

# ASTON MARTIN LAGONDA



THE UN GLOBAL COMPACT INITIATIVE  
COMMUNICATION ON PROGRESS 2019

# INTRODUCTION



I am pleased to reconfirm Aston Martin Lagonda Limited's commitment to the United Nations Global Compact Initiative and our continued support of its 10 Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. Sustainability is an increasingly important issue for business and as such we continue our commitment to be a sustainable luxury business, embracing the principles of UN Global Compact.

This document provides an update on our activities to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. Our achievements are published in detail on an annual basis in our Sustainability Report. We continue to commit to sharing this information with our stakeholders, using our primary channels of communication and our annual sustainability report.

Sincerely yours,

A handwritten signature in white ink, appearing to read 'James M Stephens', written in a cursive style.

James M Stephens  
Director, Government & Corporate Affairs

# ASTON MARTIN LAGONDA

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. The brand symbolises exclusivity, elegance, power, beauty, sophistication, innovation, performance and an exceptional standard of styling and design. Our cars sit primarily within the high luxury car market segment ("HLS") and our market leadership position is supported by award-winning design and engineering capabilities, world-class technology and state-of-the-art facilities, creating distinctive model line-ups.

The Company sells cars worldwide, primarily from our main manufacturing facility and corporate headquarters in Gaydon, England, and St. Athan, Wales. The Company's current core model line-up comprises:

- the sports car – Vantage;
- the grand tourer – DB11;
- the super grand tourer – DBS Superleggera; and
- the SUV – DBX

Special Edition models form an important part of our business, providing a 'halo effect' for our core cars and driving exclusivity and desirability.



# OUR APPROACH TO THE 10 PRINCIPLES

In 2014 Aston Martin Lagonda signed up to the UN Global Compact program, this marked the company's first step on integrating Sustainability at the heart of its operations.

This commitment continues today and has resulted in the development of an integrated Sustainability strategy for the business based on the United Nations Sustainability Development Goals (SDGs). The strategy aims to deliver stakeholder value through ethical and sustainable excellence, creating a long-term competitive advantage. We set global corporate responsibility priorities, which are enacted at a local level. These are then incorporated into objectives and programmes for diversity and inclusion, business conduct, safety, and the environment as set out in the diagram below.



To roll out this strategy and ensure that all initiatives were employee borne, we have set up a Sustainability Working Group, which is responsible for implementation of the various initiatives across the business. The UN Global Compact's 10 principles remain at the core of the company's approach to sustainability and its engagement with its stakeholders.

# HUMAN RIGHTS PRINCIPLES



**PRINCIPLE 1: BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS; AND**

**PRINCIPLE 2: MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES**

## ASSESSMENT, POLICY AND GOALS

Aston Martin Lagonda supports the Universal Declaration of Human Rights and has implemented policies which support the protection of such rights and avoidance of human rights abuses where they may inter-relate with Aston Martin Lagonda's business activities. For example, the Aston Martin Standards of Corporate Conduct sets out expected standards of conduct and behaviour for employees to adopt in relations with one another and in pursuing Aston Martin Lagonda's business interests generally. This covers policies on subjects such as discrimination, harassment as well as conflicts of interest and anti-bribery. In addition, all Aston Martin suppliers are expected to comply with the Aston Martin Responsible Procurement Guide. The guide expects that our suppliers treat their employees fairly and do not tolerate bullying and harassment or discrimination of workers or others. The company's standard terms and conditions for the purchase of parts also require suppliers to prohibit child labour in their own business and supply chains and to comply with all laws relevant to their businesses.

## IMPLEMENTATION

All employees of Aston Martin Lagonda are expected to adhere to these policies. A system has been established to solicit employees' annual confirmation that they are aware of and adhere to the code of conduct. All Aston Martin Lagonda suppliers are expected to comply with the Responsible Procurement Guide and to supply goods on standard terms and conditions. Failure to do so could result in the termination of business with Aston Martin Lagonda.

## MEASUREMENT

In the past year Aston Martin Lagonda has not been the subject of any investigations, legal claims or other action relating to human rights. Aston Martin Lagonda measures production first tier supplier compliance to the Responsible Procurement Guide using a 'Supplier Performance Rating System'.

