



# Human Rights Policy Statement

# HUMAN RIGHTS POLICY STATEMENT

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## 1. INTRODUCTION

Human rights are the basic rights and freedoms that belong to all human beings, based on dignity, fairness, equality, respect and independence.

Businesses can have a significant impact on human rights - both positive and negative - across their value chains, affecting employees, supply chain workers, customers, or members of the communities in which they operate. There is an increasing expectation from stakeholders for businesses to take a responsible approach to human rights management and to play a positive role in society. Respecting human rights is not only a moral obligation but also supports long-term business resilience, trust and performance, whilst meeting evolving legal requirements.

We understand and strive to meet our responsibility to respect the human rights of everyone in the Aston Martin Lagonda Group's value chain. As a business, we design, manufacture and export performance cars and SUVs, which are sold in more than 50 countries through our dealership network. Our vehicles are hand-built in the UK, but we have operations in jurisdictions all over the world. We directly employ around 3,000 people globally, but through our supply chain and business partnerships, we are linked to a much larger workforce.

Aston Martin's vision is to be the world's most desirable, ultra-luxury British performance brand. To achieve this vision, we strive to deliver the highest standards in all areas of the business, which includes respecting human rights. This is an essential foundation of our sustainability strategy, Racing. Green., and aligns with our core values: unity, openness, trust, ownership and courage, all of which act as guiding principles for what we do and who we are.

## 2. POLICY STATEMENT

This Human Rights Policy Statement ("**Policy**") defines Aston Martin's human rights commitments and the standards we strive to meet. It is intended to give our workforce, suppliers, business partners and all other stakeholders direction on Aston Martin's approach to human rights management and expectations towards all business partners within our value chain.

This Policy has been developed through cross-functional collaboration with relevant teams, including Compliance, Sustainability, Human Resources, Audit and Risk, Procurement and Supply Chain, and with expertise from an external specialist consultancy.

This Policy is issued by and applies to "Aston Martin Lagonda Global Holdings plc, together with its affiliates and subsidiaries ("**Aston Martin**" or "**the Company**")".

This Policy is approved by the Board's Sustainability Committee.

## 3. REFERENCE DOCUMENTS

Our human rights commitments as set out in this Policy are supported by our Code of Conduct. We also have operational policies and processes in place to protect the human rights of our stakeholders across our value chain, including our Responsible Procurement Policy, Anti-Slavery and Human Trafficking Policy, Modern Slavery Statement, Health and Safety Policy,

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Environmental Policy Statement and Confidential Reporting Policy. Our publicly available policies can be accessed through our corporate website: [Policies | Aston Martin](#).

### 4. WHO NEEDS TO COMPLY WITH THIS POLICY?

We expect everyone who works for or with Aston Martin to adhere to the commitments, principles and actions outlined in this Policy, including all officers and employees of the Company (whether permanent or fixed term) based in any country, and extends to consultants, contractors, agency staff, casual workers, agents or any other person working for the Company, or any of its subsidiaries, wherever located (“**Staff**”).

We are also committed to respecting human rights across our value chain, and expect all parties working with the Company, such as our suppliers, our dealer network and all other business partners to do the same. We expect all business partners to comply with all applicable laws and commit to meeting the standards set out in this Policy and will engage in discussion with a view to addressing non-compliance where it’s identified.

### 5. OUR COMMITMENT

Aston Martin is committed to respecting the internationally recognised human rights in line with the UN Guiding Principles on Business and Human Rights (UNGPs) and Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. Our commitment to and actions taken to respect fundamental human and worker rights across our value chain are based on the following internationally recognised human rights standards:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights (ICCPR)
- International Covenant on Economic, Social, and Cultural Rights (ICESCR)
- Ten Principles of the UN Global Compact (UNGC)
- International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, which include freedom of association and the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation
- OECD Due Diligence Guidance for Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Supply Chains of minerals from Conflict-Affected and High-Risk Areas

Some of these standards have been adopted into specific national laws.

Aston Martin commits to comply with all local laws wherever we operate in so far as they apply to our business activities. Where local laws and international human rights standards differ, we follow the higher standard. Where they conflict, we will comply with local laws while seeking to honour the principles of internationally recognised human rights and standards set out in this Policy to the greatest extent possible.

Aston Martin will take appropriate measures to avoid causing or contributing to adverse human rights impacts through our business activities. We will actively seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services, even if we have not contributed to those impacts. If we have conclusively caused or contributed

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to an adverse human rights impact occurring, we will provide prompt, practical and effective remedy to those affected.

