

Corporate Social Responsibility Policy

1. Policy Statement

Since our incorporation, Pyrgou Vakis Law Firm has embodied the corporate social responsibility at the core of its values. In an everchanging and competitive business environment, where the human rights, the environmental effects and the values and ethnics are contested, we are committed in maintaining, encouraging and developing the corporate social responsibility culture to our people, our clients, our contractors and our supplies.

We truly believe that, it is our responsibility as lawyers, as representatives of laws and justice, to actively contribute to the society's sustainable development.

For all the above reasons, Pyrgou Vakis Law Firm, has adopted the present Corporate Social Responsibility Policy, outlining our values and our contribution to the society.

2. Purpose and Scope

The present policy applies to all employees, clients, suppliers and contractors in the context of our day to day activities.

The purpose of this Policy may be defined by 4 simple phrases:

- a. Operate in an ethical and moral manner;
- b. Educate the people;
- c. Protect the environment and humans;
- d. Continuous support them;
- e. Give back to the society what you owe to.

3. Commitments

3.1. People

Our core activities are, by definition, people oriented. For this reason, we take seriously our responsibility to protect, support and even defend them.

Pyrgou Vakis Law Firm, standing on the side of its employees, supports and encourages the continuous professional development and lifelong learning and education. To demonstrate our engagement to this process we have adopted a Training Policy outlining the process followed for an employee to be trained and educated during his/her employment in the Firm.

Within the same context, Pyrgou Vakis Law Firm, believing in justice for all, provides pro bono legal services to disadvantaged people or clients whose case raises wider issues of public interest, and encourages its employees to "sacrifice" working and client billable time in order to provide legal advice for these cases.

Last but not least, the Firm and its employees are active members of local Non-Governmental Associations whose scope is one way or another to support and assist people of our society, indicatively referring some of them thereafter:

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- a. Pacykaf-Pancyprrian Organization of Cancer Patient and Friends
- b. Cyprus Forum of Breast Cancer - Europa Donna Cyprus
- c. Pancyprrian Committee of Mothers and Spouses of Civil Guards
- d. BPW
- e. Fimonoï Foundation
- f. Association of Cyprus Lobbyists and Public Affairs Professionals
- g. Caritas Cyprus

3.2. Environment

With one of our leaders being expert on Environmental Law, the Firm could not disregard its responsibility to protect the planet. Although our activities and operations have small ecological footprint, we try to reduce the environmental impact of our business by waste reduction and recycling practices, applying paperless record management system and participating in reforestation and other environmental actions.

3.3. Ethics & Transparency

Pyrgou Vakis Law Firm does only serve the law and justice but is engaged to do the right thing in a legal, ethical, moral and trustworthy manner. Complying by profession to Lawyers' Code of Conduct we discourage any behavior or practice which contravene to these principles and the highest standards of integrity, trying always not only to maintain the excellence of our services but also to compromise the letter and spirit of our daily operations.

3.4. Stakeholders

As a law firm, qualified with ISO 9001:2015 we are obliged to engage only with suppliers, which maintain the at least minimum legal and regulatory requirements regarding the labor and environmental practices followed and simultaneously they are committed to the enhancement of social policy and culture. As part of this endeavour, we maintain a Third Party Management Procedure.