

Official Corporate Social Responsibility Policy



Last updated: 25.06.2023

N. Pirilides & Associates LLC (“Firm”) is fully aware of and have a genuine commitment to corporate social responsibility (CSR). The Firm is committed to respecting the economy, our community and the environment, in the best interest of all stakeholders. The underlying idea is that the Firm should operate in ways that boost human rights, the economy, the society, and the environment, instead of contributing negatively to them, and this Policy aims to realize just that.

Culture

People are the most important asset in any business, and at this Firm we recognise that by empowering our staff, they will contribute to the Firm’s continued success. We aim to provide an environment where our employees’ values are consistent with our own.

All our staff are provided with an annual appraisal review as an opportunity to discuss personal performance.

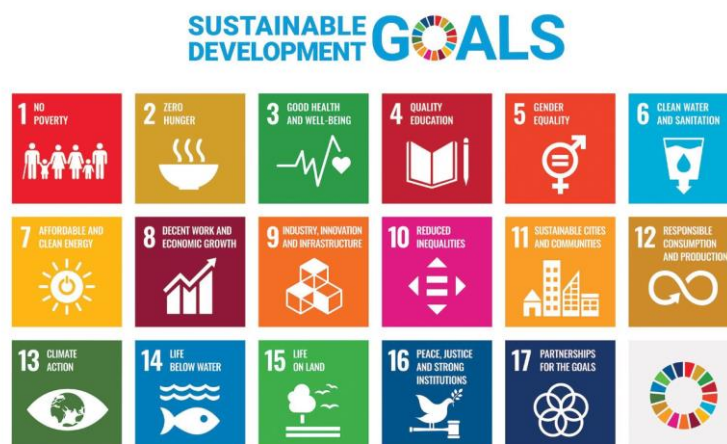
The Firm has developed cultural awareness, fostering a fruitful and long-lasting relationship with international clients. We are therefore best suited to offer advice domestically as well as internationally; under common law and civil law systems; in local and cross-border transactions, day-to-day operations and challenging deals.

This Policy starts from the Firm, in line with our strongly embedded culture.

Sustainable Development

CSR is an important priority for the Firm and our business approach contributes to sustainable development by delivering economic, social and environmental benefits.

We fully support the Sustainable Development Goals.



Performance

The Firm desires substantial change within corporate culture in relation to perceptions on the link between the economy, our community and the environment. Our associates and clients positively welcome the sustainable practices that we adopt. We must enhance our efforts towards a sustainable future in the best interest of current and future generations.

We are content by positively contributing to the needs of our diverse communities, fulfilling our responsibilities to the public, and minimizing any adverse environmental impact of our business activities. We endeavor to incorporate various forms of social responsibility into our own and our clients' business, for meaningful action and a positive impact towards sustainable development.

Implementation is key for any policy. We regularly and transparently execute, monitor and evaluate this Policy. Given the sectors that we are involved in, we identified relevant undertakings to ensure that the Firm correctly proceeds with its ambition and goals.

Sectors

1. Diversity

The firm promotes diversity and equality in the workplace through our recruitment processes and staff training programme. The health and well-being of our employees is also a key consideration, and we encourage staff to take regular breaks, in order to achieve a healthy work-life balance.

2. Philanthropy

We place philanthropy in a high level of responsibility and priority. We participate in charitable and philanthropic fundraising initiatives, donating funds to people-in-need and to non-governmental or charitable organisations.

3. Volunteering

We undertake volunteer work and community service in our areas of choice, within the local community, either through public or private, non-governmental or charitable organisations initiatives and events.

Our staff volunteer and help regularly a broad spectrum of charities and other organisation. One of our Partners has a voluntary position in the Dr. Yiota Demetriou- the Dancing Queen Foundation which is a non-profit organization formed to positively impact the lives of children and teenagers. Its mission is to make a difference in their quality of life and psychological well-being.

4. Sponsorship

The development of a social and cultural community is deeply affected by cultural events which can be sponsored by the Firm.

5. Pro-bono engagement

The Firm offers *pro-bono* assistance to the extent permitted by applicable legislation and regulations. Through our pro bono work we are able to help non-profit organisations who

may not otherwise have access to legal services. Lawyers (and trainees) are encouraged to take part and many make a contribution in this field.

6. Partnership

The Firm creates partnerships and collaborates with like-minded organisations.

7. Environment, sustainability, and health and safety

The Firm uses sustainable tools in the office and regularly assesses its practices to consider new practices that might be adopted and reduce any adverse impact on the environment.

8. Recycling and energy efficiency

The Firm encourages and promotes energy efficiency, waste minimization and environmentally friendly waste disposal to reduce its carbon footprint and combat climate change.