## KEY FACTS

### 2019 SUPPLIERS BASE BY REGION

Africa	1%
Asia Pacific	1%
North America	3%
Eastern Europe	14%
Western Europe	81%

# LABOUR PRINCIPLES



**PRINCIPLE 3: BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING;**

**PRINCIPLE 4: THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR;**

**PRINCIPLE 5: THE EFFECTIVE ABOLITION OF CHILD LABOUR; AND**

**PRINCIPLE 6: THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION**

## ASSESSMENT, POLICY AND GOALS

Aston Martin Lagonda supports the International Labour Organisation Core Conventions.

Aston Martin Lagonda acknowledges every employee's right to be a member of a trade union and voluntarily recognises the independent trade union 'Unite' for collective bargaining and employee representation purposes.

Aston Martin Lagonda has issued policies to all employees and other staff regarding the importance of upholding equal opportunities and the prohibition of discrimination and harassment in the workplace on grounds of gender, race, disability, age, sexual orientation and religion.

All Aston Martin Lagonda suppliers are expected to comply with the Aston Martin Responsible Procurement Guide. This guide expects that our suppliers do not use child labour or forced labour, are committed to equal opportunities and ensure that employees have the right to freedom of association and collective bargaining.

## IMPLEMENTATION

All employees of Aston Martin Lagonda are expected to adhere to anti-discrimination and equal opportunities policies and confirm annually that they are aware of and adhere to these policies. In addition, an employee training programme regarding equal opportunities has been implemented.

The company has a well-established Employee Engagement Group (EEG) that met four times during FY 2019 to discuss views, ideas and concerns raised by the workforce. The meetings were well attended, with elected members from all areas bringing forward comments and views from their populations.

All employees are able to join a trade union of their choice. The company participates in regular collective bargaining with one recognised Union, 'Unite' in the UK and also recognises such union for the purposes of representation of employees in the workplace.

All Aston Martin Lagonda suppliers are expected to comply with the Aston Martin Responsible Procurement Guide and to supply goods on standard terms and conditions.

# LABOUR PRINCIPLES

(continued)

## MEASUREMENT

In the past year Aston Martin Lagonda has not been the subject of any investigations, legal claims or other action relating to these labour principles. The annual workforce engagement survey for 2019 showed no significant year-on-year changes around employee views.

Aston Martin Lagonda measures production first tier supplier compliance to the Aston Martin Responsible Procurement Guide using the 'Supplier Performance Rating System'.

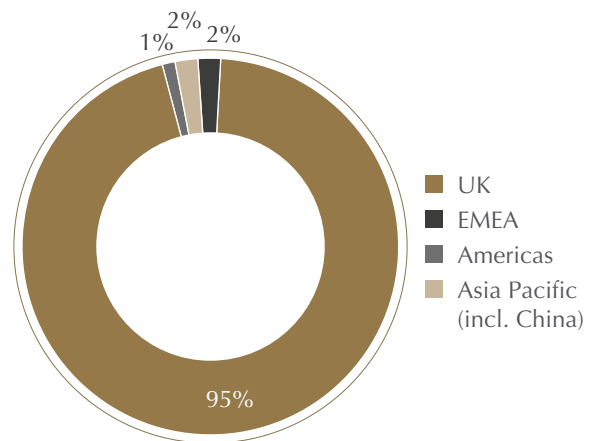


## EMPLOYEES BY GENDER (AS AT 31 DECEMBER 2019)

	Men	Women	% Women
Senior Management Team	12	4	25.0
Senior Leadership Team	50	10	16.7
Other employees	2,008	366	15.4
<b>Total</b>	<b>2,070</b>	<b>380</b>	<b>15.5</b>

## KEY FACTS

### EMPLOYMENT BY REGION (31 DECEMBER 2019)



# ENVIRONMENTAL PRINCIPLES



**PRINCIPLE 7:** BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES;

**PRINCIPLE 8:** UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY; AND

**PRINCIPLE 9:** ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

## ASSESSMENT, POLICY AND GOALS

Aston Martin Lagonda is committed to on-going reductions in energy and resource consumption in the manufacture and operation of its products. The Company's 2019 Environmental Policy seeks to continue to drive forward our commitment to operating as an environmentally responsible business. This environmental policy aligns with the Company's operations, including the design, engineering, manufacture, servicing or restoration of our products or the distribution of parts.

