



ASTON MARTIN

HEALTH & SAFETY  
POLICY

## CONTENTS

---

PART 1: MANAGEMENT CONTROL & SCOPE 3

---

PART 2: STATEMENT OF INTENT 3

---

PART 3: APPENDIX 7

---

## PART 1: MANAGEMENT CONTROL & SCOPE

### Management Control

This policy and associated management system will be reviewed periodically by the Health & Safety team and Committee, and reviewed annually by top Management. Relevant sections of this policy will be made readily available to all relevant stakeholders.

### Scope

The scope of this policy covers all health and safety management arrangements for Aston Martin Lagonda Ltd. and our subsidiaries which will be referred to throughout this document as 'Aston Martin' or 'The Company'.

## PART 2: STATEMENT OF INTENT

The safety and wellbeing of its employees is of fundamental importance to Aston Martin and the Company is committed to providing a safe and healthy environment for its employees, customers, suppliers and any other person who works on or otherwise visits our facilities worldwide. Aston Martin therefore manages its business in a way that is designed to ensure maintenance of the highest standards of health and safety, which are reasonably achievable throughout our operations.

A safe, healthy and well-planned business environment is important to the long-term sustainable growth of our business. As such we recognise and support the collective and individual roles played by each employee in providing health and safety leadership within their areas of responsibility. We encourage a strong safety culture and continuous improvement in matters of health and safety.

Our commitment to health and safety includes the following.

### Management Commitment

Aston Martin's senior management team endorses and supports this health and safety policy and is committed to fulfilling legal and other requirements and working towards best practice throughout its operations, adopting as a minimum the standards mandated by UK legislation where this is operationally practicable, or local legislative requirements where they exceed the minimum standards. The team further accepts a duty of care to all persons for whom it has responsibility in ensuring compliance with all relevant statutory and consultation requirements and the development of best practice as far as is reasonable and practicable.

The Health and Safety Team ensures that relevant health and safety legislation is identified and integrated into the Health and Safety Management System. This will be achieved through the maintenance of a legal register which will be subject to regular review by this team.

## Workplace Conditions

The Company is committed to the provision of safe and healthy working conditions for the prevention of work-related injury, or occupational disease and in order to ensure employee wellbeing. The Company has developed appropriate policies and safe systems of work and appropriate procedures and organisational structures are in place to implement these arrangements. The Company recognises that employees and visitors are also expected to work safely and to exercise a duty of care regarding their own health and safety and that of other persons who may be affected by their activities whilst at work.

The Company will provide a safe means of access and egress to and from the place of work and ensure that the necessary measures for evacuation, fire safety inspections and arrangements for first aid are in place and maintained.

## Roles and Responsibilities

The Company has engaged competent persons to provide information and advice on matters of health and safety and all managers, supervisors and employees have written responsibilities regarding health and safety whilst at work.

## Information & Training

The Company provides appropriate information, instruction, training and supervision in order to raise awareness of health and safety issues and to ensure that health and safety responsibilities, procedures and standards at work are understood and maintained. Training will be provided, as appropriate, to all employees, contractors, visitors and any other persons for whom it owes a duty of care.

## Consultation and Communication

The Company is committed to consultation with and participation of workers and workers representatives in line with objectives and the requirements of ISO45001:2018. In this respect arrangements for the provision of safety committees have been made.

The Company recognises an effective health and safety culture requires communication and consultation at all levels. This is carried out through but not limited to the following:

- Trade Union H&S Representatives
- H&S Committees
- Start of Shift and Departmental meetings
- Management Review meetings

Aston Martin encourages employees to become involved in health and safety matters locally and recognises the value of Health and Safety Representatives. These voluntary roles can provide a local focal point for employee feedback regarding health and safety and can also contribute to decision making. In all cases, employee representatives will be provided with the resources (as reasonably necessary), time, training and information to fulfil their role.

## Health and Wellbeing

Aston Martin believes in providing an environment where people can bring their best selves to work, share how they feel and speak openly about their own health and wellbeing.

Aston Martin's Wellbeing activities help all colleagues create space in their lives to care for themselves and for each other, by providing information, tools and resources to help them make small positive changes in their everyday lives and take responsibility for their own mental and physical health. Everyone has access to confidential counselling and support through our employee assistance programme.

## Hazard Identification, Risk Assessment & Determining Controls

The Company is committed to eliminating hazards and reducing risks as far as reasonably practicable and provides arrangements for managing and assessing the risks to safety and health (e.g. through COSHH and workplace assessments) in connection with the activity and/or use, handling, storage and transportation of materials and substances.

The responsibility for completing such assessments, rests with those individuals organising an activity or those in charge of a location on a daily basis. Arrangements for undertaking the assessment may be supported by the Health and Safety Team, who may also provide training, advice and assistance as required.

## Accident & Incident Reporting

Arrangements are made to include near miss and accident investigation and provision for control of contractors whilst

on site. The Health and Safety Team in partnership with relevant stakeholders will ensure that appropriate systems and procedures are in place for health and safety incident reporting, escalation response, investigation, analysis and subsequent improvement. These procedures will include arrangements for those incidents which require notification to an external enforcement authority.

## Health & Safety Management System

The Company will review its safety management system performance, objectives and targets and this policy annually to check they are in line with ISO45001:2018, compatible with the strategic direction of the company, that they are appropriate and to ensure continual improvement of the OH and S management system. The review will also check to ensure sufficient resource is provided for the successful implementation of this policy. This policy will be communicated within the organisation and made available to interested parties in request.

The Company will measure and review its overall safety performance in order to identify trends. Preventive and corrective measures will be produced to reverse adverse trends and move towards implementing best practice through continuous improvement.

We expect anyone working for, or with Aston Martin, to maintain the highest health and safety standards for themselves and others and adhere to any instruction or policy provided.

Tobias Moers

Chief Executive Officer

Date: 17 November 2021

## PART 3: APPENDIX

### Governance Structure

The health and safety governance structure, including specific roles are outlined in the diagram below.

