



MODERN SLAVERY STATEMENT

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ASTON MARTIN LAGONDA

About this Statement

This Statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015. It sets out the steps Aston Martin has taken to prevent acts of modern slavery and human trafficking from occurring in its business and supply chain during the financial year ending 31 December 2025.

This Statement has been reviewed and approved by members of the Board of Directors of Aston Martin Lagonda Global Holdings plc, referred to as Aston Martin for convenience in this document.

Modern slavery is a global issue that continues to affect millions of people across industries and geographies. It encompasses a range of exploitative practices, including forced labour, human trafficking, debt bondage, servitude and the exploitation of vulnerable individuals, often through coercion, deception or abuse of power. According to estimates from the International Labour Organization ('ILO'), 50 million people worldwide in 2021 were living in conditions of modern slavery.

Aston Martin recognises that modern slavery can occur in both our direct operations and extended value chains, particularly where there is limited visibility or reliance on multi-tier supply chains. We acknowledge the importance of identifying and addressing these risks and are committed to conducting our business with integrity, transparency and respect for human rights.

As an ultra-luxury high performance automotive manufacturer with over a century of heritage, Aston Martin designs, engineers and manufactures sports cars, GTs, SUVs and Specials across a range of V8 and V12 engines. As a low-volume manufacturer, with total wholesale volumes in 2025 of 5,448 vehicles, we aim to set high standards not only in craftsmanship and innovation, but also in responsible business practices.

Underpinning the three pillars of our sustainability strategy - 'Tackling climate change', 'Creating a better environment' and 'Investing in people' - is our commitment to operate in a responsible, ethical and sustainable way, as set out in our Annual Report and Sustainability Report. Respecting human rights and addressing modern slavery risks form a core part of this commitment and is aligned with our values of unity, openness, trust, ownership and courage, which guide how we work with our employees, partners and suppliers across our operations and value chain.

Our approach is aligned with internationally recognised frameworks, including the United Nations ('UN') Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development ('OECD') Guidelines for Multinational Enterprises and ILO standards.

During 2025, we have taken a number of key actions to strengthen our approach. These include publishing a new Human Rights Policy and beginning its implementation through governance and training, expanding human rights and modern slavery training across key functions, further embedding our Responsible Procurement Policy across our supplier base, and enhancing supply chain risk identification through supplier questionnaires and compliance checks.

We recognise that risks may arise in areas such as raw material sourcing and complex multi-tier supply chains, and we are continuing to strengthen our approach to identifying, preventing and mitigating these risks across our value chain.

Organisation structure and supply chains

Figure 1



Aston Martin operates across a global footprint, with key facilities and commercial operations located in regions including the United Kingdom, Europe, the Americas and Asia Pacific, employing approximately 2,800 people across these operations.

Our organisational structure comprises 19 entities across these regions, reflecting the scale and international nature of our operations, as illustrated in Figure 1.

Our manufacturing, engineering and commercial activities are supported by a diverse network of suppliers across multiple regions, which presents varying levels of risk and complexity that are addressed through our responsible sourcing approach.

We work with approximately 340 direct Tier 1 suppliers and around 1,000 indirect suppliers. Our production supply chain is primarily based in Europe (including the UK), which accounts for approximately 95% of suppliers, with the remainder located in Asia, North America and Africa. Our key sourcing countries in Europe include the UK, Germany and Italy, with the UK being the largest at around 27% of the supplier base. A small number, less than 3%, of Tier 1 production suppliers are located in Asia, including India, China, Taiwan, Hong Kong and South Korea.

The supply chain spans the design and development of vehicles, sourcing of raw materials and components, through manufacturing and assembly processes, to the distribution of finished vehicles to our global dealer network.

