

MAKE A MARK

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# MAKE A — MARK

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# CEO STATEMENT

The resilience – and fragility – of our global environment, social, and economic systems has been laid bare in recent years. As with all businesses, Formula One® must react to the fundamental changes to our planet and drive positive progress through the influence of our team, our partners, and our sport.

We’ve experienced a worldwide pandemic, supply chain disruptions, a challenged energy market, extreme weather conditions and more. The need for business transformation and collaboration has never been more critical.

When Aston Martin returned to Formula One® in 2021, after more than 60 years away from the sport, we made our ambition clear – to fight for World Championships. But this ambition is imbued with a fresh perspective: one that seeks to shake up the order off the track as much as on it.

As a modern, progressive Formula One® team, we recognise that we don’t just have an opportunity to use our global platform for good, we have a responsibility to do so – to inspire people and have a positive impact on society.

Make A Mark is our commitment to driving progress and positive change in the communities

where we live, work and race. Launched in 2021, the programme encompasses our efforts to have a positive impact on the environment, champion diversity, equality and inclusion, and reach out to communities and wider society through philanthropic initiatives.

The three core pillars of Make A Mark – sustainability, community and inclusion – are strengthened by engaging the support of our people, partners, investors, and local community. Together, we are championing sustainable transformative change as we strive to make Aston Martin Aramco Cognizant Formula One® Team a carbon-neutral and net-zero business over the coming years.

Our Make A Mark Manifesto outlines our commitment to environmental, social and governance (ESG), our strategy and the steps we are taking towards achieving our ESG objectives.

This is a race with no end and one we are all in: we all have a role to play in improving the society we live in and creating a sustainable future for our planet. It presents us with a great challenge but, equally, a great opportunity to think differently, to do more, to be better and, ultimately, to Make A Mark.



MARTIN WHITMARSH  
GROUP CHIEF EXECUTIVE OFFICER  
OF ASTON MARTIN PERFORMANCE  
TECHNOLOGIES





01

# OUR STRATEGY





OUR VISION —

“WE RACE FOR CHANGE.”

Make A Mark is our commitment to driving positive progress through the influence of our team and our sport.





# OUR COMMITMENT

Since Aston Martin’s return to Formula One® in 2021, a commitment to ESG has been at the heart of everything we do. Our success is not only measured on track but also our ability to effect positive change in our team, as well as the communities and environment around us.

Our Make A Mark strategy is made up of three pillars: sustainability, community and inclusion. We will track and report our progress against these pillars to ensure we are making a lasting positive impact and contributing to the UN Sustainable Development Goals.

# OUR MISSION

To drive positive progress for our people and our planet – underpinned by passion, accountability, and respect.

We measure our performance by influencing change in our team, communities, and environment, and by our ability to encourage others to do the same.

## SUSTAINABILITY

Building a sustainable business for the betterment and preservation of our planet.



## COMMUNITY

Supporting the environment and improving the future and prospects of people in the communities where we live and work.



## INCLUSION

Creating an inclusive and diverse culture that ensures everyone feels respected, supported, and appreciated, allowing them to thrive.





# OUR APPROACH

We are committed to being environmentally and socially accountable, consistently basing our actions on principles focused on making a positive social impact and protecting our planet. We create a culture of sustainability where diversity and equality thrive, and our people and partners make a difference both on and off the track, inspiring others to make a mark.



01

## A TEAM COMMITTED TO MAKING AN IMPACT

We set goals based on our guiding principles and measure our progress against them to ensure we create a positive social and environmental impact.



02

## CREATING A CULTURE OF SUSTAINABILITY

By harnessing the passion, expertise and collaboration of our people, we empower them to effect positive change and take ownership of the impact and influence they can have on the world around them.



03

## AMPLIFYING AND COMMUNICATING OUR PROGRESS

We drive continuous positive change through our actions and communicate our ESG initiatives and achievements, inspiring and encouraging others to make a mark.



04

## GROW AND PROSPER

We collaborate with our partners, stakeholders and like-minded organisations to help solve social and environmental challenges and broaden the scope of change.



