

## **LABOUR AND HUMAN RIGHTS POLICY**

### **Huber Parking UK Limited**

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

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

This policy is intended to outline the commitments Huber Parking UK Limited has to ensuring that no human rights violations occur as a consequence of our work. This policy is intended to detail our specific objectives, as well as state the verifiable targets we aim to achieve.

We understand the necessity of ensuring the human rights of employees are not challenged by their working environment. We believe every employee, whether migrant or student, part-time or full-time, temporary or permanent, should be treated with the upmost respect and dignity. As such, our Supplier Code of Conduct clearly states the responsibilities cited here. Whilst it is not legally binding, we nonetheless expect our suppliers to follow the stipulations therein. Should a breach of these guidelines become known to us, a full investigation into the feasibility of our continued working relationship would be undertaken.

##### **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. Objectives**

###### *4.1 Anti-Slavery and Human Trafficking*

Our Anti-Slavery and Human Trafficking policy and statement clearly outline our standards and commitments in this area and can be found on our website. All suppliers must confirm that they do not contravene our anti-slavery and human trafficking policy in any way. Moreover, they must confirm that they have themselves negated the threat of modern slavery within their own organisations and that they have put measures in place to check that their own suppliers similarly act against modern slavery.

As part of these efforts, we expect that our suppliers do not charge workers recruitment fees when they are hired; identity or other important documents cannot be processed for longer than is strictly necessary; workers must have chosen to enter into this work voluntarily and similarly must be able to leave it of their own free will; and finally, all workers must have the right to work in the UK.

###### *4.2 Wages*

We will never pay less than the national minimum wage, regardless of a worker's specific role or length of time worked.

### 4.3 *Child Labour*

We do not condone child labour in any way and equally do not condone our suppliers perpetuating the economic exploitation of children in any manner.

In the UK, the minimum working age for full-time employees is 18 years old, though we acknowledge that 16-18-year-olds can also work full-time under more restrictive conditions. In circumstances, when a 16-18-year-old is engaged by us, for instance on an internship or work experience basis, we always ensure that the age-specific guidelines are rigorously followed. Moreover, we make suitable allowances for their age and ensure tasks are appropriately adjusted to ensure their health and safety is not compromised. Allocated supervisors would assign tasks appropriate to their lack of experience and ensure their inexperience does not lead to economic exploitation.

### 4.4 *Fair Treatment and Equality*

We believe that workers should be entitled to receive just and equal treatment without fear of discrimination when in the workplace. Our EDI policy clearly explains our stance on this matter and can be found on our website. In short, we forbid unjust discrimination on the basis of the following characteristics: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity (protected characteristics).

Moreover, we have a zero-tolerance attitude towards harassment, discrimination and bullying, whether rooted in prejudice against one of the preceding features or for a different reason, as is clearly stated in our Zero Tolerance policy online.

### 4.5 *Working Hours*

We abide by the UK's legal limits concerning working hours. Employees are not expected to work more than 48 hours a week (calculated over a 17-week average) and would not be expected to do so, unless they have volunteered to opt out. Night work would only be requested in exceptional circumstances and always according to the stipulated legal requirements.

During the working day workers are entitled to a 20-minute rest break if they're expected to work more than 6 hours during the day. There must also be 11 hours' rest between workdays, and 24 hours rest every 7 working days (or 48 hours every 14 working days). Holiday entitlement is in addition to this.

Overtime shall not be routine or excessive. When work demands require overtime, the hours will be compensated with time in lieu. This includes extra or atypical hours, which will equally be compensated with time in lieu.

Where possible, flexible organisation of work is also available for employees. Whilst certain duties and responsibilities may require in-person attendance, wherever possible remote or flexible arrangements be considered.

### 4.6 *Freedom of Association*

All employees must have the right to express their own opinions and beliefs without fear of punitive consequences. Moreover, employees have the ability to form their own organisations and appoint representatives, neither of which can be discriminated against.

### 4.7 *Health and Safety*

We comply with all relevant health and safety regulations, ensuring all potential hazards to workers are minimised. Our Health and Safety Policy (available on our website) outlines this in more detail. In summary, workers will be given adequate ongoing training to ensure their safety and are informed of all potential hazards. All workers must wear suitable personal protection equipment

on our sites. We will provide PPE, according to our Health and Safety rules on site. We maintain procedures to track and learn from any workplace incidents.

We prepare for any potential emergencies with information on all contingencies communicated to relevant workers. We also ensure that all employees are provided with acceptable and sanitary toilet and food preparation facilities, including safe drinking water.

#### 4.8 Health Care Coverage

All employees are offered an annual health check, including a mental health assessment.

### 5. Key Performance Indicators and Targets

We monitor indicators such as health and safety violations to ensure that these aspects of this policy are not violated. Similarly, we shall regularly review average working hours to ensure that they do not exceed their legal maximum. In the case of 16-18-year-olds, extra diligence shall be exerted in this area. The wages we pay shall be subject to similar scrutiny to ensure they are always compliant with the latest legislation.

We aim to improve our internal and external KPIs to further ensure compliance with our human rights policy.

We will know the effectiveness of the steps that we are taking to ensure that human rights violations are not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that human rights violations have been identified.

### 6. Review and Monitoring

Recruitment and other employment decisions will be monitored not less than annually to ensure that the policies are up-to-date with the latest legislation and that they are being correctly implemented. Records of violations or reported infringements will be reviewed to ensure there is no blind spot in the guidelines.

The company is committed to a programme of action to make this policy fully effective, and it is subject to review not less than annually.

Langley, January 2026



**Markus Lauble**  
Managing Director



**Tomer Meiom**  
Managing Director



**Naoum Karikas**  
Managing Director