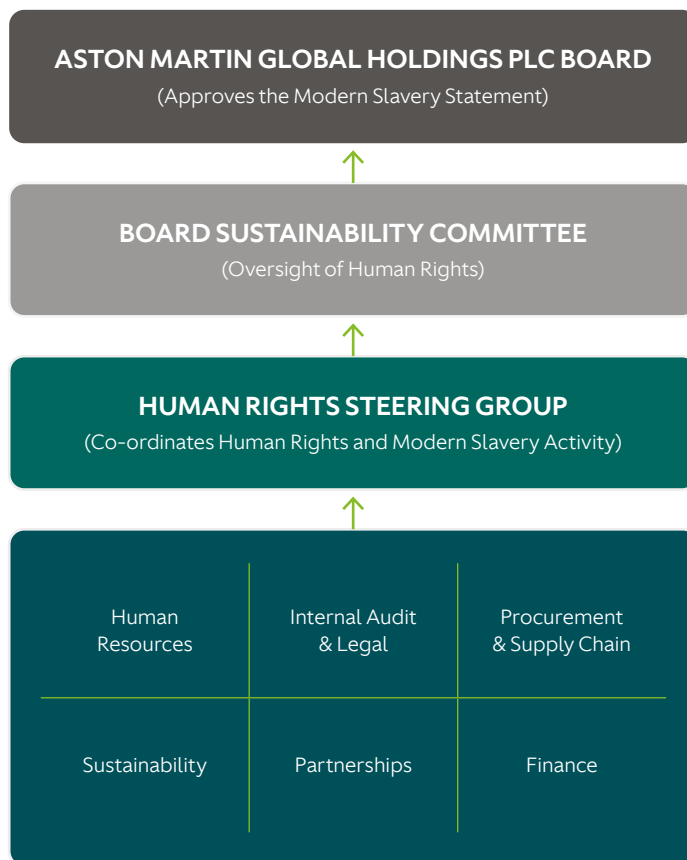
We engage with a range of external stakeholders to support our understanding and mapping of supply chains, including industry initiatives such as Drive Sustainability. Drive Sustainability is a global automotive industry initiative that brings together manufacturers to promote responsible business practices across supply chains, including human rights, environmental sustainability and ethical sourcing. We also engage with key Tier 1 suppliers and strategic partners across areas such as vehicle components, materials sourcing and logistics.

Direct engagement in our supply chain is structured across Tier 1 and Directed Tier 2 suppliers. Sourcing is based not only on performance and value, but also on assessment of potential human rights and modern slavery risks. Our supply chain is inherently complex, involving multi-tier supplier relationships with limited visibility beyond Tier 1, particularly in relation to lower-tier suppliers and raw material sourcing.

We will continue to strengthen our approach to supply chain mapping to improve transparency; in doing so we expect to see potentially more risks identified in higher-risk jurisdictions as visibility increases. Risks may also arise where suppliers have limited transparency within their own supply chains. We require suppliers to comply with applicable legislation, including the Modern Slavery Act where relevant, and to align with the standards set out in our Responsible Procurement Policy.

Further detail on how we identify, assess and address these risks, as well as how we respond to the challenges associated with supply chain visibility, is provided in the Due Diligence and Risk Assessment sections.

Figure 2



Oversight of human rights management activities is supported by a governance framework that defines roles and responsibilities across the business and ensures appropriate management of risk, including those related to modern slavery. The Human Rights Steering Group meets on a quarterly basis to review progress, emerging risks and key actions, with reporting to the Board Sustainability Committee at least annually or more frequently if a significant risk is highlighted. The Committee's overarching role is to provide oversight of performance and strategic direction. The structure of this governance framework is outlined in Figure 2 above.

Responsibility for identifying, assessing and responding to modern slavery risks is shared across the business. Specific responsibility for managing supply chain risks sits within the procurement function. Where concerns are identified, these are escalated through defined processes, from operational teams through Procurement and into the Human Rights Steering Group and senior leadership, as appropriate. Oversight of modern slavery risk is provided through this governance framework, ensuring that issues are reviewed and addressed at the appropriate level.

Policies in relation to modern slavery

Our commitment to protecting and respecting human rights, including our approach to preventing modern slavery, is embedded within a framework of policies that define the standards and behaviours expected of our employees, suppliers and business partners across our operations and supply chain.

These policies are publicly available and can be accessed via our corporate website at www.astonmartin.com/en/corporate/investors/corporate-governance/code-of-conduct

Code of Conduct

- ✦ The Aston Martin Code of Conduct ('The Code') sets out the core ethical principles and behaviours expected of all employees, contractors and third parties, grounded in the Company's values of unity, openness, trust, ownership and courage. It applies across all operations and establishes clear expectations around acting with integrity, complying with laws, treating people fairly and speaking up where concerns arise. The Code outlines standards for working with suppliers and business partners, requiring due diligence, ongoing monitoring and alignment with human rights expectations. This includes the prohibition of forced labour, child labour and human trafficking, while also embedding clear reporting mechanisms such as confidential "SpeakUp" channels to ensure concerns relating to unethical practices, including potential modern slavery risks, can be raised, investigated and addressed.
- ✦ Compliance with the Code is supported through mandatory annual training for all employees and through established reporting and investigation processes. Suspected breaches of the Code are investigated by Human Resources or through confidential independently managed reporting channels, with appropriate action taken where required. The Code is reviewed annually to ensure it remains aligned with evolving regulatory requirements and best practice.

