

EQUALITY POLICY

Huber Parking International GmbH

Huber is an Equal Opportunities Employer.

1. Policy Aims

The aim of this policy is to ensure that no applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity (protected characteristics).

Managers, supervisors and other employees should regard this Policy as a written instruction with regards to their conduct relating to equality in recruitment, selection, training, promotion, discipline and dismissal of staff. Any instance of victimisation, discrimination or harassment will be treated as a disciplinary offence.

Huber Parking International GmbH, as the employer, and you, as an employee, must take positive steps to ensure that the policy is fully reflected in the composition and management of staff and operatives.

2. Responsible Director

The Director responsible for ensuring that this policy is properly implemented is:

Tomer Meiom, Managing Director.

3. Communicating the Policy to Staff

A copy of this policy will be given to new employees at the time of their induction training. When the policy is amended, copies of the amended policy will be sent to each staff member via e-mail. Questions related to the policy or its implementation should be addressed to the above-named responsible director.

4. Applicable Legislation and Codes of Practice

Equality legislation means any and all legislation, applicable guidance and statutory codes of practice relating to equality, diversity, non-discrimination and human rights as may be in force in England and Wales from time to time including, but not limited to, the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 (SI2002/20234) and the Human Rights Act 1998.

Discrimination, both direct and indirect, in recruitment, promotion and conditions of service on the grounds of protected characteristics is illegal.

5. The Appointment of Staff

Applications and offers of employment will be measured on merit, technical qualification and/or demonstration of acquired skill in the relevant function or trade. On no account can a person's protected characteristics affect this judgement.

Where possible, open recruitment methods are to be used, such as job centres, careers offices, press adverts or the internet.

Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted, trained and treated on the basis of their relevant merits and abilities.

All employees will be given equality of opportunity within the company's service and will be encouraged to progress within the organisation.

6. Equality Training

Training in Equality will be provided for managers and any staff responsible for performance management, recruitment and selection and will include:

- a) Guidance on performance management, recruitment, selection, training, promotion, discipline and dismissal.
- b) Guidance on the handling of incidences of under-performance, as well as victimisation, discrimination and harassment, making it clear that these are disciplinary offences.

7. Review and Monitoring

Recruitment and other employment decisions will be monitored not less than annually to ensure that discrimination, direct or indirect, or by association, is not occurring. Records of job applications and existing employees will be reviewed to ensure an appropriate balance of diversity is being maintained across the company.

If monitoring should reveal inappropriate under-representation of particular ethnic groups, the director responsible for implementing the policy will check that the criteria laid out in Section 5 are being implemented correctly, and make changes to procedures if necessary.

The company is committed to a programme of action to make this policy fully effective, and it is subject to review not less than annually.

Rheinbrohl, January 2024

A handwritten signature in blue ink, appearing to read 'M. Lauble'.

Markus Lauble
Managing Director

A handwritten signature in blue ink, appearing to read 'Tomer Meiom'.

Tomer Meiom
Managing Director