

Modern Slavery Act Statement

April 2021

This statement is made on behalf PLIN NANOTECHNOLOGY S.A pursuant to section 54 of the Modern Slavery Act 2015 (the Act) and constitutes our slavery and human trafficking statement for the financial year ending 30 April 2020.

We are a small but highly specialized company with only 8 employees and we operate in accordance with our Business Principles of quality, unity and integrity, the European Union and Hellenic legal systems. These Business Principles guide our activities and staff across our offices. They describe our culture, the way we work and what we stand for. We value our people and promote a culture of respect for the individual.

This statement illustrates how we apply our Business Principles in practice and reflects our continued public commitment to challenge and confront the use of forced, compulsory, trafficked or child labour within our own organisation, our supply chains and our value chain.

Our structure, business and supply chains

The Firm has offices only in Thessaloniki – Hellas, at Thermi.

The Firm provides a systematic approach to foster results. Whether you already use nanoparticle of any kind and require a competent partner to provide QC. Product testing or Characterization, or in search of an SME to join a Research project, we are here to help.

We are also happy to help you integrate our Nanomaterials into your products to fully capitalize on their attractive properties, or even develop a new brand.

NanoSanitas™ is also a brand of para-pharmaceutical pet-grooming products, launched by PLiN Nanotechnology S.A..

Policies

Human rights

The Firm implements a comprehensive human rights policy since 2015. The policy is supported by our In House Legal Department.

Modern slavery

All our employee-related policies is reviewed constantly to take account of modern slavery.

Our Ethical Reporting Policy encourages any member of staff to report any known or suspected breach of our ethical standards including slavery, human trafficking, forced or child labour, as well as wider human rights-related issues in accordance with the procedure set out in the policy. It guarantees that any issue can be raised in confidence.

Due diligence process and steps taken to assess and manage slavery and human trafficking risk

Employment

We apply the highest possible standards in the recruitment and employment of our people and we:

- ensure that all legal obligations are complied with in the recruitment and on-boarding process with a particular focus on an individual's right to work in the relevant country in which they will be engaged;
- conduct an appropriate level of due diligence on our prospective employees prior to them joining the firm, including a robust selection process and we undertake a number of other background checks including taking up employment references;
- recruit, promote and develop our people on the grounds of merit and capability alone and have a well-developed Diversity & Inclusion policy and plan to ensure we have a diverse workforce and an inclusive culture; and

All staff are expected to comply with our Business Principles as well as any relevant laws and professional codes of conduct applicable to us. These ethical principles are enshrined in our employment contracts and supported by our existing policies, as set out in our Employee Handbook.

Supply chains

Our Policy for Third Party Supply includes modern slavery screening.

We impose certain expectations on suppliers in the wider business ethics sense. Good human rights practices form one set of principles the Firm expects our suppliers to adhere to.

Members of staff and management involved in the procurement of goods and services have been trained to identify potential human rights issues and to use appropriate governance channels and protections in high risk situations.

The methodology and governance processes set out above are being followed and their adoption is being monitored gradually.

Our clients

Our overriding principle is that we will not act for clients in circumstances where it is illegal or inappropriate to do so, and we alert our clients to any human rights issues their transactions or commercial practice are raising and work with them through these issues.

We are therefore committed to supporting our clients' respect for, and understanding of, human rights issues and impacts, including modern slavery.