02

# SUSTAINABILITY





# SUSTAINABILITY

BUILDING A SUSTAINABLE BUSINESS FOR THE BETTERMENT AND PRESERVATION OF OUR PLANET.

The effects of climate change on the planet and its people are clear. We all have an impact on the environment around us.

## OUR PRINCIPLES

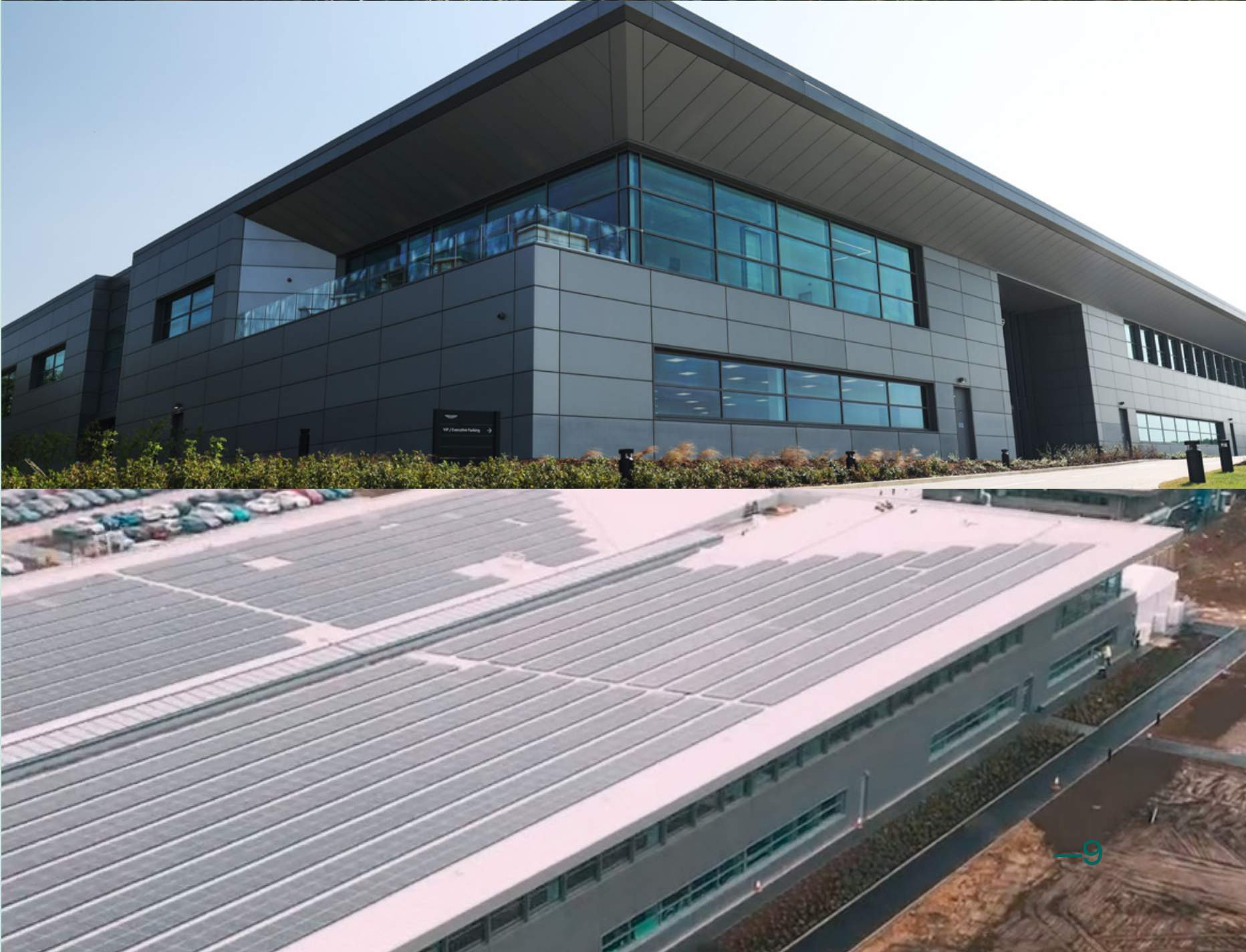
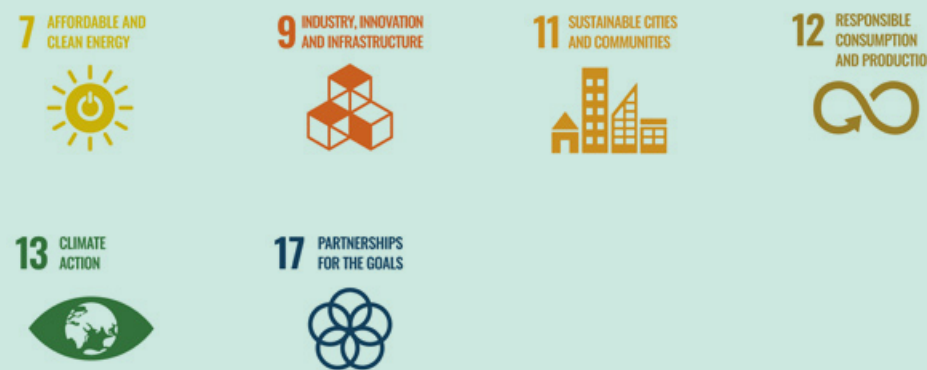
- Cultivate a ‘Responsible Company, Responsible Citizen’ working culture across the AMF1® Team and motorsport industry, and establish collaborative environmental working practices across the AMF1® Team.
- Comply with all relevant environmental legislation whilst continuing to strive beyond these targets wherever possible.
- Collaborate with our partners by addressing tangible industry challenges around sustainability and driving positive environmental innovation.
- Reduce our carbon footprint by promoting energy efficiency, using renewable technology, and establishing a sustainable supply chain.
- Optimise resource management through sustainable procurement and embedding circular economy principles.
- Protect our planet and people by developing the biodiversity at the AMR Technology Campus (AMRTC).