Human Rights Policy

- ✦ The Human Rights Policy (new in 2025) sets out Aston Martin's commitment to respecting and upholding internationally recognised human rights standards, including the UN Guiding Principles on Business and Human Rights, and applies across both the Company's own operations and its global supply chain. It explicitly addresses risks such as forced labour, child labour, human trafficking and exploitation, establishing clear expectations around fair treatment, safe working conditions and respect for workers' rights. This includes a clear commitment to respect the rights of all staff and a zero-tolerance approach to abusive working conditions or any form of coercion, including violence, intimidation, retention of identity documents or passports, withholding of wages, the charging of recruitment fees, restriction of movement, debt bondage or any other form of exploitation. The Policy also reinforces the Company's responsibility to identify, assess and manage human rights risks, including modern slavery, through its governance, due diligence and supplier engagement processes. The Policy was developed with the support of external human rights specialists to ensure alignment with current best practice and is reviewed annually, or more frequently where required, to reflect significant changes in legislation, risk profile or best practice.

Responsible Procurement Policy

- ✦ The Responsible Procurement Policy defines the standards that suppliers are expected to meet when engaging with Aston Martin, including requirements relating to labour practices, human rights, environmental performance and ethical conduct. Suppliers are required to formally commit to this Policy, either through direct acceptance or by demonstrating alignment with equivalent standards that have been reviewed and approved by Aston Martin. The Policy requires suppliers to operate in line with applicable legislation, including the Modern Slavery Act, and to demonstrate that they are actively managing risks such as forced labour and human trafficking within their own operations and supply chains. The Policy clearly addresses how goods and services are sourced and produced, through expectations on responsible supplier selection, ethical sourcing of materials, and appropriate labour and environmental standards during production.

Health and Safety Policy

- ✦ The Health and Safety Policy outlines Aston Martin's commitment to providing safe and healthy working conditions across all operations, ensuring compliance with applicable laws and promoting a strong safety culture through training, monitoring and continuous improvement. It applies to employees, contractors and business partners, and by requiring robust risk assessments, incident reporting and accountability, it supports the identification of unsafe or exploitative working conditions that may indicate modern slavery risks, helping to ensure that all workers are treated with dignity and that both Aston Martin and its suppliers uphold appropriate labour standards. The Policy is reviewed annually to ensure its continued effectiveness and alignment with legal and operational requirements.

Updates to policies are communicated to employees through internal channels, training and through relevant business functions. Employees are expected to adhere to these policies and escalate any concerns through established governance and reporting channels. Where applicable, updates are also shared with suppliers and business partners to ensure continued alignment with our expectations.

Risk assessment and management

We take a risk-based approach to identifying and managing potential modern slavery impacts across our operations and supply chain, ensuring that modern slavery risks are considered alongside other business risks and are integrated into our governance and decision-making processes.

Within our own operations, we assess the risk of modern slavery by considering factors such as the location of our sites, the nature of roles performed and our use of third parties. This includes activities such as contracted services supporting production and the use of external venues for events, which may present higher inherent risks.

Within our supply chain, we recognise that risks are more likely to arise due to the scale and complexity of supplier relationships and reduced visibility beyond Tier 1. We identify potential risks through supplier questionnaires and regulatory assessments, the use of external risk screening tools such as Moody's screening dashboard, internet research, and concerns raised through our reporting channels. These tools support our understanding of supplier risk profiles and enable us to identify areas where further engagement or action may be required.

External risk screening through Moody's screening dashboard is carried out at the point of supplier sourcing and monitored on an ongoing basis, with further review triggered where risk alerts are identified. Supplier Assessment Questionnaires ('SAQ') have been issued to our top 100 Tier 1

suppliers by spend, and responses are expected to be maintained and kept up to date by suppliers. SAQs assess areas such as human rights policies, grievance mechanisms and supply chain transparency.

