



ASTON MARTIN LAGONDA

MODERN SLAVERY ACT STATEMENT 2022



Aston Martin Lagonda

Modern Slavery Act Statement 2022

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015. It sets out the steps Aston Martin Lagonda has taken to prevent acts of modern slavery and human trafficking from occurring in its business and supply chain, up to and during the financial year ending 31st December 2022.

The Statement has been reviewed and approved by members of the Board of Directors of Aston Martin Lagonda Global Holdings plc.



Introduction

The international labour organisation has reported that modern slavery is an international crime that is estimated to affect millions of people around the world.

This growing global issue transcends age, gender and ethnicities. It includes victims trafficked from overseas and vulnerable people in the UK who are forced illegally to work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing.

Modern slavery, together with its components of forced labour and human trafficking, are a growing concern around the world.

Ensuring that internationally proclaimed human rights, as specified in the International Bill of Human Rights, are respected across our business and by our suppliers is an important priority for Aston Martin Lagonda.

The Modern Slavery Act 2015 requires commercial organisations supplying goods or services with a turnover above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. The Statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain.



Our approach

With over a hundred years of history, Aston Martin Lagonda is one of the world's most iconic luxury companies, focussing on the design, engineering and manufacture of ultra luxury cars.

Our approach to sustainability is set out in our annual Sustainability Report, and in our Annual Report where we set out our commitment to be a sustainable ultra luxury automotive business. Our focus is on striving for sustainable excellence and ethical decision making, with the aim of delivering both stakeholder value and a competitive advantage to the Company. Engagement with our employees, suppliers and partners is essential in achieving our goals in this area.



Aston Martin Lagonda has a cross functional Modern Slavery working group with representation from Human Resources, Legal, Purchasing, Sustainability, Internal Audit and Risk Management (see Figure 1). This working group is responsible for monitoring progress against key performance indicators, implementing and maintaining relevant policies, communication and training across the business relating to Modern Slavery.



Aston Martin has an Anti-Slavery and Human Trafficking Policy. Find out more: <https://www.astonmartinlagonda.com/sustainability/anti-slavery-policy>



Figure 1

Due diligence processes

As a responsible business, Aston Martin Lagonda has put in place a number of procedures to ensure that modern slavery does not occur in our business or supply chains. These procedures are set out below.

Supporting our people

We have raised awareness among our workforce to promote a better understanding of this growing issue by setting out the steps we have taken and are taking as an organisation, as well as providing them with clear guidance on how to report any suspicions they may come across.

We are:

- Communicating and engaging with our staff on a regular basis and in a transparent way. In 2022 this included all staff communications linked to relevant human rights international awareness days.
- Implementing Modern Slavery training for all relevant employees to provide them with useful information on how to recognise different types of slavery and provide them with details of how to report such instances.
- Confidential whistleblowing arrangements are in place to enable anyone who believes that there may be Modern Slavery issues anywhere in the company or supply chain, to quickly and easily raise a concern.

We believe that an important component of our success is to inspire and foster a culture where we have honesty, transparency, collaboration and accountability.

The Company procedures set out appropriate ways of working, advocating behaviours that are aligned to the Company vision and Code of Corporate Conduct. In order to ensure that employees are up to date with the latest guidance and their responsibilities in this area, the Company has developed training courses (which include modern slavery) and which are completed by all relevant employees.

In 2022 we strengthened our efforts to raise awareness of Modern Slavery risks across the company by ensuring that Modern Slavery was part of the core information provided to new staff as part of our induction processes.



Due diligence processes continued

Employment

Our robust recruitment processes, in line with UK employment laws, includes:

- ‘Right to work’ document checks; contracts of employment and checks to ensure everyone employed is aged 16 and above.
- Market related pay and rewards reviewed annually.
- Wellbeing activities and initiatives to support our people’s physical and mental wellbeing and lifestyle choices.

Transparency in our supply chains

We recognise that the company is exposed to greater risk of Modern Slavery when dealing with its suppliers, particularly those who have extensive supply chains of their own. To mitigate this risk, we have implemented the following measures:

- Publishing the Aston Martin Responsible Procurement Policy and providing the document to all our suppliers, aimed at ensuring our values are adhered to and respected.
- A commitment to work with our suppliers to support them to understand and work towards their own obligations under the Modern Slavery Act.
- Conducting audits of tier one suppliers to establish whether any Modern Slavery risk exists in the business and to assess steps taken by suppliers to identify and eradicate Modern Slavery in its supply chain.
- Undertake an examination of our supply chain, to determine where potential risks may be.
- Review the performance and commitment of our top suppliers (in terms of spend), to the Modern Slavery Act requirements, through their own modern slavery statements.

Risk assessment and management

Our risk management system is designed to identify a broad range of risks and uncertainties which could adversely impact the profitability or prospects of the Group.

Our principal risks are those which could have the most significant effect on the achievement of our strategic objectives, financial performance and long-term sustainability. We categorise principal risks within the areas of Strategic, Operational, Compliance and Financial. Supply chain disruption and compliance with laws and regulations (including Modern Slavery) are identified as principal risks under the Operational and Compliance pillars. Risk mitigation activities are put in place to minimise such supply chain risks.





Approved by the Board of Directors on 7th June 2023

Amedeo Felisa, Chief Executive Officer
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For the purposes of compliance with the Modern Slavery Act, this statement covers the following companies within the Aston Martin Lagonda Global Holdings plc group of companies:
Aston Martin Holdings (UK) Limited • Aston Martin Capital Holdings Limited • Aston Martin Investments Limited • Aston Martin Capital Limited • Aston Martin Lagonda Group Limited • Aston Martin Lagonda of North America Incorporated • Lagonda Properties Limited • Aston Martin Lagonda Pension Trustees Limited • Aston Martin Lagonda Limited • AM Brands Limited • Aston Martin Lagonda of Europe GmbH • AML Overseas Services Limited • Aston Martin Lagonda (China) Automobile Distribution Co., Ltd • AM Nürburgring Racing Limited • Aston Martin Japan GK • Aston Martin Lagonda – Asia Pacific PTE Limited • AMWS Limited • Aston Martin Works Limited