

## Introduction

This statement applies to all companies within and associated to Q-Park UK & Ireland & Tazbell Group of Companies (referred to in this statement as Q-Park).

The information included in the statement refers to the Q-Park financial year ending December 2023.

## Organisational Structure

Q-Park is an independent European parking company with a market position in many European countries. We fulfil the need for quality parking solutions at strategic locations.

Q-Park Limited Head Office is situated at 1a East Parade, Leeds, LS1 2AD, we also have Q-Park Ireland Limited Head Offices in Dublin at The Spire, Dublin 1, Marlborough Street.

Q-Park employs 440 employees, around 13% of whom are temporary and predominantly based at our airport locations, in over 105 locations throughout the UK & Ireland. We have over 15 million customers across these geographical locations.

In late 2023 we acquired an organisation in the Republic of Ireland called Tazbell DAC, this incorporates Park Rite, DSPS, other enforcement contracts in Ireland as well as the M3 and M4 tolls. They provide on street parking enforcement for Dublin City Council, other councils in Ireland as well as managing the M3 and M4 Toll Roads as well as an established off-street parking operation. This acquisition increased our colleague base by over 180 across the Republic of Ireland to a total of 630 and our turnover by c€20M.

The Q-Park and Tazbell are controlled by Q-Park Board of Directors and throughout 2024 we continue to integrate our two businesses under Q-Park.

The labour supplied to Q-Park in pursuance of its operation is predominantly carried out in the UK, & Republic of Ireland as well as through our Senior Management team at our Group Head office location in Maastricht.

## Definitions

The organisation considers that Modern Slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer, an individual or an employee through mental or physical abuse or threat of abuse.
- Being dehumanised, treated as a commodity or being sold as property.
- Being physically constrained or to have 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 both its internal practices in relation to its labour forces and, additionally, its supply chains and are committed to acting ethically, with integrity and transparency in all business dealings.

We do not and 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.

No labour provided to the Q-Park in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. We strictly adhere to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and Ireland, and in many cases exceed those minimums in relation to its employees.

### Supply Chains

In order to fulfil its activities, the main supply chains of Q-Park include those related to the supply of products and services of parking equipment, enforcement equipment, IT hardware and software, recruitment agencies and training suppliers.

### Potential Exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. However, we have taken steps to ensure that such practices do not take place nor the business of any organisation that supplies goods and/or services to us.

## Steps

We carry out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in our organisation or supply chains, including a review of its suppliers.

Q-Park has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with Modern Slavery.

In accordance with section 54(4) the Modern Slavery Act 2015, Q-Park has taken/is taking the following steps to ensure that modern slavery is not taking place:

## 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 ESG meetings on a quarterly basis with Group, where Ethics, Integrity and Modern Slavery are part of the agenda to determine effective mitigation in new and emerging risks and protection.
- We are committed to raising compliance, awareness, and reporting.
- Our Senior Leadership Team are at the forefront of our efforts and action plans

## Suppliers

- At onboarding, new suppliers are asked to sign our compliance terms and conditions. These terms include our right to termination contracts if the supplier is, or is suspected, to be involved in modern slavery.
- We continue to not deal with, or conduct business with, new suppliers who do not sign our terms.
- We have audited our existing supplier network and now begin work to ensure all existing suppliers agree to our Anti-Corruption, Compliance & Integrity Policy (ACCI) which covers our position on modern slavery and business requirements to continue to be a supplier to Q-Park under our “know your customer” strategy.

## Employees

- Our Reward strategy includes ensuring a minimum rate of pay for entry to Q-Park, this is above NLW and aligns to Real Living Wage where possible.
- We carry out regular audits to ensure all employees are paid in line with the above
- All employees must evidence they have the right to work in the UK & Ireland.

- We Implemented Bank Details checking; when existing employees change their bank details through self-service, we conduct checks to ensure the bank is in their own name, they have conducted the change themselves not only to prevent fraud but coercion and control of money, leading to Modern Slavery prevention.

## Key performance indicators

- Q-Park has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the operations or its supply chains.
  - Continue to ensure 100% of new suppliers are subject to due diligence and adherence to our supplier terms
  - Ensure 100% of suppliers who have a turnover more than £100k with Q-Park adhere to our supplier terms.
  - Ensure all employees complete awareness training on Modern Slavery and Whistleblowing
  - Extend Modern Slavery and Whistleblowing Training to Tazbell employees
  - Ensure 100% of employees complete our Anti-Corruption, Compliance & Integrity Policy (ACCI) review.

## Training

Q-Park provides the following training to employees to effectively implement its stance on modern slavery;

- All employees have been 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 of all levels as part of a mandatory compliance training.
- We promoted and continue to promote our independent whistleblowing hotline, provided by the organisation 'Safe Call' and provide mandatory training to all employees in the business.

## Policies and Process

Our Organisation has the following policies and procedures which further define its stance on modern slavery;

- Group corporate social responsibility program.
- Whistleblowing policy and training

- Recruitment policy and procedure
- Corporate Social Responsibilities
- Modern Day Slavery - Supplier Code of Conduct
- Anti-Corruption, Compliance & Integrity Policy (ACCI)
- Eligibility to Work documentation and checking procedure.

### Slavery Compliance Officer

Q-Park has a Slavery Compliance Officer, the Head of HR for UK & Ireland to who all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisations obligations.

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

**Adam Bidder**

**Managing Director, Q-Park UK & Ireland**

**Date: 25/06/2024**