These processes support the identification of risk indicators, including limited transparency within supply chains, exposure to higher-risk geographies or sectors and gaps in supplier responses or policies. Where such indicators are identified, they are subject to further review and escalation through established governance processes. This ensures that potential risks are reviewed and addressed in a timely and consistent manner.

Identified risks are assessed based on their potential severity and likelihood. Severity considers the scale, scope and remediability of potential impacts on individuals, while likelihood reflects geographic exposure, sector risk and supplier-specific factors. Particular focus is given to suppliers operating in higher-risk jurisdictions, and those providing commodities associated with increased risk, such as materials linked to mining, including batteries, electrical components and metals. This enables us to prioritise areas of higher risk and focus our mitigation efforts accordingly.

Our understanding of these risks is further informed by our double materiality assessment, which includes engagement with a range of stakeholders, including customers, local government and community representatives, employees and subject matter experts. This process has highlighted key human rights considerations, including those related to modern slavery, and supports our identification and prioritisation of risk areas. Our participation in Drive Sustainability also supports the identification of emerging risks and shares insights where appropriate.



Due diligence processes

Aston Martin has taken steps to identify, prevent and mitigate modern slavery risks across its operations and supply chain, supported by its broader Racing. Green. sustainability strategy and policy framework.

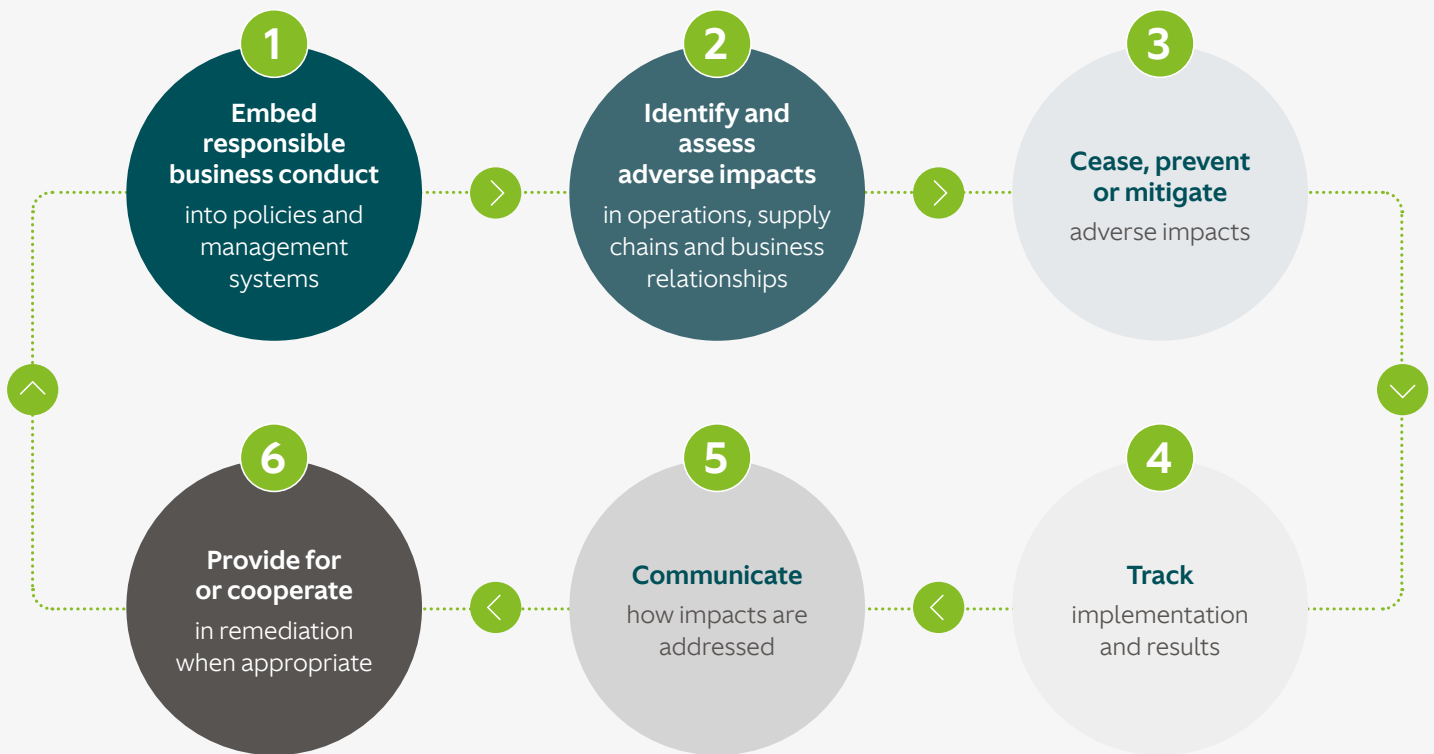
This approach has been informed by a human rights gap analysis undertaken in 2024, which identified potentially higher risks within our supply chains and partner network. In response, we rolled out targeted human rights training to Procurement and Partnerships teams, focusing on how to identify and assess risks, including what to look for when visiting suppliers and how to engage with partners on potential human rights impacts within their value chains.

