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# Dyson Modern Slavery and Child Labour Statement 2023 California

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## 1.0 Introduction

Dyson 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.

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## 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 our 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, business ethics, health and safety, responsible sourcing and environmental standards, including prohibiting all forms of slavery, human trafficking, forced labour and child labour.

Risks of modern slavery and child labour are identified at a 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 2023, the identified areas of on-going potential risk within the electronics industry include:

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

Regular audits are conducted of owned operations and of the supply chain 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 risk ratings inform the selection of suppliers included in our Sustainable Supply Chain Programme. Audits assess adherence to Dyson’s Ethical and Environmental Code of Conduct, and associated policies and standards.

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## 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 2023 includes:

- Responsible sourcing experts, TDi Sustainability, conducted an intensive due diligence workshop for internal Sustainability and CSER teams, focussing on adapting to emerging risks and preparing for increasing legislation.
  - Training sessions were also conducted with over 250 suppliers throughout the year to ensure they understand the standards required by Dyson’s Ethical and Environmental Code of Conduct.
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Dyson remains dedicated to continuing efforts to assess and address modern slavery and child labour risks in its operations and supply chain.