

MODERN SLAVERY ACT STATEMENT

UK Car Park Management Ltd. takes its obligations under the Modern Slavery Act 2015 seriously.

UK CPM provides car park management services to a wide range of clients, and we take pride in our business model of zero outsourcing, meaning we have total control on all key aspects of our service. As a result, we have a limited supply chain for the goods and services we provide as almost all our operations are carried out by employed staff

UK CPM Ltd. understands the definition of slavery to be:

- a) Human trafficking;
- b) Forced work, through mental or physical threat;
- c) Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- d) Being bought or sold as property;
- e) Being physically constrained or to have restriction placed on freedom of movement.

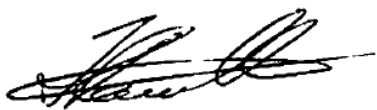
Our Operations, Legal and HR departments always undertake regular reviews of all employees and self-employed workers to ensure any employees, or in the rare case our suppliers, do not fall into any of the definitions stated above. These definitions can be found in the latest copy of the employee handbook: accessible in hard copy and on the shared drives of the company.

Our apprentice staff have monthly reviews with an outside reviewing body to ensure they also are only working the correct allotted time dictated by their apprenticeships and do not fall into any of the above criteria.

UK CPM complies with our obligations under the National Minimum Wage legislation and pays London minimum wage to all our London based staff, all staff that work in a capacity where they may need to work unsociable hours are paid an hourly rate, agree to work those hours and are able to refuse them.

UK CPM undertakes pre-employment checks as required by legislation to confirm the ability of our employees to work in the United Kingdom and their suitability for the job for which they have been recruited for is correct.

All training for new staff makes new starters aware of our zero-tolerance policy and to report anonymously to HR if they believe they have witnessed such a breach of the definitions stated above and in the Employee Handbook.



James Randall – Managing Director

UK Car Park Management Ltd.

12th December 2017