### 6. HUMAN RIGHTS REQUIREMENTS

As a business that manufactures and exports vehicles globally, we understand that adverse human rights impacts can occur in any part of our value chain and have identified the following key stakeholder groups with whom our responsibility to respect human rights primarily lies:

- Our Staff
- People who work in our value chain
- Our customers
- Communities where we and our suppliers operate

#### 6.1. Our Staff

Our Staff are at the heart of our business; they are integral to achieving Aston Martin's vision and central to our values. We strive to create a safe, healthy and inclusive working environment where our people are valued and empowered to make the best use of their talents. We set out our commitments and expectations for our Staff in our Code of Conduct and commit to focus on the following areas for all members of our workforce:

##### 6.1.1. Freedom of association and the right to collective bargaining

We respect the right of our Staff to lawfully form, join or not join a labour union of their choice and collectively bargain, and to do so without interference, fear of intimidation, harassment or obtaining prior approvals, unless legally required.

Employees are free to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, intimidation or retaliation.

To ensure meaningful and effective negotiations that lead to successful outcomes, we are committed to collective consultation and negotiation in good faith with the chosen trade union representatives and provide trade union representatives, if needed.

##### 6.1.2. Rejection of all forms of forced, compulsory labour, child labour, modern slavery and human trafficking

Aston Martin rejects the use of all forms of forced or compulsory labour, modern slavery and child labour in our business. We also strive to take action to prevent people trafficking leading to those forms of labour.

We respect the rights of all our Staff and will not tolerate or engage in abusive working conditions, or coercion of Staff using violence, intimidation, retention of identity documents and/or passports, withholding of wages, requiring Staff to pay their recruitment fees, restriction of movement, debt bondage or any other form of exploitation.

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### 6.1.3. Anti-harassment, non-discrimination and promoting diversity in respect of employment and work

We aim to create an inclusive culture and promote a working environment in which everyone is treated with respect, dignity and fairness. We take a zero-tolerance approach to any form of discrimination, including on the basis of age, disability, sex and sexual orientation, gender identity/reassignment, race, ethnicity, nationality, religion or belief, marriage and civil partnership, pregnancy, maternity, role, social class, union membership, personal characteristics, disease, health status, political views, or any other grounds. Discrimination based on work patterns, such as part-time working and fixed term contracts, is also not tolerated.

We are committed to providing a workplace free of harassment. We prohibit any form of harassment and bullying, including sexual, physical, psychological and verbal harassment.

Concerns relating to discrimination or harassment can be raised through our reporting mechanisms and we will take appropriate action to address them, including corrective or disciplinary action.

To ensure we create a workplace free from harassment and discrimination, all employees have training available on discrimination or harassment in the workplace.

Aston Martin treats all Staff equally, providing equal employment opportunities. We ensure that, as far as possible, employment-related decisions (such as hiring, pay, promotion, training, termination and terms of employment) are based on merit and objective criteria to enable everyone to fulfil their potential.

We seek to attract and develop a broad range of talent that reflects the diverse communities within which we operate. We actively promote equality, diversity and inclusion (EDI) in the workplace through our Inclusion Network, which supports and promotes different areas of EDI, including gender diversity, LGBTQ+ equality, and racial justice.

### 6.1.4. Safe and healthy working environment

We are committed to building the world's most desirable cars in the safest way possible, where the health, safety and wellbeing of all our Staff is the priority everywhere we operate. We comply with all national laws, regulations and best practices through implementing policies and procedures, such as our [Health and Safety Policy](#).

We monitor and evaluate performance through risk assessments and performance tracking. We regularly and transparently report on our health and safety performance in our Sustainability Report.

### 6.1.5. Fair wages, benefits and welfare

We recognise and value the talent and skills our employees bring to the Company and recognise they deserve fair compensation for their work. We provide fair and competitive wages and benefits, which meet or exceed the minimum wage for all employees.

We respect the right for our Staff to have a work-life balance; all Staff are entitled to rest periods and annual leave. Furthermore, Staff will not be required to work more than the regular and overtime hours in line with all applicable laws.

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We are committed to protecting and enhancing the welfare of our employees, through a range of benefits, rewards and schemes that benefit our employees and their families.