The nature of our business model, including a global supply chain and reliance on externally sourced components and materials, may present inherent risks. In addition, commercial drivers such as sourcing decisions and cost management may create potential pressure points if not appropriately managed. We therefore seek to integrate human rights considerations, including modern slavery risks, into our governance, procurement and decision-making processes.

Due diligence is a key component of this approach. We apply a Human Rights Due Diligence ('HRDD') process aligned with the OECD Due Diligence Guidance for Responsible Business Conduct, which forms the basis of how we manage human rights risks, including those related to modern slavery. Figure 3 below outlines the core elements of the HRDD process.

Figure 3

Human rights due diligence



1. Embed responsible business conduct into policies and management systems

We have embedded respect for human rights and the prevention of modern slavery across our operations and supply chain through our policy framework, governance structures and business practices. Our Code of Conduct, Human Rights Policy, Responsible Procurement Policy and supporting policies set out the standards expected.

2. Identify and assess adverse impacts

We identify and assess potential modern slavery risks within our operations and supply chain through a structured approach, using a combination of approaches and tools. Further detail is included in the Risk assessment and management section above.

3. Cease, prevent or mitigate adverse impacts

Where risks or concerns are identified, these are escalated through established governance processes, including notification to senior management where appropriate. Actions are taken to cease any potentially harmful practices, prevent recurrence and mitigate impacts, including through engagement with suppliers to investigate concerns and implement corrective actions.

Corrective actions are focused on addressing the root causes of identified issues and improving working practices, while also supporting the protection of individuals who may be affected. This may include requiring suppliers to strengthen their policies, improve transparency within their supply chains and demonstrate alignment with our Responsible Procurement Policy. Implementation of corrective actions is monitored to ensure that improvements are made and sustained over time. Where risks are not effectively mitigated, we will reconsider our engagement with the supplier, which may include termination of the relationship.

We also support supplier awareness and our expectations relating to human rights and modern slavery through the communication of our Responsible Procurement Policy, encouraging suppliers to implement appropriate training and controls within their own organisations and to cascade our requirements down into their own supply chains.

In our direct operations we apply robust employment and recruitment practices, including 'Right to work' document checks, employment contract verification and market-aligned pay and reward reviews, alongside initiatives that support employee wellbeing. Together, these measures help ensure that individuals working within our operations are engaged in fair, transparent and lawful working arrangements.

4. Track implementation and results

We monitor our due diligence processes through ongoing compliance monitoring, supplier assessments and the review of relevant supplier risk information. This supports our ability to assess whether actions taken are effective and whether further intervention is required.

5. Communicate how impacts are addressed

We communicate our approach to managing modern slavery risks through our policy framework and public disclosures. Our Code of Conduct, Human Rights Policy and Responsible Procurement Policy set out our expectations and this Statement forms part of our commitment to transparency, outlining the steps we have taken to identify and address modern slavery risks.

6. Provide for or cooperate in remediation where appropriate

Where adverse impacts are identified, we are committed to working with relevant stakeholders to support appropriate remediation. This includes engaging with suppliers to understand the nature of the issue, request corrective appropriate actions are taken to remediate impacts on affected individuals and prevent recurrence.

This includes ensuring that rightsholder concerns are investigated appropriately, that individuals are not subject to further harm or retaliation, and that suppliers implement measures to address identified issues and improve working conditions.

We also provide access to grievance mechanisms, including our confidential reporting channel, SpeakUp, to enable concerns to be raised and addressed in a timely and effective manner. Our channels are available to employees and suppliers, as set out in our Code of Conduct and Responsible Procurement Policy. Issues raised through these channels are reviewed and escalated as appropriate, with actions taken to resolve concerns, support affected individuals and drive continuous improvement.

