

VIA Outlets

People and Equal Opportunities Policy

Our company

VIA Outlets creates sustainable premium outlet shopping destinations throughout Europe, serving a growing consumer demand for unique shopping experiences. As members of both the commercial real estate industry and the retail industry our long term vision incorporates a sustainability journey aimed at minimizing our footprint, implementing a circular business model, maximizing employee and guest well-being and increasing awareness and expectations around sustainability with brand partners and guests, thus contributing to the shopping environment of the future.

Our core values are:

- We place our people at the heart of what we do
- We do the right thing, always
- We like to work in a constantly changing, fast-paced, environment
- We manage our Centres with care and for a sustainable future
- We are decisive, transparent and always collaborative

Our people

Our people are at the heart of what we do. Their enthusiasm, motivation and skills are what allows us to thrive and offer our tenants and guests the services they require.

We offer them an environment in which they can contribute to the company's success while developing their professional skills and abilities.

All recruitment, training, evaluation and promotion processes in the company are based on criteria of professional and interpersonal skills.

Remunerations are fair and adapted to the labour markets in which we are present.

We are committed to the basic ILO (International Labour Organization) regulations on employment, mainly referring to freedom of association and the right to collective bargaining in all the countries in which we operate.

Work-Life balance

The well-being of our employees is important to us, which is why we aim to provide a working environment in which the work-life balance is respected. It is a VIA Policy to avoid the sending of emails before 8 AM and after 8PM, or on weekends or holidays, unless exceptional circumstances justify it. Flexible working hours or working from home are offered when the responsibility linked to the position does not require the physical presence of the employee.

Equal Opportunities

For VIA Outlets, Diversity is a source of talent and creativity, which is why we take a firm stance against any discriminatory conduct or practice, and are committed promoting diversity in our workplace, regardless of gender, nationality, ethnic origin, skin colour, religion, age, disability, sexual orientation or gender identity.

The principle of non-discrimination applies equally to the treatment of our guests, our tenant employees, our collaborations and our suppliers.

Anti-Harassment policy

VIA Outlets strives to create and maintain a work environment in which people are treated with dignity, decency and respect. The company will not tolerate intimidation or harassment of any kind. All employees, regardless of their position are expected to enforce this commitment and take appropriate measures to avoid this type of behaviour occurring.

VIA Outlets will take appropriate and immediate action in response to contrasted cases of harassment in the workplace.

How to raise a concern

Any employee may raise a concern regarding the violation of this policy through VIA Outlet's anonymous whistleblowing channel, through the Speak Up inbox, available on the company's intranet.

Any concern will be taken seriously and investigated thoroughly, at all times taking care to respect the confidentiality of the procedure and the people involved, in accordance with the process referred to in the Whistleblowing Policy.