

ASTON MARTIN LAGONDA



MODERN SLAVERY ACT STATEMENT 2019

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 2019.



INTRODUCTION

Modern slavery, together with its components of forced labour and human trafficking, is a growing concern globally, affecting an estimated 40.3 million people.

This 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.

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'.

This 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 focused on the design, engineering and manufacture of high luxury cars.

Our approach to sustainability is set out in our annual Sustainability Report and in the 'Responsibility' Section of our 2019 Annual Report where we have set out our commitment to be a sustainable 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, partners, suppliers and other stakeholders is essential in achieving our goals in this area.

With specific regard to the Modern Slavery Act, Aston Martin Lagonda has established a cross functional working group including representation from Human Resources, Legal, Purchasing, Internal Audit and Corporate Responsibility (see figure 1.0). This working group is responsible for implementing and maintaining the relevant policies, communication and training across the business relating to Modern Slavery.

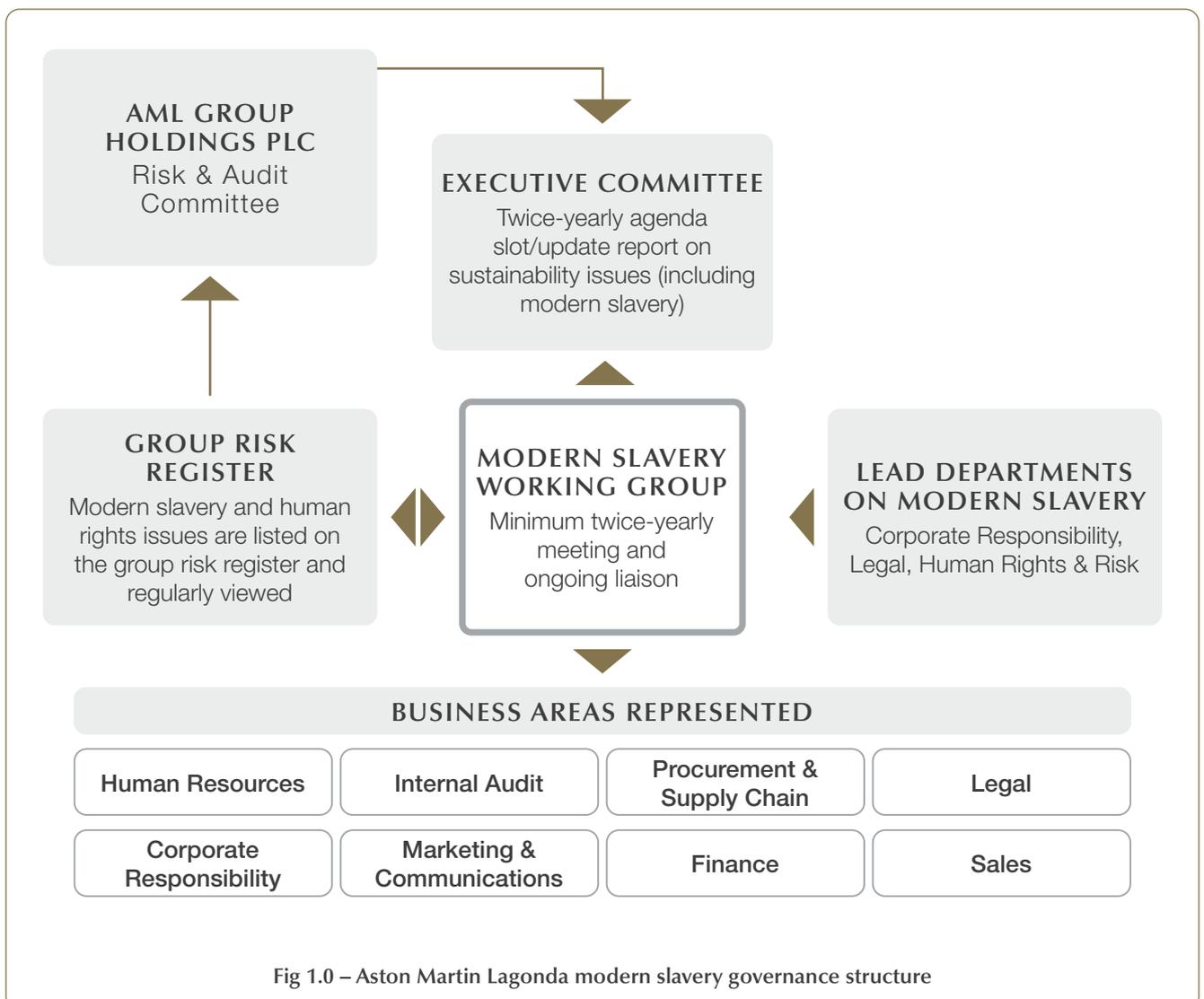


Fig 1.0 – Aston Martin Lagonda modern slavery governance structure

THE ASTON MARTIN WAY

Our people define who we are and what we do.

We believe that an important component of our success is to inspire and foster a culture of passion, excellence, fairness, collaboration and respect in all that we do, and we are committed to promoting these principles across the business without exception. We work in close collaboration with our partners and suppliers, believing that our performance and successes should be shared and celebrated with the talented businesses we work alongside.

Our performance depends on mutual respect, diversity, attractive working conditions and the professional fulfilment of the people in our Company. To build a sustainable culture we have developed the 'Aston Martin Way' which includes a set of tools, processes and procedures which enable our workforce to work as one team, with one vision and one way of working together.

The Aston Martin Way defines a series of key behaviours we want to instil in our workforce to ensure that we are operating in an ethical and appropriate way, these are:

- Commitment
- Continuously Challenge and Improve
- Collaboration
- Customer Focus
- Clear Communication.

These processes, skills, tools, and templates are designed to enable us to collaborate effectively, efficiently, and ethically. They have been rolled out across the business supported by appropriate workforce training and guidance on how to operate as an Aston Martin Lagonda employee. These core tools are set out in the Company's Code of Conduct.

Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

WE SUPPORT



We are signatories of the UN Global Compact, supporting principles with respect to human rights, labour, environment and anti-corruption. We support our people and clients to address issues arising from modern slavery.

OUR PROCEDURES

As a responsible business, Aston Martin Lagonda has a number of procedures in place to seek to prevent the occurrence of modern slavery in our business or supply chains. These procedures are set out below.

EMPLOYMENT

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

- ‘right to work’ document checks; contracts of employment and checks to ensure everyone employed is 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 when dealing with its suppliers, particularly those who have operations/suppliers outside of the UK and Europe. In order to mitigate this risk, we have implemented the following measures.

- The roll out of the Aston Martin Responsible Procurement Guide 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 meeting their own obligations under the Modern Slavery Act.
- The review of our supply chain, to determine where potential risks may be.
- The review of the performance and commitment of our top suppliers (in terms of spend), to the Modern Slavery Act requirements, through their own modern slavery statements and processes.

SUPPORTING OUR PEOPLE

We have raised awareness among our workforce to promote a better understanding of this growing issue by setting out the actions we are taking as an organisation, as well as providing them with clear guidance on how to report any suspicions they may have either within the business or in a personal context.

We are:

- Providing regular communication to our employees.
- Developing an overview of the Modern Slavery Act and the Company’s approach on our intranet, including links to the Government’s modern slavery website
- Implementing Modern Slavery training for all employees to provide them with useful information on how to recognise different types of slavery and how to report such instances.



THIS STATEMENT OUTLINES SOME OF THE ACTIONS
UNDERTAKEN BY ASTON MARTIN LAGONDA LTD IN 2019
AS PART OF ITS COMMITMENT TO TACKLING MODERN
SLAVERY IN ALL ASPECTS OF ITS BUSINESS.



Dr Andrew Palmer CMG
President and Group Chief Executive Officer



For the purposes of compliance with the Act, this statement covers the following companies within the Aston Martin Lagonda Holdings Group:

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 Italy S.r.l • Aston Martin Lagonda (China) Automobile Distribution Co., Ltd
AM Nurburgring Racing Limited • Aston Martin Japan GK • Aston Martin Lagonda – Asia Pacific PTE Limited • AMWS Limited • Aston Martin Works Limited



ASTON MARTIN

L A G O N D A



By Appointment to
His Royal Highness the Prince of Wales
Motor Car Manufacturer and Repairer