Our approach to due diligence continues to evolve, with a focus on strengthening supply chain transparency and responsible sourcing practices across our value chain, including increasing supplier alignment with our Responsible Procurement Policy and enhancing the quality and coverage of supplier risk assessments.

Training and awareness

We are committed to raising awareness of modern slavery risks and embedding responsible practices across our organisation.

Online training is delivered through our internal learning platform, AML Academy, including mandatory Code of Conduct training for all employees. In 2025, 90% of employees completed this training, compared to 81% in 2024, reflecting continued progress in raising awareness across the business. This forms part of our ongoing training programme and is required to be completed annually, or more frequently where there are significant updates. The Code of Conduct training is developed internally by our Compliance team and includes content on ethical behaviour, human rights and modern slavery, anti-bribery and corruption, conflicts of interest, fair treatment and respect in the workplace. It also includes the use of reporting mechanisms, including how to raise concerns through SpeakUp channels. Completion of the training requires employees to successfully pass an assessment to demonstrate understanding of the content.

In addition, targeted, in-person human rights and modern slavery training is provided to relevant functions, including the Procurement and Partnerships team, as well as senior leadership and members of the Human Rights Steering Group to support effective oversight and decision-making. Planned for in 2025 and delivered in January 2026, 100% of the Partnerships team and 90% of Procurement employees completed this training.

The training focused on key human rights risks relevant to our operations and partnerships, including forced labour, child labour, unsafe working conditions and discrimination. It provided practical guidance on how these risks may arise across partner categories and supply chains, how to assess and engage partners during onboarding and site visits and how to identify potential indicators of concern.

It also covered how to conduct structured human rights risk assessments, including reviewing supplier locations, materials of concern and publicly available information, and set out clear escalation routes to ensure concerns are reported and addressed appropriately.

This training was supported by practical guidance and internally developed tools, including templates to assist teams in conducting due diligence and embedding responsible practices into their day-to-day activities. The content was developed with input from external human rights specialists, to ensure alignment with current best practice and emerging risks.

Within our operations, training supports employees across different roles, including those involved in recruitment and supplier management, to ensure appropriate controls are in place to prevent exploitation and manage risk.

We recognise that our approach to training will continue to evolve, and we are working to further enhance the scope, targeting and measurement of training across our operations and supply chain.



Effectiveness and key performance indicators

We are continuing to develop our approach to measuring the effectiveness of our actions in addressing modern slavery risks across our operations and supply chain. Our current approach focuses on monitoring key activities and indicators provide insight into how effectively risks are being addressed.

This includes tracking the outcomes of supplier risk assessments, including SAQs and forced labour-related assessments aligned with the Uyghur Forced Labor Prevention Act ('UFLPA') requirements conducted across key suppliers, with an overall response rate of approximately 80% across both assessment types. We also monitor concerns raised through our reporting channels and compliance processes, which provide insight into potential issues and support early identification of risks.

Within our own operations, we track employee engagement with our Code of Conduct training, which includes content on ethical behaviour and human rights. Our target is for 100% of employees to complete this training, in line with our Racing. Green. sustainability strategy, and we continue to make progress towards this goal each year.

Responsibility for setting human rights objectives and key performance indicators sits with the Human Rights Steering Group, which defines the overall strategy, prioritises actions and monitors progress in line with our Human Rights Policy. Where appropriate, human rights objectives are subject to the Executive Committee and the Board. Oversight of performance, including around modern slavery risks, is provided by the Sustainability Committee.

Our approach to measuring effectiveness will continue to evolve. We are working to further develop our key performance indicators, strengthen our ability to measure outcomes and enhance reporting on remediation and the impact of our actions over time.

In 2026, we will continue to strengthen our human rights governance framework through the Human Rights Steering Group, with a focus on ensuring that clear, actionable plans are embedded at a functional level across the business, rather than solely at a corporate level. We will also continue to embed and mature our human rights risk assessment and due diligence processes, while enhancing our approach to monitoring effectiveness, including evaluating the impact of training and other initiatives to ensure they are driving meaningful outcomes across our operations and supply chain.

Approval

This Statement has been reviewed and approved by the Board of Aston Martin Lagonda Global Holdings plc on 19 June 2026 and signed on its behalf by:



ADRIAN HALLMARK
Chief Executive Officer

Aston Martin Lagonda Global Holdings plc



ASTON MARTIN LAGONDA