

Dyson farming

Modern Slavery and Human Trafficking Statement

This statement constitutes the Modern Slavery and Human Trafficking Statement for Dyson Farming Limited (DFL) for the financial year ending 31st December 2024 and has been prepared in accordance with section 54 Modern Slavery Act 2015. DFL has zero tolerance of slavery and human trafficking. DFL has taken the steps set out below to ensure that modern slavery and human trafficking are not taking place in its business and supply chain.

DFL is conscious that across the world, forced labour is particularly prevalent in agricultural industries and that vigilance is required to eradicate it.

Structure and business

DFL is a subsidiary of Weybourne Limited and is part of a corporate group of which Weybourne Holdings Pte Ltd is the ultimate holding company. DFL is a UK business, which operates within the UK in the areas of farming, soft fruit production, property and renewable energy production.

Supply chains

Whilst the majority of our suppliers are UK based and DFL does not have suppliers or business relationships located in any of the countries with the highest prevalence or vulnerability to modern slavery according to the Global Slavery Index, DFL exercises extreme vigilance and is committed to ensuring that modern slavery plays no part in the operations of the business, whether in the UK or anywhere else in the world.

Due diligence

Our procurement processes include the following due diligence steps:

- Verification of every new supplier's compliance with applicable laws and regulations [relating to modern slavery and human trafficking], followed by periodic review of supplier compliance.
- A code of conduct is supplied to all DFL contractors, and it is made clear that DFL reserves the right to commission an audit of their business activities and/or terminate any agreements should this code be breached.
- DFL may use labour providers to support variances in staffing levels. Labour providers must undertake a full ethical inspection followed by quarterly reviews to ensure compliance with the Gangmasters and Labour Abuse Authority code of conduct.

Key policies and procedures

A number of company policies and procedures exist to ensure the fair treatment of those employed directly and indirectly by DFL. These include:

- documented 'right to work' checks;
- a Whistleblowing Policy;
- a Human Rights Policy;

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- a Respect at Work Policy; and
- an Equal Opportunities Policy.

These policies are provided and explained to all DFL employees upon joining in all languages relevant to them, and updates communicated annually as a minimum.

The outcome of any investigation under these policies will be reported to the Board of Directors of DFL (the **Board**) at the next meeting in order allow the Board to consider and take appropriate action.

This statement was reviewed and approved by the Board for the financial year ending 31st December 2024 on 21st February 2025.

A handwritten signature in black ink, appearing to read 'D. Cross', with a long, sweeping underline that extends to the right.

Daniel Cross
Managing Director
Dyson Farming Ltd