### 6.1.6. Protecting privacy and personal data

We value our Staff's privacy and are committed to comply with their legal rights and their expectations that their data will be managed appropriately and securely. This means processing and managing personal data lawfully, fairly and transparently, and in line with good practice which follows the principles of the GDPR and other applicable data protection laws, as set out in our [Data Protection Policy](#).

## 6.2. People who work in our value chain

Aston Martin works with many business partners, including suppliers, dealers, licensees, agents, influencers and others. We expect all business partners across our value chain to adhere to the standards outlined in this Policy, including to respect all internationally recognised human rights and comply with the Fundamental Rights at Work principles of the ILO within their business and supply chains. This includes, but is not limited to, a requirement to commit to providing workers with safe working conditions, the right to freedom of association and collective bargaining, to reject all forms of forced and child labour, not to discriminate against workers on any grounds, provide fair wages and to respect workers' working and resting hours in line with applicable laws.

As outlined in our Code of Conduct, we carry out due diligence before entering into any business relationship and monitor business partners to ensure they continue to meet our requirements.

We are committed to upholding respect for human rights across our entire value chain by building commitments to human rights standards set out in this Policy into our business partner contractual arrangements in the future. Moreover, we will continue to enhance our due diligence processes, through human rights risks assessments and audits, to ensure we can monitor and manage human rights risks which arise in our value chain.

We are committed to responsible sourcing in our supply chain. We assess our key suppliers on sustainability risks, including human rights, through supplier assessment questionnaires (SAQs). Furthermore, we choose and monitor suppliers in accordance with our internal procurement policies and processes, as well as by requiring all suppliers to comply with Aston Martin's [Responsible Procurement Policy](#).

### 6.2.1. Responsible sourcing of raw materials and conflict minerals

Aston Martin is committed to responsible and ethical sourcing across its supply chain and is dedicated to ensuring that any materials sourced by Aston Martin, or its suppliers, are done in a responsible manner and in a way that is compliant with all applicable laws and meets international human rights standards.

Aston Martin is aware of the risks to people and to the environment that may arise from the sourcing of materials found in our cars. We strive to prevent any adverse human rights impacts associated with the extraction and trading of conflict minerals used in our products throughout our supply chain, with specific reference to tantalum, tin, tungsten and gold (Conflict Minerals) originating from high-risk or conflict-affected countries. We commit to follow the guidance of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas for all minerals in our products.

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The requirements of our suppliers with respect to conflict minerals can be found in our Responsible Procurement Policy and we expect suppliers to have similar requirements for their own supply chain.

### 6.3. Our customers

We design and build exceptional cars with excellence and precision. In doing so, we take the safety and security of our customers seriously and seek to deliver the highest standards, ensuring compliance with relevant mandatory standards and by embracing best practice. We are committed to ensuring our products are safe and fit for purpose, such that they do not compromise the health and safety of our customers, as far as reasonably foreseeable. Safety is designed into vehicles from the earliest concept stages through to final vehicle testing and approval. We have safety systems in Aston Martin to enhance the safety of each vehicle and consider all state-of-the-art safety standards at the time of designing our vehicles.

Furthermore, we have robust safety, security and quality control processes and standards in place and train our Staff on these processes to ensure our vehicles conform with all applicable laws and safety requirements in all markets.

### 6.4. Communities where we and our suppliers operate

We seek to understand and prevent adverse impacts we could have through our business activities on the rights of people, including those from vulnerable groups such as women and people from minority groups, in the communities where we operate.

We also expect our business partners to consider and respect the rights of people and the environment in the communities in which they operate.

Human rights and environmental defenders refer to individuals or groups that, in their personal or professional capacity and in a peaceful manner, seek to protect and promote human rights. We respect the rights of human rights and environmental defenders who raise concerns about our Company's operations or have raised questions about the Company's activities. We do not tolerate any form of retaliation against human rights and environmental defenders and expect our business partners to have the same commitments.

## 7. POLICY IMPLEMENTATION

### 7.1. Process for identifying and assessing human rights issues

Aston Martin will identify and assess potential and actual human rights impacts in our value chain in terms of severity and likelihood to prevent, mitigate and account for how we address such impacts, supported by ongoing due diligence and monitoring mechanisms. Aston Martin will prioritise the prevention and mitigation of the most severe impacts and those where delayed response would make impacts irremediable.

### 7.2. Tracking and monitoring

Aston Martin is committed to ongoing monitoring and evaluation of our human rights efforts to ensure their effectiveness and continuous improvement. This includes conducting regular

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internal assessments, internal and external audits, seeking feedback from our stakeholders and reviewing policies and processes.

