The Company is committed to perform in a corporate responsible manner and to be aligned with the sustainability pillars outlined, seeking continuous improvement, and publicly disclosing results achieved.

### **2. Scope**

This Sustainability Policy concerns the Company's employees, associates and main suppliers across all its operations.

### **3. Policy approval, updates, and communication**

When necessary, the Policy will be updated upon its review by the Company's management team and final approval by the Board of Directors. The Sustainability Policy is communicated to all employees and immediate associates.