

Official Corporate Social Responsibility Policy



Last updated: 17 January 2020

N. Pirilides & Associates LLC (“Firm”) is committed to respecting the economy, our community and the environment, in the best interest of all stakeholders.

Culture

Our 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

Corporate Social Responsibility (“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.

Sectors

Given the sectors that we are involved in, we identified relevant undertakings to ensure that the Firm correctly proceeds with its ambition and goals.

1. 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.

2. 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.

3. Sponsorship

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

4. Pro-bono engagement

The Firm offers *pro bono* assistance to the extent permitted by applicable legislation and regulations.

5. Partnership

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

6. 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.

7. Recycling and energy efficiency

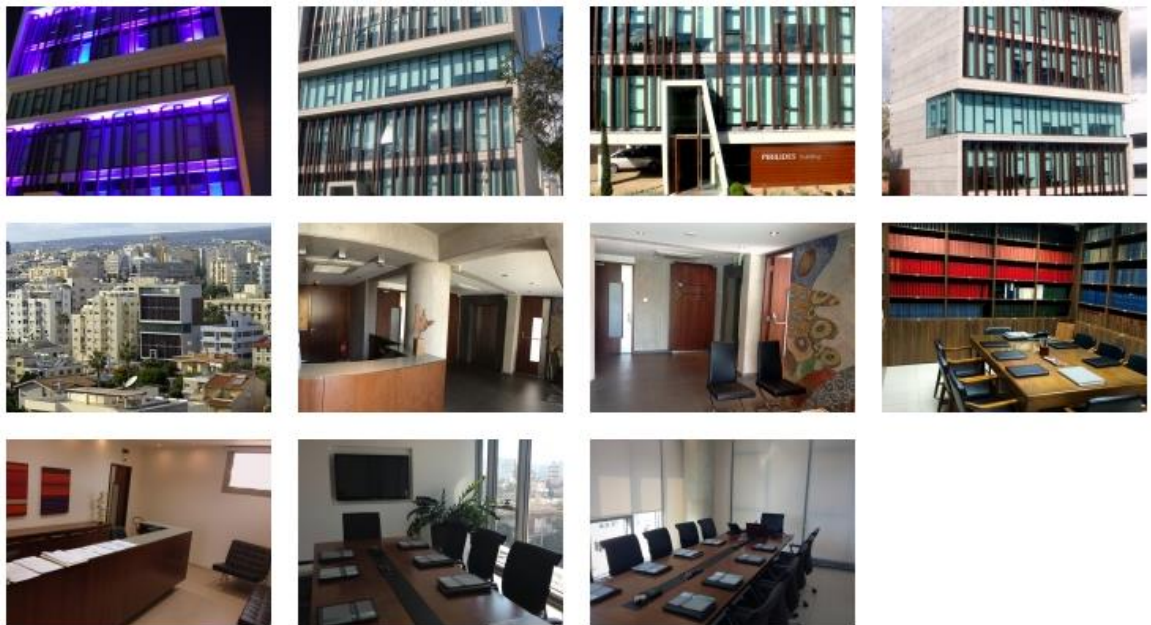
The Firm encourages and promotes energy efficiency, waste minimization and environmentally friendly waste disposal to reduce its carbon footprint and combat climate change.

Our relevant policies include, but are not limited to:

- office waste recycling
- sustainable office packaging
- heat and air monitoring
- cloud operations
- water saving

8. Our offices

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



9. 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.

10. 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 alternative 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.