
Dyson Modern Slavery and Child Labour Prevention Statement 2025 California

1.0 Introduction

Dyson Inc. and Dyson Direct Inc. (“Dyson”), alongside other non-reporting entities has the ultimate parent company Dyson Holdings Pte Limited (together the “Dyson Group”). The Dyson Group are 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. and Dyson Direct 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 understand the expected standards in their operations and supply chain 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 standards 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 through a combination of risk assessments, audits, and grievance mechanisms and using external reference points such as the US Trafficking in Persons Report. In 2025, 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 including by external independent audit partners. As a member of the Responsible Business Alliance (RBA), Dyson leverages RBA audit results to assess RBA member suppliers. These audits are usually conducted on a semi-announced or unannounced basis.

Risk assessments are carried out on suppliers using Sedex, an industry recognised risk assessment platform. 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 informs future audit selection and frequency. Audits assess adherence to Dyson’s 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. Key training activities delivered in 2025 included:

Dyson employee training:

- Internal auditors at Dyson's motor manufacturing site completed targeted CSER training on risk identification, internal audit techniques, and incident record keeping.
- The Dyson Group rolled out an internal Modern Slavery and Child Labour prevention e-learning module to over 2,200 supplier facing employees in 2025. Further roll out activities will be implemented in 2026.

Supplier training:

- In 2025, 205 suppliers received training on Dyson's Ethical and Environmental Code of Conduct and CSER policies requirements.

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