

## **EQUALITY DIVERSITY AND INCLUSION POLICY**

### **Huber Parking UK Limited**

#### **Huber is an Equal Opportunities Employer.**

##### **1. Policy Aims**

The aim of this policy is to ensure that no applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, or pregnancy and maternity (protected characteristics). Moreover, the policy also aims to proactively facilitate the creation of an inclusive and diverse workplace wherein nobody feels marginalised or slighted.

Managers, supervisors, and other employees should regard this Policy as a written instruction with regards to their conduct relating to equality in recruitment, selection, training, promotion, discipline, and dismissal of staff. Any instance of victimisation, discrimination, or harassment will be treated as a disciplinary offence.

Huber Parking UK Limited, as the employer, and you, as an employee, must take positive steps to ensure that the policy is fully reflected in the composition and management of staff and operatives.

##### **2. Responsible Director**

The Director responsible for ensuring that this policy is properly implemented is:

Tomer Meiom, Managing Director.

##### **3. Communicating the Policy to Staff**

A copy of this policy will be given to new employees at the time of their induction training. When the policy is amended, copies of the amended policy will be sent to each staff member via e-mail. Questions related to the policy or its implementation should be addressed to the above-named responsible director.

##### **4. Applicable Legislation and Codes of Practice**

Equality legislation means any and all legislation, applicable guidance, and statutory codes of practice relating to equality, diversity, inclusivity, non-discrimination, and human rights as may be in force in England and Wales from time to time including, but not limited to, the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 (SI2002/20234) and the Human Rights Act 1998.

**Discrimination, both direct and indirect, in recruitment, promotion and conditions of service on the grounds of protected characteristics is illegal.**

##### **5. The Appointment of Staff**

Applications and offers of employment will be measured on merit, technical qualification, and/or demonstration of acquired skill in the relevant function or trade. On no account can a person's protected characteristics affect this judgement. All persons will be checked as to their right to work in the UK prior to employment.

Where possible, open recruitment methods are to be used, such as job centres, careers offices, press adverts, or the internet.

Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted, trained, and treated on the basis of their relevant merits and abilities. In order to properly achieve this, efforts shall be made to ensure the workplace is welcoming and inclusive of all manners of backgrounds and experiences, including but not limited to those relating to culture, nationality, sexuality, gender, and ethnicity.

All employees will be given equality of opportunity within the company's service and will be encouraged to progress within the organisation.

## **6. Equality Training**

Training in Equality will be provided for managers and any staff responsible for performance management, recruitment, and selection and will include:

- a) Guidance on performance management, recruitment, selection, training, promotion, discipline, and dismissal.
- b) Guidance on the handling of incidences of under-performance, as well as victimisation, discrimination, and harassment, making it clear that these are disciplinary offences.
- c) Guidance on the proactive promotion of diversity within a workplace and the sustained curation of an inclusive environment.

## **7. Review and Monitoring**

Recruitment and other employment decisions will be monitored not less than annually to ensure that discrimination, direct or indirect, or by association, is not occurring. Records of job applications and existing employees will be reviewed to ensure an appropriate balance of diversity is being maintained across the company.

If monitoring should reveal inappropriate under-representation of particular ethnic groups, the director responsible for implementing the policy will check that the criteria laid out in Section 5 are being implemented correctly and make changes to procedures if necessary.

The company is committed to the above programme of action to make this policy fully effective. The policy is subject to review not less than annually.

Langley, January 2026



**Markus Lauble**  
Managing Director



**Tomer Meirom**  
Managing Director



**Naoum Karikas**  
Managing Director