## ISO 14001 & FIA Three Star Environmental Accreditation

We have implemented an Environmental Management System by establishing our sustainability policy, best practice standards and delivering environmental awareness training to our employees. As a result, a ‘Responsible Citizen, Responsible Company’ culture prevails, with employees now feeling empowered to take action for the betterment of the planet, and we have been awarded FIA Three Star Environmental Accreditation – alongside certification to ISO 14001: Environmental Management Standard.

Sustainable Development Goals:





# SUSTAINABILITY

## OUR PROGRESS

Across the business, both at the AMRTC and trackside, we are committed to realising these principles. To date, our achievements include:

- **Biodiversity** – In collaboration with our partner Juniper Networks, team members planted over 1,000 trees in March 2022 as part of our 'Plant a Tree' scheme, with the launch of an employee-tended vegetable garden, greenhouse and honeybee yard following in 2023.
- **Culture** – Establishing a staff-led sustainability action group that focuses on implementing sustainable innovation across the business.
- **Reduce, reuse, recycle** – Eliminating all single-use containers from our staff restaurant. We are focusing on removing single-use plastic bags for the transportation of parts across the factory, sourcing an alternative recyclable tooling block and preventing waste generation where possible.
- **Circular approach** – Undertaking a life cycle analysis on a Formula One® car. By quantifying the impact on categories such as climate change, ozone depletion, acidification, human toxicity, and water use.
- **Trackside sustainability** – Working closely with Formula One® Management, we have successfully instigated post-race food donations through NGOs and the recycling of all the Formula One® teams' race paddock waste. In 2022, AMF1® Team recycled 400,000 litres of materials and donated 800,000kg of food to local charities.

