

ANTI-BRIBERY & CORRUPTION POLICY

HUBER car park systems UK Ltd.

Statement of intent

HUBER car park systems international GmbH (HUBER) firmly believe that a company's reputation and success can only be built on foundations of integrity and core ethical values. Conducting business with a zero-tolerance approach to all forms of corruption is central to these values. The policy below sets out the standards expected of all employees in relation to anti-bribery and corruption. In particular, all employees must adhere strictly to relevant laws in this area, including The Bribery Act 2010 (UK) and the EUBestG 1996, last update 20 November 2015.

The Policy is also relevant for third parties who perform services for or on behalf of HUBER. HUBER expects those persons to adhere to the policy or have in place equivalent policies and procedures to combat bribery and corruption.

HUBER car park systems have a zero-tolerance policy towards corruption of all kinds.

Employees should note that it is a criminal offence to offer, promise, pay, request or accept a bribe. A bribe does not need to be a monetary sum. It can be any form of advantage, offered or received. A contract does not need to have been won for a corruption offence to have been committed. Similarly, a recipient does not need to benefit personally from a bribe. Bribery can occur in the private and public sector.

This policy consists of two straightforward rules which all employees must adhere strictly to:

- Do not offer, promise or pay bribes.
- Do not request, agree to, receive or accept bribes.

The risks of corruption are not always obvious. Accordingly, employees should follow these principles:

- Do not make payments to someone (or favour them in any other way) if you know that the acceptance of this will lead to that person misusing their position (or performing their functions improperly).
- Do not misuse your position (or perform your functions improperly) in connection with payments (or other favours) for yourself or others.
- If in doubt of a perceived personal benefit, ensure that you address this with our administrative manager, so the benefit can be documented or, if deemed necessary, returned.

Inevitably, decisions as to what is acceptable may not always be easy. If any employee is in doubt as to whether a potential act could give rise to corruption concerns, the matter should be referred immediately to our administrative manager or a HUBER car park systems international GmbH director.

Rheinbrohl, January 2023

Handwritten signature of Markus Lauble in blue ink.

Markus Lauble
Managing Director

Handwritten signature of Arno Geis in blue ink.

Arno Geis
Managing Director