

SKILLS DEVELOPMENT POLICY

Huber Parking UK Limited

Huber is an Equal Opportunities Employer.

1. Policy Aims

The aim of this policy is to ensure that all applicants and employees are fully informed of the opportunities they have to enhance their career prospects. By detailing and openly publishing our general attitude and specific positions towards training and qualifications, we also aim to guarantee that every employee has equal access to making the most of these chances.

2. Responsible Director

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

Markus Lauble, 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. External Qualifications

All employees are customarily booked on training courses which are required for their role and responsibility, including mandatory renewal of certain qualifications. Should an employee be promoted or change their role and require a different or additional set of qualifications, these will also be booked for them.

Furthermore, employees are encouraged to research further training or qualifications which will benefit their knowledge and expertise, the contribution they can make to the company and ultimately their career paths. Having found training they feel fulfils this criteria, the employee would be asked to make a presentation to management explaining how this course will improve their job capabilities. If management agrees, the course will be booked for the employee. Should management feel a different training path may be more appropriate, they will suggest the employee researches this and returns with a presentation.

5. Internal Training

As well as providing access to external qualifications, Huber also provides in-house training. This is either delivered at our Huber Academies or internal workshops/seminars (with either internal or external consultants). Our online training platform ensures legal compliance is strictly regulated and upheld and Huber Parking bespoke courses with regards Health and Safety, our Huber system build and our processes are taken and have been understood (each course is followed by an assessment). But also employees will be allocated training focused on our values and company culture via the platform.

6. Onboarding and Mentoring Programme

Huber Parking offers all new recruits an onboarding and mentoring programme to ensure they have the best possible start to their career at the company and are given continued support.

7. Review and Monitoring

The Training Matrix ensures training records and qualifications are up-to-date, as well as it offers an oversight of each employee's training path. Individual training aspirations will be discussed in the annual personal development reviews.

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

A handwritten signature in blue ink, appearing to read 'M. Lauble'.

Markus Lauble
Managing Director

A handwritten signature in blue ink, appearing to read 'Tomer Meirom'.

Tomer Meirom
Managing Director

A handwritten signature in blue ink, appearing to read 'Naoum Karikas'.

Naoum Karikas
Managing Director