# 400K

Litres of materials recycled

# 800K

KG of food donated



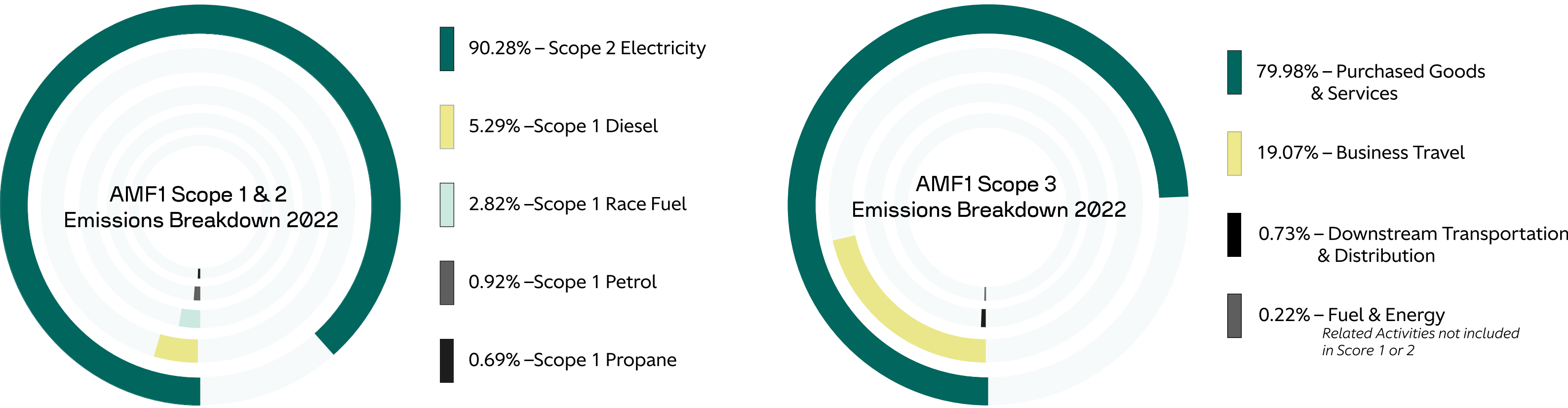


# GHG EMISSIONS

GHG emissions – We have taken our first step towards our carbon reduction strategy. Having calculated our Scope 1, 2 and 3 emissions for 2022, we aim to certify this baseline to ISO 14064: Greenhouse Gas Verification by the end of 2023.



