



ASTON MARTIN

Responsible Procurement Guide

Preamble

This Responsible Procurement Guide sets out our commitment to the application of social, ethical and environmental principles in the Aston Martin supply chain. These principles are supported by Aston Martin procurement policies and practices, standard terms of conditions of supply and the standards for all Aston Martin staff, suppliers and sub-suppliers. Together, as an ethical and responsible supply chain, we not only need to comply with the law, but drive responsible business operations and practices in support of the principles set out below.

We therefore expect all existing suppliers and sub-suppliers of Aston Martin's extended supply chain as well as potential suppliers to engage, communicate and promote the principles outlined in this guide. Importantly we expect that every entity involved will actively seek to identify and eradicate any forms of slavery or human trafficking which may exist within our extended supply chain. Aston Martin will maintain a statement on modern slavery on its website, describing the steps it takes to eradicate slavery and trafficking from its supply chain.

We observe the following principles and expect that all existing and future suppliers and sub-suppliers of Aston Martin will also take steps to observe these principles and to comply with the relevant laws in these areas:

1. Social Responsibility

a. Slavery and Human Trafficking

We do not condone and will not permit any form of slavery or human trafficking in our supply chain.

b. Child Labour

We will not use child labour and will not employ any person below the age of 15.

c. Forced Labour

We will not use forced labour, regardless of its form. We will not tolerate physically abusive disciplinary practices. We will not make employment conditional upon retention of an employee's government issued identification, passports or work permits.

d. Compensation

We will promote our employees' material well-being by providing compensation and benefits that are competitive and comply with applicable law.

e. Freedom of Association and Collective Bargaining

We recognise and respect our employees' right to freedom of association within a trade union. We will work constructively with recognised trade union representatives to promote the interests of our employees. Where employees are not represented by unions, we will seek to provide opportunities for employee concerns to be heard.

f. Discrimination

We are committed to being an equal opportunities employer and oppose all forms of unlawful discrimination. This includes but is not limited to discrimination, harassment or victimisation on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

g. Health and Safety

We will provide and maintain for all employees a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.

h. Work Hours, Wages and Benefits

We will comply with applicable law regulating hours of work. We will pay wages in compliance with applicable law and regulations, including those relating to minimum wage and legally mandated benefits.

i. Bullying and Harassment

We do not tolerate bullying or harassment for any reason.

2. Environmental Responsibility

In addition to the principles set out above, Aston Martin is committed to meeting relevant environmental standards, as follows:

a. ISO14001 Certification

Aston Martin achieved certification to the environmental standard ISO14001 in 2009, our ongoing objectives and commitments to the environment and the community are as following:

- i. We will always meet the conditions for both current and future environmental legislation and regulation.
- ii. We will set, monitor and attain all objectives and targets to ensure that we maintain strict control over the environmental aspects of all our products, processes and facilities.
- iii. We are committed to an ongoing reduction in energy consumption and reduction in factory emissions.
- iv. We are aiming to minimise the impact of Aston Martin activities, products and services on the environment through waste reduction, along with increases in reuse and recycling.

- v. We are operating and maintaining an environmental system in line with ISO14001:2015.

b. Operational Environmental Performance

Commitment to preventative protection of the environment is an integral part of our business; success is reliant on an efficient, compliant manufacturing operation and supply chain. We will therefore always aim towards minimising the following:

- i. Resource consumption
- ii. Waste
- iii. Emissions

c. Product Environmental Performance

All products which are manufactured within our supply chain will fully comply with all applicable environmental and governmental legislation. This includes, but is not limited to

- i. Recyclability
- ii. Recoverability
- iii. Reusability
- iv. End-of-Life-Vehicle-Directive (ELVD)

Certain environmental standards such as recyclability and restricted substances are core to our design and engineering ethos and are therefore considered at the earliest stages of new product development.

3. Ethical Responsibility

Aston Martin's ethical code is captured in one sentence, "**Integrity is never compromised**". In addition to our established standards for corporate conduct, we would like to draw your attention to the following:

a. Anti-Corruption and Bribery

We will conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to all forms of bribery and corruption in our supply chain. We are committed to acting professionally, fairly and with integrity in all of our business dealings and relationships wherever we operate.

b. Anti-Competitive Behaviour

We will conduct all our business dealings in line with all applicable competition laws and regulations. We will, in particular, avoid entering into anti-competitive agreements with competitors, or exchange competitively sensitive information with suppliers and we expect that our suppliers will also observe these standards

4. Promotion of Standards in the Supply Chain

A sustainable and responsible supply chain that is compliant with all relevant legislation is fundamental to supporting the requirements of our business. Specifically in response to the Modern Slavery Act, Aston Martin will engage with third parties to assist suppliers in the monitoring and tracking compliance and may, from time to time, request supplier to provide visibility including but not limited to, suppliers' manufacturing site locations. Suppliers acknowledge that they understand these requirements are important for our businesses and agree to make reasonable efforts to support these initiatives in a timely fashion.

Suppliers are required to communicate the principles of this guide to their suppliers, obligate them to observe the same principles and comply with the relevant laws in these areas. In signing below, the supplier hereby agrees to comply with these standards and will be issued with an Aston Martin Responsible Procurement certificate on return of a signed copy of this guide.

Signature.....

Name.....

Position.....

Date.....