

Q-Park wants to be a reliable company with an eye for what landlords, employees, partners and, last but not least, our contemporary society find important. Q-Park therefore attaches great value to a professional and honourable way of working.

Not only do we expect all our employees to act in this spirit, we also ask our suppliers to do business with or for us in the same way. We want to work with suppliers who operate on the basis of the same values and standards as we do.

That is why we have drawn up an integrity policy for suppliers.

This integrity policy contains principles and criteria for the way in which Q-Park fulfils its social responsibility when purchasing goods and services. Q-Park only cooperates with parties that act in accordance with this integrity policy. Our suppliers are responsible for complying with it.

We ask suppliers to sign the Q-Park Integrity Policy - Suppliers. This integrity policy applies in addition to other existing agreements and contracts between Q-Park and its suppliers. Working from these integrity principles also requires alertness to continuously make the right considerations. The Q-Park Integrity Policy - Suppliers addresses the supplier's compliance with the law, human rights and working with integrity.

At a minimum, the Supplier is requested to declare:

- I Ensure that all internationally proclaimed human rights are respected by avoiding causing, and being complicit in, human rights violations. In this context, attention should be paid to respecting the human rights of specifically vulnerable rights holders or groups of rights holders, such as women, children or migrant workers, or (indigenous) communities;
- I Not to use or contribute to slavery, forced labour and human trafficking;
- I Promote equal opportunities and equal treatment for every employee regardless of their skin colour, race, nationality, ethnicity, political opinion, social background, disabilities, gender, sexual identity and orientation, marital status, religious belief or age;
- I Comply with all applicable working time laws and regulations worldwide;
- I Pay a fair salary and comply globally with all applicable laws and regulations on wages and compensation;
- I To act in accordance with applicable legal and international standards on occupational health and safety and ensure safe working conditions;
- I To establish a reasonable occupational health and safety management system;
- I Not tolerate or participate directly or indirectly in any form of corruption or bribery, and not provide, offer or promise anything of value to any government official or private sector counterparty for the

purpose of influencing an official act or obtaining an undue advantage. This includes refraining from giving or accepting improper facilitation payments;

- | To act in accordance with national and international competition laws and not to participate in price-fixing, customer allocation, market sharing or bid rigging with competitors;
- | Not to cooperate directly or indirectly in money laundering or terrorist financing;
- | Process personal data confidentially and responsibly, respect everyone's privacy and ensure that personal data is effectively protected and used only for legitimate purposes.