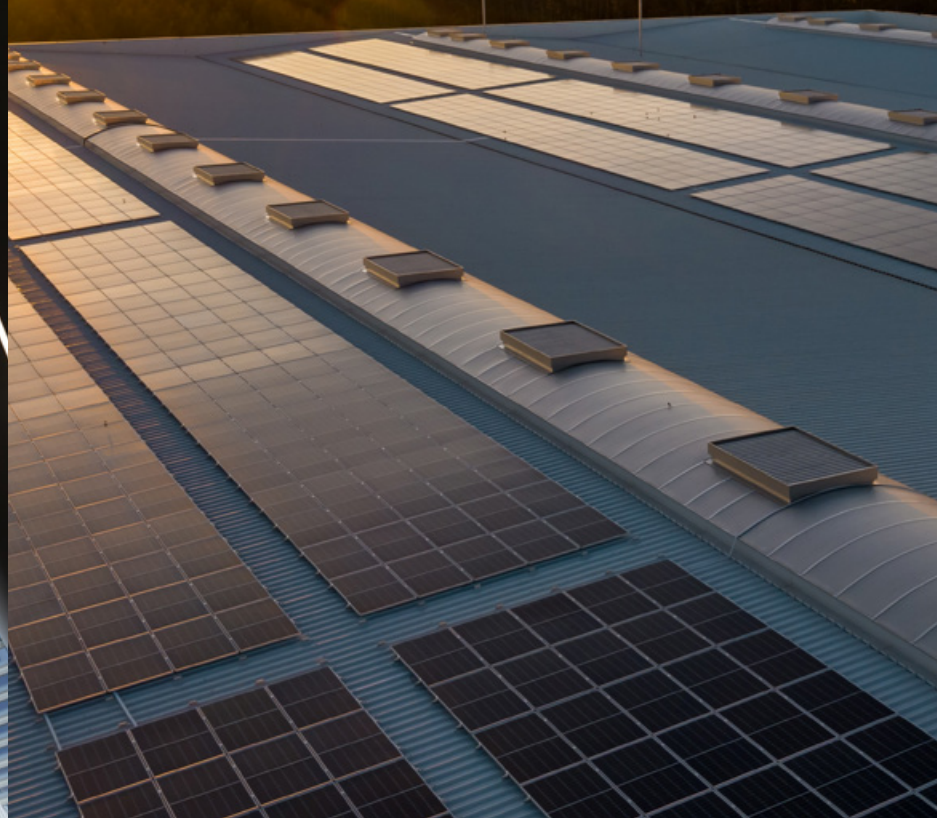


- Carbon footprint – Our 2022 carbon footprint has been calculated in accordance with the methodology outlined in the GHG protocol with emission factors sourced from DEFRA. In 2023, we will be offsetting our Scope 1 & 2 Carbon Emissions, alongside establishing a Carbon Reduction Working Group within the business. We plan to publicly publish a Carbon Strategy by 2025 in alignment with the Science Based Targets Initiative.
- Conserving energy – As part of our carbon reduction strategy and to promote energy conservation, we are committing to reducing our energy consumption through certification to ISO 50001: Energy Management Systems.
- Creating a sustainable supply chain –To tackle our Scope 3 carbon emissions, we are investing in a platform that aligns tracking emissions with sustainable procurement. By engaging, upskilling and challenging our supply chain to improve their environmental awareness and credentials.
- Carbon neutral by 2030 – Working towards Formula One®’s target of Net Zero by 2030. Please visit [astonmartinf1.com/GHG](https://astonmartinf1.com/GHG) to read our GHG Report.

GHG EMISSIONS 2022		
Scope	TC02e	Emissions Origin
Scope 1	139.03	Emissions related to diesel, petrol, propane and race fuel consumption in 2022
Scope 2	1290.91	Emissions related electricity consumption in 2022
Scope 3	151,881.02	Emissions related to purchased goods and services, business travel and downstream transportation and distribution in 2022





# DRIVING FOR A CARBON NEUTRAL FUTURE

A SUSTAINABLE HOME	SUSTAINABILITY MEASURES	RENEWABLE ENERGY	BIODIVERSITY	WELL-BEING
				
<p>The new AMRTC is an inspiring, compelling and empowering place to work. Together with our partners, including Citi, we're making it the most sustainable campus in F1®. The fabric of the building has been designed to operate smarter, reducing energy usage wherever possible. Increased insulation, natural lighting, air-source heat pumps and photovoltaic solar energy enable a carbon footprint reduction of 278 tonnes per year.</p>	<p>Smart insulation, natural lighting, air-source heat pump technology, balance ponds, water-saving systems and an innovative Building Management System all work in harmony to create an environmentally efficient structure.</p>	<p>The AMRTC has a solar roof, with 1936 panels covering 4900m2. It generates just over 1.8MW of power annually which is equivalent to reducing our carbon footprint by 278 TCO2e or growing 4,597 tree seedlings for 10 years.</p>	<p>The AMR Technology Campus boasts huge biodiversity net gain through the creation of over 72,000m2 of wild meadow, planting of over 1,500 UK native and grown trees, 10,000m2 of lawn, and over 30,000 additional shrubs and plants as well as 10,000 potted grasses.</p>	<p>The AMRTC has been designed to promote employee well-being and is a hub for positive social interaction and productivity.</p>



CARBON FOOTPRINT  
REDUCED BY:

278 TC02e

BIODIVERSITY  
NET GAIN:

72,000 M<sup>2</sup>

SUSTAINABILITY

“OUR NEW CAMPUS INFRASTRUCTURE  
AND GROUNDS HAVE BEEN BUILT WITH THE  
PRINCIPLES OF SUSTAINABILITY AT THEIR HEART.”

