
Dyson Modern Slavery and Child Labour Statement 2024 California

1.0 Introduction

Dyson Inc. (“Dyson”), which, alongside other non-reporting entities has the ultimate parent company Dyson Holdings Pte Limited (together the “Dyson Group”). The Dyson Group is a global group of companies committed to conducting business in an ethical and environmentally responsible way. This statement is made on behalf of Dyson Inc.

2.0 Policy, risk and audit

The Dyson Group’s specialist Corporate Social and Environmental Responsibility (“CSER”) team works in partnership with supply chain facing teams to set and monitor adherence to modern slavery and child labour prevention requirements in the supply chain. The Dyson Group works with its suppliers to help them to understand, adapt their operations, and thus meet expected standards through a combination of training, audits, and assessments. The Dyson Group communicates its standards and expectations to suppliers through the Dyson Ethical and Environmental Code of Conduct (the “Code of Conduct”) which incorporates international labour and human rights principles and national laws. The Code of Conduct sets out requirements for the Dyson Group’s own manufacturing operations and its suppliers in relation to labour practices; the environment; health and safety; worker accommodation; responsible sourcing; and ethical business practices. The Code of Conduct prohibits all forms of slavery, human trafficking, forced labour and child labour.

Risks of modern slavery and child labour are identified by the Dyson Group level through a combination of risk assessments, audits and grievance mechanisms and using external reference points such as the US Trafficking in Persons Report.

Within the calendar year of 2024, the identified areas of on-going potential risk within the technology industry include:

- Forced labour
- Working hours, wages and benefits
- Raw material sourcing and child labour

Regular audits are conducted of the Dyson Group’s own manufacturing operations and of suppliers by the Dyson Group’s specialist CSER team and external independent audit partners. These audits are usually conducted on a semi-announced or unannounced basis. Sedex’s risk assessment tool helps identify suppliers operating in high-risk environments, or with workers who are more vulnerable to exploitation. The results of these risk assessments determine whether the Dyson Group will begin to work with a supplier, and also informs future audit selection and frequency. Audits assess adherence to Dyson’s Ethical and Environmental Code of Conduct, and associated policies and standards.

3.0 Training

Maintaining and developing capacity and capability within supplier facing teams is a priority for the Dyson Group. Where possible, external experts are engaged to enhance the teams' technical expertise and keep up to date with industry best practice. Training to note during 2024 includes:

- 54 suppliers attended training on forced labour issues and how to proactively address them, delivered in collaboration with Responsible Business Alliance (RBA).
- Over 200 targeted internal stakeholders, as well as 285 suppliers received training on the updated Ethical and Environmental Code of Conduct requirements.
- The Dyson Group's internal Modern Slavery and Child Labour prevention e-learning module has been updated to reflect revisions to the Ethical and Environmental Code of Conduct, as well as increasing regulation on these topics. This will be rolled out to over 1,000 supplier facing employees in 2025.

Dyson remains dedicated to continuing efforts to assess and address modern slavery and child labour risks in its operations and supply chain.