Aston Martin Lagonda will continue to source and invest in new technologies to improve fuel efficiency and environmental output of its products.

All Aston Martin Lagonda suppliers are expected to comply with the Responsible Procurement Guide. This policy requires that our suppliers, where possible, are certified to ISO14001:2015 and minimise resource consumption, waste and emissions.

## IMPLEMENTATION

Annual targets are set by Aston Martin Lagonda and plans are put in place to reduce energy and water consumption as well as waste and solvent emissions from the manufacturing facility.

Aston Martin Lagonda operates and maintains an environmental system in line with ISO14001:2015.

All Aston Martin Lagonda suppliers are expected to comply with the Aston Martin Responsible Procurement Guide.

## MEASUREMENT

Environmental targets are regularly assessed, and results reported to the board of Aston Martin Lagonda and published annually through our Sustainability Report.



# ENVIRONMENTAL PRINCIPLES

*(continued)*

Our production volume in 2019 was marginally down on the previous year (from 6,432 to 6176 units), however our energy consumption (both gas and electricity) and water consumption was up (see below). The increase was in part due to the start of operations at the St Athan manufacturing facility which is due to formally start production in Q2 of 2020.

## TOTAL ENERGY CONSUMPTION WITHIN ORGANISATION

	2017	2018	2019
Electricity (MWh)	22,884.86	26,472.94	33,973.01
Gas (MWh)	26,402.93	33,733.53	43,574.51
Diesel (MWh)	–	–	14.92
Gasoline (MWh)	3,193.32	3,236.56	2,712.98
LPG (MWh)	–	–	563.60
Total (MWh)	52,481.11	63,433.03	80,839.02

## WATER CONSUMPTION (M<sup>3</sup>)

	2018	2019
	54,029.25	59,233.78

This increase was partially mitigated by a number of energy efficiency measures enacted across the business such as the installation of LED lighting in our manufacturing facility, the increased use of building management systems and employee awareness programmes. Also, the company has implemented a new water management system to measure and monitor our water consumption, recycling and discharge levels. This system has enabled us to identify areas of high usage, enabling us to implement water saving measures

Our journey towards carbon neutrality has continued throughout the past year, following our decision in 2018 to source 100% of our energy from Renewable Energy Guarantees of Origin (REGO) backed sources for our UK operations. This initially excluded our St Athan manufacturing site which wasn't operational, and the supply was not under our control. In late 2019 we agreed the terms of a similar REGO backed supply for the St Athan site which went live on 1 January 2020, sourcing all energy from a local renewable supplier.

Aston Martin measures production first tier supplier compliance to the Responsible Procurement Guide using the 'Supplier Performance Rating System'



# ANTI-CORRUPTION PRINCIPLES

**PRINCIPLE 10: BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY.**

## ASSESSMENT, POLICY AND GOALS

Aston Martin Lagonda recognises the terms of the UK Bribery Act and has issued policies prohibiting employees from participating in any activity amounting to bribery or permitting a business partner to undertake such activity in Aston Martin Lagonda's name or for its benefit. Aston Martin Lagonda also supports the UN Convention against Corruption.

Aston Martin Lagonda has also issued policies and procedures regarding standards expected of employees in terms of acceptance of gifts and hospitality from third parties.

All Aston Martin Lagonda suppliers are expected to comply with the Aston Martin Responsible Procurement Guide. This policy confirms that Aston Martin has a zero-tolerance approach to all forms of bribery and corruption and expects that our suppliers adopt the same stance.

## IMPLEMENTATION

All employees of Aston Martin Lagonda are expected to adhere to these policies; and confirm annually that they are aware of and adhere to the code of conduct. All Aston Martin Lagonda suppliers are expected to comply with the Responsible Procurement Guide.

## MEASUREMENT

In the past year Aston Martin Lagonda has not been the subject of any investigations, legal claims or other action relating to the matters covered by these principles.

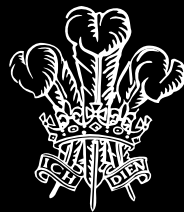
Aston Martin Lagonda measures production first tier supplier compliance to the Responsible Procurement Guide using the 'Supplier Performance Rating System'.





ASTON MARTIN

LAGONDA



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