

# FAAC (UK) Limited, incorporating HUB Parking Technology

## MODERN SLAVERY STATEMENT

### A) ORGANISATION

This statement applies to all companies within and associated to FAAC (UK) Limited (referred to in this statement as 'The Company'). The information included in the statement refers to the financial year 2020.

### B) ORGANISATIONAL STRUCTURE

FAAC (UK) Limited incorporates HUB Parking Technology and is based in Basingstoke, Hampshire from where all office-based staff work. We also employ field-based staff who are home based and report to the Basingstoke office.

We distribute high quality access automation products and provide bespoke solutions and after sales service to the parking market throughout the United Kingdom.

We have a long-standing reputation for producing quality products. To continue to grow our business we need to provide the best levels of customer service within our industry. The success of our Company depends on consistently high standards of individual and team performance and our ability to continuously improve what we do. We believe that training is a key component in enabling people to develop within the company and for individuals to realise their potential.

We aim to treat everyone fairly and to provide equal opportunity for all.

We aim to provide a healthy, safe working environment based on the principle of risk assessment and continuous improvement.

### C) DEFINITIONS

The Company considers that modern slavery encompasses:

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

### D) COMMITMENT

FAAC (UK) Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. FAAC (UK) Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

FAAC (UK) Limited does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to FAAC (UK) Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

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### E) SUPPLY CHAINS

In order to fulfil its activities, FAAC (UK) Limited's main supply chains include those related to the supply of Access Automation and Car Parking equipment from Italy, Bulgaria and Germany.

### F) POTENTIAL EXPOSURE

In general, FAAC (UK) Limited considers its exposure to slavery/human trafficking to be minimal; nonetheless, it has taken steps to ensure that such practices do not take place in its business or the business of any organisation that supplies goods and/or services to it.

### G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Company, as it did for others across the nation.

The Company welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

The Company concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

During the pandemic, the Company's employees still had access to the grievance procedure to raise any concerns that they may have had.

The Company took the decision from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive company sick pay during their absence.

The Company's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

### H) STEPS

FAAC (UK) Limited carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

FAAC (UK) Limited 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) of the Modern Slavery Act 2015, FAAC (UK) Limited has taken the following steps to ensure that modern slavery is not taking place:

- Review our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Undertake impact assessments of services upon potential instances of slavery;
- Creating action plans to address risk to modern slavery;

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### I) SLAVERY COMPLIANCE OFFICER

Any concerns of modern slavery should be addressed to FAAC (UK) Limited's Slavery Compliance Officer at the address below, who will then undertake relevant action with regard to the Company's obligations in this regard.

FAAC (UK) Ltd  
Unit 10, Hatch Industrial Park, Greywell Road  
Mapledurwell, Basingstoke, Hampshire, RG24 7NG

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

For and on behalf of FAAC (UK) Ltd



Chris Dodgson  
Managing Director  
FAAC (UK) Ltd

Date: 04<sup>th</sup> January 2022