

Introduction

This statement applies to all companies within and associated to Q-Park UK & Ireland Group of Companies and its subsidiaries (referred to in this statement as Q-Park). The information included in the statement refers to the Q-Park financial year ending December 2024.

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.

In June 2024 we acquired Britannia Parking Group Limited and subsidiaries. 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 controlled by the Q-Park Board of Directors; throughout 2025 we continue to integrate our newly formed businesses into Q-Park.

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

Definitions

Q-Park 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 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 Chain

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 and training suppliers.

Potential Exposure

In general, we consider our 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:

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 Environmental, Social, and Governance (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.

Our Suppliers

- When onboarding new suppliers, they must sign our compliance terms and conditions. These terms include our right to terminate 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.

Our Employees

- Our reward strategy includes ensuring a minimum rate of pay for entry to Q-Park in line with NLW, where possible we align to Real Living Wage.
- Our reward strategy includes a minimum rate of pay for entry to Q-Park in line with the Real Living Wage for all car parks where we operate them ourselves. Where we operate them on behalf of a third-party

landlord we work with them to provide a competitive package such that it is line with the NLW and where possible the RLW.

- We carry out regular audits to ensure all employees, and casual workers, are paid in line with the above.
- All employees, and casual workers, must evidence they have the right to work in the UK & Ireland.
- When 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. This helps to prevent fraud as well as coercion and control of money and supports our 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

- 100% of new suppliers are subject to due diligence and adherence to our supplier terms.
- 100% of suppliers who have a turnover more than £100k with Q-Park adhere to our supplier terms.
- All employees, and casual workers, access awareness training on Modern Slavery and Whistleblowing.
- All employees, and casual workers, complete our Anti-Corruption, Compliance & Integrity Policy (ACCI) training and policy review

Training

Q-Park provides the following training to employees to effectively implement its stance on 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 promoted and continue to promote our independent whistleblowing hotline and provide mandatory training to all employees in the business around this.

Policies and Procedures

Our Organisation has the following policies and procedures which further define and support its stance on modern slavery. These policies are reviewed regularly and embedded into our onboarding and compliance processes.

- Group corporate social responsibility program
- Whistleblowing policy and training
- Recruitment and Selection policy and procedure
- Code of Conduct
- Corporate Social Responsibility
- 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 Director 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 our obligations.

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

Adam Bidder
Managing Director
Q-Park UK & Ireland