



Addendum to the financial statements for the year ending 25th March 2016

National Car Parks

Gender Diversity Statement:

NCP is proud to embrace a diverse workforce with a diverse background and adheres to an equal opportunity policy which aims to encourage equal opportunity in all activity across the business. National Car Parks Limited (NCP) is committed to ensuring that the resources and talents of all its colleagues are utilised to the full and that no job applicant or colleague receives less favourable treatment on any grounds.

Our Chief Executive Officer is female and we support the progression of female workers across the business with our management development programme and professional mentoring opportunities. We also encourage our workforce to develop the next generation of workers through our mentoring partnership with The Princes' Trust.

We review our gender diversity on a monthly basis as requested by the Office of National Statistics. We seek to challenge discrimination and are committed to fairness and equality in all our recruitment practices.

Gender breakdown:

This is divided as follows by gender:

Groupings:	Male	Female
Board	83.3% (5)	16.7% (1)
Senior Management (NLT)	80.0% (4)	20.0% (1)
Rest of Employee Population	82.5% (1000)	17.5% (211)

Human Rights Statement:

National Car Parks takes its role in the adherence to the human rights act 1998 extremely seriously. We comply with all relevant legislation on this subject and work to ensure ethical business practices are in place across NCP. We regularly review and update our code of ethics policy as well as our equal opportunities policy.

We have published our policy on human trafficking and slavery on our website following the introduction of the modern slavery act in October 2015 and include e-learning on this within all our new starters induction plans. We have adapted our new supplier criteria to incorporate a due diligence questionnaire in order to ensure our suppliers are adhering to this act also.

Our policies and procedures are written in line with current legislation regarding data protection, equal opportunities, dignity at work, whistleblowing and health and well being.