



ASTON MARTIN

# MODERN SLAVERY ACT STATEMENT 2017



Aston Martin is one of the worlds most respected luxury brands. Founded in 1913 by Robert Bamford and Lionel Martin from a workshop on Henniker Mews in London, their vision was to develop cars with impeccable design and supreme performance. These cars captivated the public's imagination and still command the same emotive fascination over 100 years later.

Today, Aston Martin is the largest independent British luxury automotive manufacturer, championing not only breakthroughs in cutting edge design such as the DB11 and Vantage, but also new technologies in the areas of electrification, connected car and high performance powertrains.

The combination of a strong brand, a unique culture and cutting edge technology makes Aston Martin a truly special and rewarding place to work.

# ASTON MARTIN MODERN SLAVERY STATEMENT

Modern slavery is an international crime affecting an estimated 40.3 million slaves 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.

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.



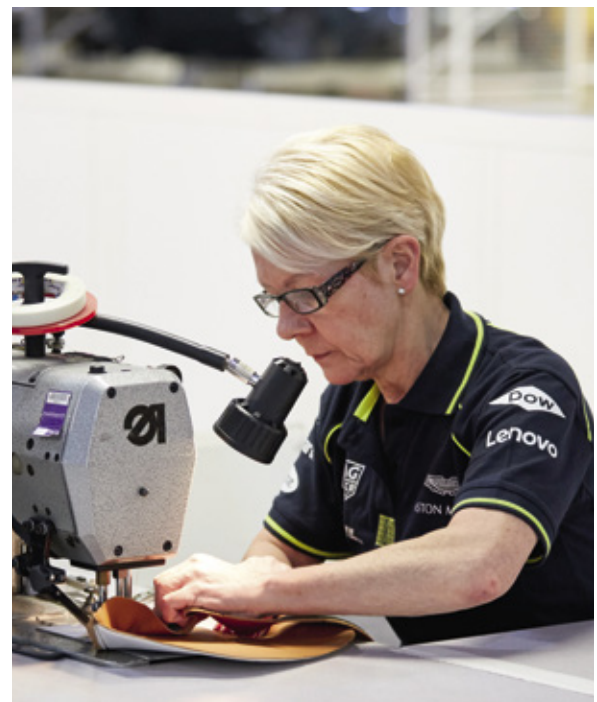
# OUR APPROACH

Our approach to sustainability is set out in our annual Sustainability Report, where we outline the importance of driving shareholder value by behaving in an ethical and responsible way, through the establishment, preservation and continuous improvement of the environment in which we operate and that of our suppliers and partners.

With specific regard to the Modern Slavery Act, Aston Martin has implemented a cross functional working group which includes representation from Human Resources, Legal, Purchasing and Corporate Social Responsibility. This working group is responsible for implementing and maintaining the relevant policies, communication and training relating to Modern Slavery.

Aston Martin has a policy to assess and address the risks of violations of anti-human trafficking and anti-modern slavery laws. We adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation. This is set out in our Responsible Procurement Guide which we ask all of our suppliers to sign up to.

We are a participant 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.



We ensure

- Our values, set out in the Aston Martin Way, are embedded throughout our business and set the perimeters for how we expect our people to behave with colleagues, partners and the world at large
- We aim to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted
- Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values



# OUR PROCEDURES

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

## 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 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;

- Rolling out the Aston Martin Responsible Procurement Guide to all of 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
- 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



# OUR PROCEDURES

## Supporting our people

We have enabled our people to understand more about this growing issue by setting out the steps we have taken and are taking as an organization, as well as providing them with clear guidance on how to report any suspicions they may come across within business or a personal context. We are:

- Providing regular communication with employees.
- Developing an overview of the Modern Slavery Act and the company's approach including links to the [modernslavery.co.uk](https://modernslavery.co.uk) website
- Implementing a communication campaign to all staff signposting them to the resources available on [modernslavery.co.uk](https://modernslavery.co.uk) to provide them with useful information on how to recognise different types of slavery and provided them with details of a telephone helpline



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This statement outlines some of the actions undertaken by Aston Martin Lagonda Ltd in 2017 as part of its commitment to tackling Modern Slavery in all aspects of its business.

A handwritten signature in black ink, appearing to be 'AP'.

**Dr Andy Palmer CMG**

President and Chief Executive Officer – March 2018



ASTON MARTIN

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