



ASTON MARTIN

DIVERSITY & INCLUSION POLICY

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PART 1: INTRODUCTION

- Diversity refers to the unique perspectives and differences our people can bring to Aston Martin.
- Inclusion is about creating a culture at Aston Martin that champions our people's differences and allows them to bring their full self to work.
- Equity is fair treatment for all, while striving to identify and eliminate inequities and barriers and a zero-tolerance approach to discrimination of any kind at Aston Martin.
- Belonging is the experience of being treated and feeling like a full member of Aston Martin where our people can thrive, feel connected to our purpose, have a voice and can reach their full potential.

At Aston Martin we recognise the importance to our people and our business of a commitment to valuing diversity and creating an inclusive culture for all. A diverse workforce enhances our culture and our ability to deliver our business strategy and objectives.

Our policy sets out the standard for how we can develop and foster an inclusive workplace to encourage diverse talent, capabilities, skillsets and perspectives.

PART 2: WHO DOES THIS POLICY APPLY TO?

This Policy applies to everyone working at Aston Martin globally, including permanent and temporary employees, contractors, agency workers and consultants working on site.

PART 3: OUR COMMITMENT

Everyone at Aston Martin is responsible for ensuring this policy is adhered to and the principles outlined are upheld across our business.

We are committed to building and maintaining a workplace and culture where all our people feel connected to Aston Martin's purpose, that they have a voice, will receive equal treatment and can develop to reach their full potential irrespective of their gender, gender identity or expression, ethnicity, race, nationality, origin, religion or belief, age, sexual orientation, disability, marital status, or any other characteristic protected by law.

To do this we will:

- Promote diversity, inclusion and belonging across the whole of Aston Martin
- Adhere to the principles of inclusion and fairness for all our people and have zero tolerance for all forms of discrimination, harassment and bullying
- Ensure skills and experience are the only basis for recruitment, access to development opportunities and promotion decisions
- Create a workplace based on mutual respect for all our people and continue to build a culture that values the skills and ideas offered by each individual

- Make any reasonable adjustments or accommodations for those with a disability
- Value and reflect the full diversity of our colleagues, communities, suppliers, partners and customers
- Ensure our actions are aligned to, and support our values, leadership behaviours and our purpose
- Protect against any retaliation following a concern raised around discrimination, harassment or bullying
- Build a culture that educates all our people to learn to listen, support each other and become allies

We are committed to continue to listen and learn from one another and our communities, to ensure we build inclusivity and have wider representation across Aston Martin. It is everyone's responsibility to comply with the policy and to ensure we have an inclusive workplace that encourages diverse talent, capabilities, skillsets and perspectives. Should employees breach this policy they may be subject to appropriate disciplinary action by Aston Martin, up to and including dismissal.

PART 4: HOLDING OURSELVES TO ACCOUNT

We are all responsible for ensuring that this policy is adhered to and that the principles outlined are upheld across our business. We have an obligation to speak up if we see behaviour that is not in-line with these principles. We encourage anyone who sees any breach of this policy to speak up using either the informal or formal approaches outlined below.

Informal Approach

If you witness any behaviour that concerns you, and you feel comfortable in doing so, we encourage you to raise and explain your concerns as soon as possible to the person responsible. It can often be the case that until feedback is given, a person may not be aware that their behaviour is inappropriate. In most cases, quick and respectful feedback can resolve concerns.

Formal Approach

If the informal approach is not effective or appropriate, you can raise your concerns formally to:

- Your line manager
- A member of management
- HR
- Aston Martin Employee Assistance Programme (EAP)
- The whistleblowing reporting facility

In all cases where allegations of discrimination, harassment and bullying are raised, we will ensure the situation is handled appropriately and sensitively, and that an investigation is completed. We also commit to take appropriate action where required and provide support to all concerned. Please refer to the Company's policies on Equal Opportunities and Anti - Harassment and Bullying for further details.

Anyone making a complaint should be assured that they will be protected from retaliation. We will not tolerate any retaliation against anyone who reports a breach of this policy and/or who participates in an investigation about a breach of this policy.

PART 5: TRAINING AND MONITORING

The Company will continue to provide training to all staff in respect of the principles set out in this policy and associated policies on Equal Opportunities and Anti-Harassment. Regular monitoring of the implementation of the principles set out in this policy will also be undertaken by the Company, with a view to taking any further action to reinforce the approach set out in the Policy.

PART 6: REVIEW

This policy does not form part of any Aston Martin employee's contract of employment.

Aston Martin reserves the right to amend any policies or procedures outlined within this policy as deemed appropriate (including, but not limited to, changes required to comply with local legal or regulatory requirements) and any decision to do so will be made entirely at Aston Martin's discretion.

This policy will be reviewed and may be amended at any time.

The Director of Human Resources is responsible for this policy and for any associated training and monitoring activities.

We expect anyone working for, or with Aston Martin, to adhere to any instruction or policy provided.

Thank you for your support.

Tobias Moers
Chief Executive Officer

Date: 17 November 2021