

Uni Systems' Statement on Modern Slavery Act

Athens, January 17th 2022

This statement is made pursuant to section 54 of the UK Modern Slavery Act of 2015 and constitutes Uni Systems' Statement on Modern Slavery and human trafficking.

The statement is periodically reviewed by Uni Systems Board of Directors and is progressively evolving in order to consider any new risks in its activities and Supply Chain and plan forehand any actions of the Company against slavery and trafficking.

Uni Systems' Statement of Modern Slavery Act is reviewed and approved by the Board of Directors of Quest Holdings, since the Company is a valued member of this Conglomerate.

The Company has established an operational framework embracing Policies, Initiatives, Due Diligence practices and Employee Awareness framework to properly tackle any threat from its supply chain while it remains fully compliant with the Labor Laws on the States in which operates. Assuming its responsibility to Society, Uni Systems as part of Quest Group of Companies, issues a Sustainability Development Report declaring its Values and all its initiatives with Positive Social Impact.

The organizational structure of the Company consists of Departments and Functions having the mandate and consisting of employees with the appropriate skillset to tackle any actions resulting from Company's compliance with the UK Modern Slavery Act of 2015 since it offers IT services to United Kingdom. More specifically the Company has established:

- A Human Resources Department with the mandate to create Policies and organize periodic awareness sessions of employees alerting them on issues relevant to slavery and trafficking in the supply value chain and encourage them to report any suspicious behaviors towards this direction
- A Risk Management Function with the mandate to assess Risks to Company's viability and operation including threats of slavery and trafficking illegal acts in the supply value chain
- A Compliance Function with the mandate to ensure the Company's Compliance to Statutory and Legislative requirements and relevant Acts in the Countries where the Company operates and provides its services. The Compliance Function has the responsibility to conduct the relevant National Authorities and report any suspicious practice in the Company's Business and Supply Chain

The Company has created Policies addressing Modern Slavery and Human Trafficking in the supply chain, which include:

- Definition of Modern Slavery and Human Trafficking practices
- The clear values scheme and position of the Company against those practices

- The Company's objective to establish partnerships with Vendors and Subcontractors with publicly declared opposition to the Use of Modern Slavery and Human Trafficking Practices and the criteria and toolset used towards this direction
- The Company's initiatives against those practices including periodic awareness of employees and provision
- Provision of a safe channel where employees can report any suspicious activity
- The structure of the Committee with responsibility to study and properly inform the State of any potential illegal actions
- The due diligence processes in relation to slavery and human trafficking to be followed in order address and eliminate any illegal actions in its business and supply chains. The Due Diligence process applies to the Company Headquarters, Branches and Subsidiaries
- The periodicity and content of the training about slavery and human trafficking available to its staff.

Beyond the declared objective of the Company to establish partnerships with Vendors and Subcontractors with publicly declared opposition to the Use of Modern Slavery and Human Trafficking Practices, it also assesses relevant risks when joining a new market or designing a new service. The Risk Management Function is responsible to alert the Board of Directors on such types of risks and monitor all relevant mitigation actions till their elimination, should this type of risk is identified.

Uni Systems, as member of QUEST Group, provides IT services across many Countries in Europe and employs professionals using clear and transparent criteria indicated in its policies. Employees get benefits considering their experience, profile and relevant labor laws and the Company has also established a framework for the respect to human entity and diversity. The Company follows the same approach when selecting its partners as part of its outsourcing activities while it works with Vendors with declared acts against Modern Slavery and Human Trafficking practices.

Assuming that Modern Slavery and Human Trafficking has become a scourge, which negatively affects the life of many people and violates their human rights, Uni Systems works intensively and passionately against this outrageous phenomenon using its workforce, governance framework and strong commitment of its Top Management.

Yannis Loumakis

Uni Systems President and CEO