– Mike Krack, Team Principal, AMF1® Team



03

COMMUNITY





# COMMUNITY

SUPPORTING THE ENVIRONMENT AND IMPROVING THE FUTURE AND PROSPECTS OF PEOPLE IN THE COMMUNITIES WHERE WE LIVE AND WORK.

From the outset of our journey, we have strived to make a mark in the communities where we live and work; a key focus has been inspiring and educating the next generation – improving the future of young people in our communities.

Working with our partners, charities and members of the community, we have raised awareness of the most pressing societal and environmental issues and help young people recognise how science, technology, engineering, and mathematics (STEM) can improve their lives – breaking down barriers to entry into Formula One®.

Sustainable Development Goals:

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

15 LIFE ON LAND

17 PARTNERSHIPS FOR THE GOALS



## OUR PRINCIPLES

- Work with our partners to support and educate young people from diverse backgrounds by showing them the career opportunities available in STEM and motorsport and equipping them with the skills and knowledge to excel in these fields.
- Engage with local stakeholders to identify and lead initiatives that can leave a lasting positive legacy in local communities long after a Grand Prix.
- Develop partnerships with charities and organisations that empower young people, and encourage innovation and diversity of thought.
- Encourage and support our team members and stakeholders to volunteer and raise money for our communities around the world.



CASE STUDY

# INSPIRING THE NEXT GENERATION

We advance economic mobility and expand access to high-quality STEM education and training in underserved communities where we race, by taking F1® beyond the racetrack and into schools and universities with the help of our partners, including Cognizant. We're bridging the gap to F1® for local students with AMF1® Team showcar and team member visits, as well as panel discussions and workshops that showcase pathways to a career in the sport and provide STEM learning.

We're inspiring the next generation: be it AMF1® Team drivers leading assemblies on STEM opportunities at Carol City Middle School and teaming up with Cognizant to provide additional online STEM learning; illuminating panel discussions with team members on how the business and engineering of F1® intersect and affect the world around us at McGill University; or welcoming Florida Memorial University students trackside to learn about the different technical roles in F1®.



CASE STUDY

# MOVEMBER

We partnered with Movember to tackle mental health issues, prostate cancer and testicular cancer. The month of November, saw team members grow a 'mo' and take on a trackside table tennis challenge at the Brazilian Grand Prix to score as many points as possible in 60 seconds – for the 60 men lost to suicide every hour globally. We raised more than £20,000 in support of the charity.



## OUR PROGRESS

We have run a series of educational outreach programmes in the UK and at Grand Prix locations, giving students of all ages the chance to get close to the world of Formula One®.

We have also launched our STEM learning programme, reaching over 1,000 young people – both in the UK and at global race locations, including the USA, Canada, and Singapore.

Furthermore, we have partnered with several local secondary schools in our community and delivered an outreach programme that included school assemblies, careers workshops, mentoring and inspirational learning events led by members of the AMF1® Team.

In 2022, we also raised more than £100,000 for local and international charities, through fundraising initiatives spearheaded by the team, our people and our partners both in the UK and at Grands Prix around the world.

2022 also saw us kickstart our volunteering programme, with more than 300 team members and their families coming together to plant over 1,000 trees at the AMRTC and many more colleagues engaging in our local schools programme designed to inspire students and further their understanding of STEM subjects.

We extended our outreach programme in 2023 to include universities as well as schools. This has led to the launch of successful programmes with Florida Memorial University, McGill University, Coventry University, Loughborough University, Queen Mary University and the University of Westminster, with more than 400 undergraduates meeting the team and our partners to learn more about career opportunities in Formula One® and adjacent sectors.



MAKE A MARK MANIFESTO – AMF1® TEAM

# MAKING A MARK IN THE AMRTC

Our sustainable, state-of-the-art new AMRTC provided a fitting venue to inspire young minds at our Make A Mark event ahead of the British Grand Prix. We invited 150 students between the ages of 14-25 from schools and universities to our new home for inspiring and informative workshops, talks and discussions, together with our partners and the Motorsport Culture Collective, with the aim of demystifying tech careers and breaking down barriers for underrepresented people in the technology industry.