We monitor our performance and progress on certain human rights issues through company-wide goals linked to key performance indicators (KPIs). Insights from our monitoring activities inform our decision-making and help strengthen our human rights strategy over time. We are committed to further developing KPIs for other human rights issues, as we develop our understanding of our salient human rights issues, and prioritise and implement our human rights activities.

### 7.3. Reporting Concerns and Remediation

Aston Martin is dedicated to ensuring that individuals who experience human rights infringements, which we have caused or contributed to by our activities, receive effective, adequate and timely remedies.

Aston Martin encourages our Staff, suppliers, business partners, customers and all stakeholders to report any instances of a breach to our Code of Conduct or the commitments stated in this Policy, where Aston Martin or our representatives are involved.

We have established safe and accessible internal and publicly available channels for stakeholders to raise concerns, which are outlined in our Code of Conduct. These include our confidential reporting SpeakUp system, which is run by an independent third-party through the following webpage: [www.astonmartin.ethicspoint.com](http://www.astonmartin.ethicspoint.com). Our Staff, suppliers and their workers can report concerns through this channel. We expect all business partners to implement company-based reporting mechanisms for workers who may be affected by activities in our value chain.

Any report raised under our Confidential Reporting Policy can be made anonymously. The Company is committed to protecting any person raising concerns, even if those concerns turn out to be unfounded. All reports will be treated with the upmost confidentiality and the Company prohibits any form of retaliation, threat, penalty or discrimination against those who report in good faith. We will protect anyone who has spoken up if retaliation is identified, as described in our [Confidential Reporting Policy](#).

The process for which reported concerns are handled can be found in our Confidential Reporting Policy.

We also encourage our customers and all other stakeholders to raise any concerns or report breaches to the commitments in this Policy through the Company's website: [Aston Martin Contact & Information | Aston Martin UK](#).

### 7.4. Communication

This Policy will be shared internally with all Staff, through internal communications and via the Company intranet, as well as with suppliers, business partners and other stakeholders via our website.

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We will report internally and externally on our approach to human rights management and our strategy and performance, through our annual Modern Slavery Statement, Sustainability Report and Annual Report and Accounts.

### 7.5. Stakeholder Engagement

Aston Martin engages with stakeholders, through various channels, such as surveys and forums, to inform our management approach of certain human rights issues.

We are committed to ongoing engagement with potentially affected stakeholders and/or their representatives, where relevant, through human rights assessments and due diligence processes.

## 8. GOVERNANCE

The Sustainability Committee, on behalf of the Board of Directors of the Company (the **"Board"**), reviews compliance with the commitments set out in this Policy and progress against the Company's human rights strategy.

The Sustainability Committee provides board-level review of human rights across Aston Martin, through briefings on priorities, progress and other key topics. The Chief People Officer (CPO) has executive accountability for human rights and, together with the Sustainability team, ensures the Executive Committee and the Board are adequately informed on the Company's human rights risks, issues and activities.

The Human Rights Steering Group (HRSBG) is accountable for developing and ensuring the implementation of the human rights strategy, in line with the commitments set out in this Policy. The HRSBG is comprised of various core functions across the Company and includes top-level oversight by the CPO, with regular reporting to and review from the Executive Committee and the Sustainability Committee.

Day-to-day management of human rights issues sits within the relevant business functions.

## 9. TRAINING

We are committed to ensuring the understanding of our commitments listed in this Policy and will support the implementation of this Policy through training.

All employees will receive mandatory training on our Code of Conduct, to ensure everyone understands and are clear about what is expected from them, how to be compliant and how to raise concerns around non-compliance. Performance against this will be tracked and communicated annually.

We are also committed to building understanding of human rights across our supply chain and will seek to provide training and capacity building for key suppliers in the future.

## 10. FUTURE PLANS AND POLICY REVIEW

We will continuously work to strengthen our human rights practices by advancing our human rights strategy and due diligence processes, assessing our salient human rights issues and further embedding human rights into existing processes and procedures. Alongside this, our approach

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to human rights will be under continuous review and updated based on the outcomes of risks assessments conducted by the Company, and in line with developing standards.

We will review this Policy annually, or when there are significant changes to the business, to include new forms of best practice and ensure this Policy remains fit for purpose.

**Approved by the Executive Committee on 3 June 2025**

**Approved by the Sustainability Committee on behalf of the Board on 16 June 2025**