

SOCIAL VALUES POLICY

Huber Parking UK Limited

Huber is an Equal Opportunities Employer.

1. Policy Aims

The aim of this policy is to ensure that both employees and clients are informed concerning Huber's stance on social values. Whilst the specific details concerning how social values are attended to differs on each project, dependent on the particular circumstances and context, this policy outlines the overarching ethos which informs our decisions and priorities.

For clarity's sake, this policy divides social values into three specific categories: work conditions and opportunities; community involvement and wellbeing; and sustainability. However, there is naturally significant overlap and mutual imbrication between these three areas. When implementing our social values policy, we therefore maintain a holistic approach with regards both the particulars of each individual area and the overarching effectiveness of our social values programme.

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. Work Conditions and Opportunities

The minimum standards we hold regarding our working conditions are outlined in various of our company policies available online (e.g., Labour and Human Rights Policy, EDI Policy, etc). Beyond these, we purposefully employ a number of measures to provide optimal conditions for our employees and persons working on our sites. We realise that we can only expect loyalty and commitment from those working with us, if we provide the conditions and opportunities, which motivate, stimulate and allow personal and professional development. We are keenly aware of the importance of clean and suitable welfare conditions for all, honest and fair communication, suitable and ambitious training and the importance of mental and physical wellbeing.

In the same vein, we aim to provide people within the local community of our projects with opportunities to expand their career prospectives. This ranges from apprenticeships, work experience, visits to local school and job centres to group training provisions.

5. Community Involvement and Wellbeing

We always endeavour to involve ourselves in the local community, believing that our construction sites can be a means of providing genuine value to the locale. Our social values team's bespoke project-specific programme includes, amongst other things, procuring, where possible, from local suppliers, employing local sub-contractors, supporting local charities with

donations or volunteering, championing local bio-diversity projects, as well as community projects and engaging with the local communities via informative open meetings, letter drops and site visits.

6. Sustainability

Our commitment to sustainability is explicated in greater detail in our Environmental, Social, and Governance Report, available on our website.

Sustainability informs both our individual car park designs and our general operations.

Our priority is to implement the most environmentally friendly technology and systems possible, dependent on the specific requirements of a tender.

Equally, sustainability is fundamentally incorporated into our company ethos, ensuring it informs every stage of Huber Parking's operations.

Review and Monitoring

Huber Parking 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 Meirum'.

Tomer Meirum
Managing Director

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

Naoum Karikas
Managing Director