The students were able to attend panel discussions where they heard from team members, and learnt about the role of technology in F1®, some of the challenges to inclusivity in the sport and the need to open up pathways for underrepresented groups to access the motorsport industry.





04

INCLUSION





# INCLUSION

CREATING AN INCLUSIVE AND DIVERSE CULTURE THAT ENSURES EVERYONE FEELS RESPECTED, SUPPORTED, AND APPRECIATED, ALLOWING THEM TO THRIVE.

Inclusion is about creating a sustainable future for all. We're passionate about encouraging and developing a diverse, equal and inclusive team where everyone feels represented and empowered, regardless of gender, age, beliefs, or background.

We're creating a place where people can be their authentic selves and the best that they can be. In doing so we can attract and retain the very best talent, and by cultivating a diverse workforce and inclusive culture, we can unlock the full potential of our team and drive performance on and off the track.

We recognise that both we and the sport need to do more to make this a reality. Together with our partners, we are committed to breaking down the barriers to the sport over the coming years and will achieve this through the following principles.

## OUR PRINCIPLES

- Commit to improve inclusivity in the workplace, where we seek diversity of views, experiences, and backgrounds in our people.
- Educate, communicate and celebrate the importance of all aspects of DE&I including LGBTQIA+, Ability, Equality and Ethnicity.
- Give young people from different ethnic and socio-economic backgrounds the opportunity to learn about working in F1®.
- Put well-being at the centre of our internal culture, providing support, resources and insights into all aspects of mental, physical and social well-being to create a positive working environment.



## The Aleto Foundation Partnership

AMF1® Team and The Aleto Foundation, a leading charitable organisation dedicated to promoting social mobility among young people from underrepresented communities, have formed a partnership which provides a bespoke leadership programme for young ethnic minority students who want to learn more about opportunities within motorsport and the world of Formula One® and have a keen interest in pursuing STEM careers.

Designed to develop students' skills, knowledge, and networks within the motorsport industry, the nine-month educational programme includes a Leadership Masterclass Day at the AMRTC and work experience with AMF1® Team. In addition, each student is assigned an AMF1® Team mentor.

Our partnership with The Aleto Foundation represents a shared commitment to addressing the barriers faced by young people from ethnic minority backgrounds in the field of motorsport. Combining the expertise and resources of both organisations, this initiative seeks to empower aspiring young talent, providing them with the necessary tools, guidance, and opportunities to thrive within the industry.

