

Introduction

This statement applies to Q-Park UK & Ireland and its subsidiaries (together referred to in this statement as "Q-Park"). The information included in the statement refers to the Q-Park financial year ending December 2025.

Organisational Structure

Q-Park is part of an independent European parking company with a market position across seven European countries and presence in over 360 cities. We fulfil the need for quality parking solutions at strategic locations and provide on-street parking and kerbside management.

Following the acquisition of Britannia Parking Group Limited and its subsidiaries in June 2024, we now operate, manage or provide enforcement services for over 800 car parks throughout the UK and Ireland and provide on-street parking enforcement and Toll Road operations within Ireland through our subsidiaries.

To deliver these services for our customers and clients we employ over 700 people within the UK and Ireland. In addition, we work with casual workers to support our operations, predominantly based at our airport locations.

Q-Park is governed by its Board of Directors. During 2025, we continued the integration of businesses acquired in recent years into the wider Q-Park organisation.

The majority of labour supplied to Q-Park in support of its operations is based within the UK and Ireland. We also work closely with our Group Head Office in Maastricht, Netherlands.

Definitions

Q-Park considers that Modern Slavery encompasses:

- Human trafficking.
- Forced labour through mental or physical threat, coercion or intimidation.
- Being controlled through coercion, intimidation, abuse, threats or exploitation.
- Being dehumanised, treated as a commodity or being sold as property.
- Being physically constrained or having restrictions placed on freedom of movement.

Commitment

Q-Park acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of our internal practices in relation to our workforce and supply chains. We are committed to acting ethically, with integrity and transparency in all business dealings.

We will not work with organisations or clients who we believe to be in contravention of the Modern Slavery Act 2015, or which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

Q-Park does not knowingly use any labour obtained through slavery, servitude, forced labour or human trafficking in the delivery of its services. We strictly adhere to the minimum standards required in relation to our responsibilities under relevant employment legislation in the UK and Ireland, and in many cases exceed those minimums in relation to our employees.

Supply Chain

In order to fulfil our activities, our main supply chains include the provision of parking equipment, enforcement equipment, IT hardware and software, and recruitment and training services.

Potential Exposure

In general, we consider our exposure to slavery/human trafficking to be relatively limited. However, we have taken steps to help ensure that such practices do not occur within our business or within the operations of organisations that supply goods and services to us.

While we consider our direct exposure to modern slavery risks to be relatively low, we recognise that risks may arise through outsourced services, labour providers, third-party service providers and certain areas of our supply chain.

Steps

We undertake due diligence activities designed to identify and mitigate the risk of modern slavery and human trafficking within our operations and supply chains, including the review of suppliers and business partners.

We are not aware of any instances of modern slavery within our operations or supply chain during the reporting period.

During the reporting period, no reports relating to modern slavery or human trafficking were raised through our whistleblowing channels or other reporting mechanisms.

In accordance with section 54(4) of the Modern Slavery Act 2015, we took the following steps during the reporting period to help prevent modern slavery within our operations and supply chains:

Our Organisation

- In 2022, Q-Park adopted a risk management framework, which incorporated effective risk management as a part of our strategic planning process, requiring business operating plans to address the effective management of key risks and to embed a strong risk management culture.
- We hold quarterly Environmental, Social and Governance (ESG) meetings with our Group colleagues, where Ethics, Integrity and Modern Slavery form part of the agenda to review existing controls, identify emerging risks and agree appropriate mitigation actions.
- We are committed to raising compliance, awareness, and reporting.
- Our Senior Leadership Team are at the forefront of our efforts and action plans.

Our Suppliers

- When onboarding new suppliers, they must sign our compliance terms and conditions and Code of Conduct. These terms include our right to terminate contracts if the supplier is, or is suspected, to be involved in modern slavery.
- We do not conduct business with new suppliers who refuse to agree to our compliance terms and conditions.
- We continue to review our existing supplier network and work with suppliers to ensure alignment with our Anti-Corruption, Compliance & Integrity Policy (ACCI), including our expectations relating to modern slavery.

Our Employees

- Our reward strategy aims to ensure colleagues are paid fairly and competitively. Pay practices vary across our businesses and operating models. All businesses comply with applicable minimum wage legislation and statutory pay requirements, with some parts of the Group choosing to align entry-level pay to the Real Living Wage.
- We carry out regular audits to ensure all employees and casual workers are paid in line with the above.
- Robust Right to Work checks are completed before any employee or casual worker commences work with Q-Park and, where required, are repeated throughout employment. All employees and casual workers must evidence their right to work in the UK or Ireland in accordance with legal requirements.
- When employees update their bank account details through self-service systems, verification checks are undertaken to confirm the account belongs to the employee and that the change request has been made

by them. This supports fraud prevention and helps identify potential indicators of coercion or financial control.

Key Performance Indicators

Q-Park has set the following key performance indicators to measure our effectiveness in ensuring modern slavery is not taking place within our operations or supply chains:

- 100% of new suppliers are subject to due diligence and are required to adhere to our supplier terms and Code of Conduct.
- 100% of suppliers with annual spend exceeding £100,000 are required to adhere to our supplier terms and conditions and Code of Conduct.
- All employees and casual workers are provided with information relating to our Anti-Corruption, Compliance & Integrity (ACCI), Modern Slavery and Whistleblowing requirements and complete any required training or policy acknowledgement.

Training

We provide the following training to employees and casual workers to support our commitment to preventing modern slavery:

- All employees and casual workers are issued with our ACCI policy and must declare they have read and understood our approach and business requirements.
- We continue to raise awareness of modern slavery within the business by offering training to all employees and casual workers, of all levels, as part of mandatory compliance training.
- We continue to promote our independent whistleblowing hotline and provide training to employees and casual workers on how to raise concerns.

Policies and Procedures

Q-Park has the following policies and procedures which support our commitment to preventing modern slavery and human trafficking. These policies are reviewed regularly and embedded into our onboarding and compliance processes.

- Corporate Social Responsibility Programme
- Whistleblowing Policy
- Recruitment and Selection Policy
- Code of Conduct
- Supplier Code of Conduct
- Anti-Corruption, Compliance & Integrity Policy (ACCI)
- Right to Work Verification Procedure

Slavery Compliance Officer

Q-Park has a Slavery Compliance Officer, the Director of HR UK & Ireland, to whom any concerns regarding modern slavery should be reported.

This statement is made in pursuance of s.54(1) of the Modern Slavery Act 2015 and is reviewed each year.

Approved by the Board of Directors of Q-Park UK & Ireland on 30 September 2026.

Adam Bidder
Managing Director
Q-Park UK & Ireland