Where possible, we use recycled paper, and indeed, we always endeavour to incorporate the recycle and re-use ethos in all we do. We are currently recycling waste paper, cardboard boxes and plastic bottles.

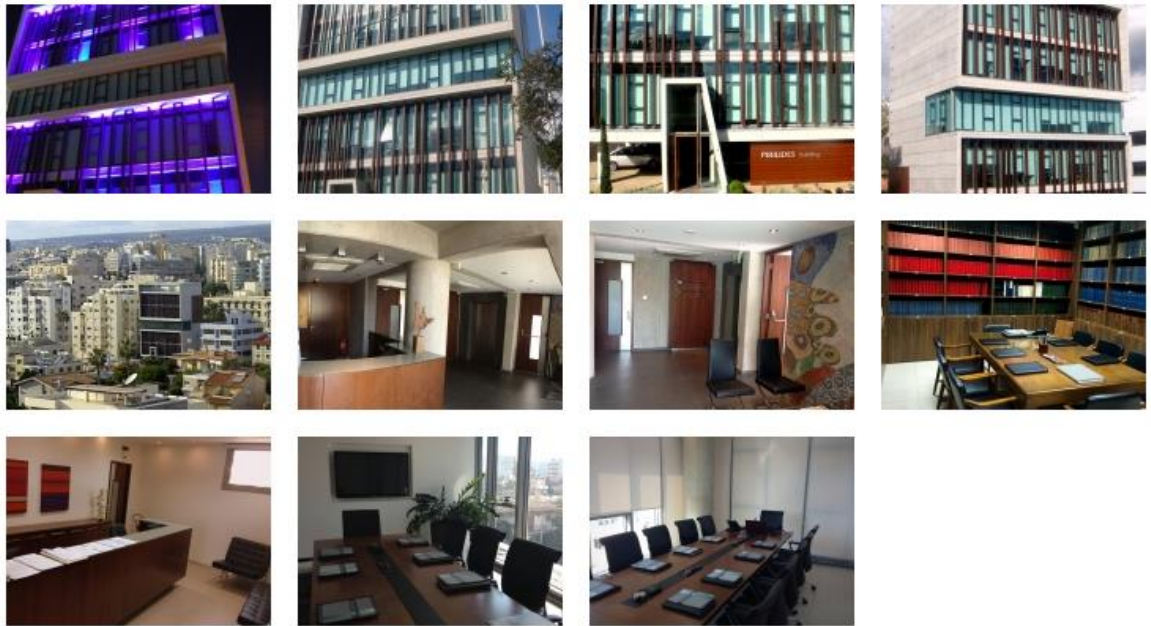
The firm has a 'switch it off' policy and staff are encouraged to turn off equipment that does not need to be left on standby at the end of a working day and also turn off lights and climate system when there is no one left in a room.

Our relevant policies include, but are not limited to:

- office waste recycling and promotion of a paper-conscious policy
- heat and air monitoring
- cloud operations
- water saving.

9. Our Offices

We operate in a state-of-the-art and privately-owned premises situated in Limassol.



10. Ethics

To achieve the purposes of the Firm we operate to the highest ethical standards. We regularly review our governance and operations to ensure we comply with the best practices in terms of transparency and accountability.

11. Corporate governance

We are committed to effective and efficient corporate governance, transparency and accountability to promote the mission and vision of the Firm. This helps build and strengthen trusted, long-lasting relationships with our associates and clients.

Rooted in tradition with a legacy of exceptional client service, we recognise and value the long-standing relationships we have with our clients and how they have helped shape our Firm. Our driving force is to empower our clients by providing quality legal advice and insight that enables them to achieve their personal and business goals. We support our clients through our efficient and interdisciplinary approach where necessary to ensure that their needs and objectives are fully supported and met in a cost-effective manner.

We achieve excellence through our close associates, collective effort and our willingness to share expertise! We are proud to be associated with other professional local and foreign organisations who add value to the services we offer.



The team is very well positioned to undertake any matter. Its versatile and multi-disciplinary nature allows the Firm to follow an integrated approach through innovative initiatives and the implementation of coherent strategies, with the ultimate aim of working in our clients' best interest.

By combining our expertise with a commitment to thoroughly understanding each client's business and objectives, we are able to effectively work through any legal eventuality to achieve the positive outcomes for which N. Pirilides & Associates LLC is rightfully renowned.

We designed this Policy to provide an overview of the responsible business approach of the Firm. Of course, if there are alternatives ways of proceeding, we encourage people and clients to let us know.

Contact Us

If you have any questions in relation to this Policy do not hesitate to contact us at info@pirilides.com or +357 25830830.