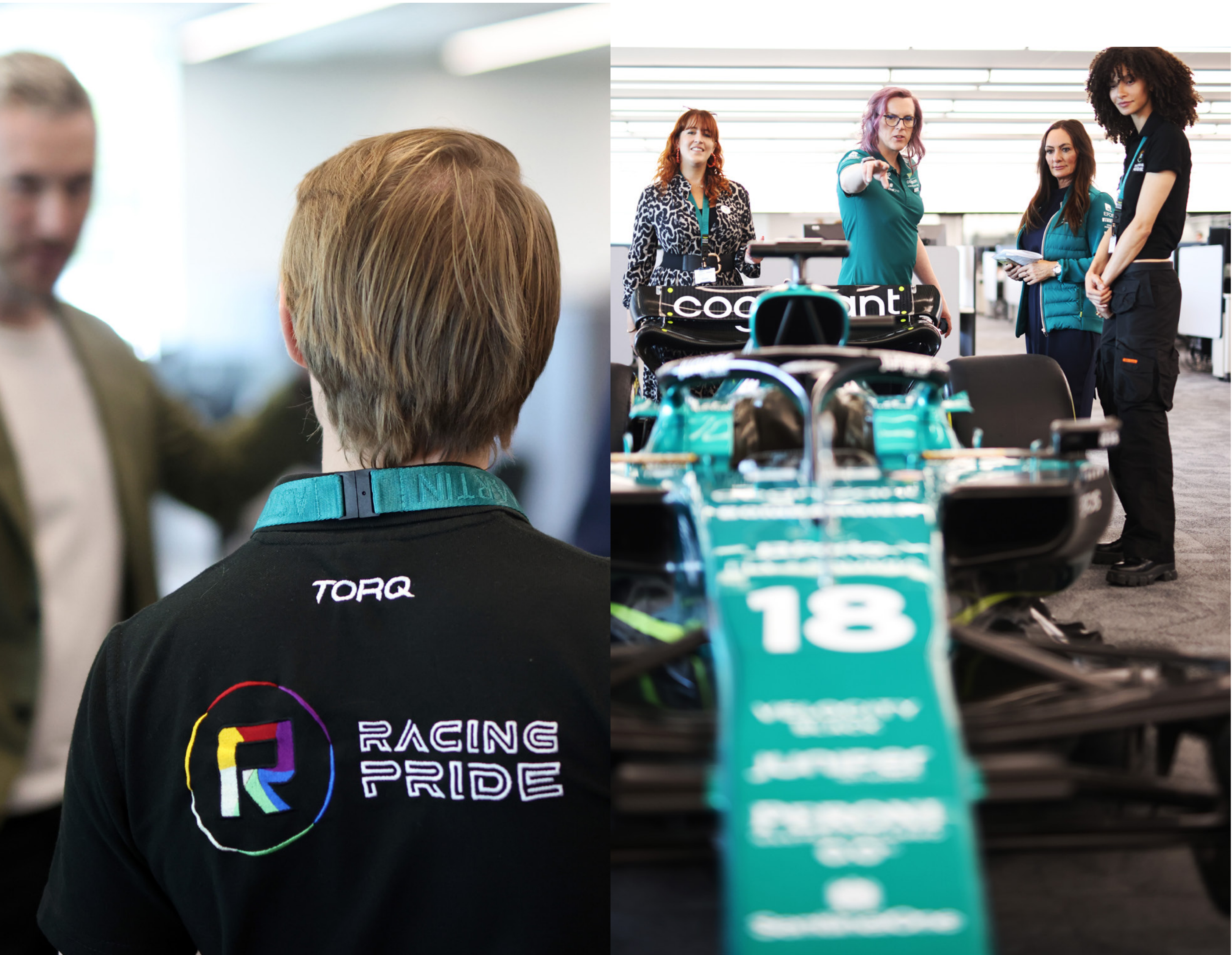
Sustainable Development Goals:



“FORMULA ONE® IS OPEN TO EVERYONE, AND WE’VE GOT TO DEMONSTRATE THAT, AS WE WANT THE BEST PEOPLE IN THE WORLD”

– MARTIN WHITMARSH, GROUP CHIEF EXECUTIVE OFFICER OF ASTON MARTIN PERFORMANCE TECHNOLOGIES





OUR PROGRESS

We were the first Formula One® team to partner with Racing Pride to shine a light on the strength of the LGBTQIA+ community within motorsport. Racing Pride conducted a thorough review of our existing DE&I policies; assisted with the implementation of an internal survey to better understand the team’s current position, shape an informed strategy and measure progress; and provided inclusivity and awareness workshops to our HR team, line managers and the internal Diversity and Inclusion team.

During Pride Month 2022, we focused on educating and building awareness among our people, partners and fans on the importance of allyship in motorsport and the LGBTQIA+ community through meaningful content and storytelling across AMF1® Team channels.

We have continued to take positive steps to promote diversity, equality and inclusion across every aspect of our team through several internal initiatives in 2023:

- Unconscious bias and allyship training for all our people.
- Accelerated development of inclusivity policies.
- Celebration of International Women’s Day, where female team members and their male allies were joined by colleagues from Aston Martin Lagonda to embrace equality throughout the workforce.
- Women in Engineering Day panel discussion, attended by more than 400 university students, where female engineers from across the F1® industry explored their roles and experiences of working in the sport.
- Pride Month 2023 celebrations in partnership with Racing Pride, focusing on the importance of inclusion in the workplace, with team members hosting and participating in a panel discussion partners at the AMRTC.



MAKE A — MARK