

# 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 2025 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.

### 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. As of 9 December 2025 ownership of Dyson Farming Limited was transferred from Weybourne Limited to Weybourne Holdings Pte. Ltd.

### Supply chains

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.

### Risk assessment and management

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

Dyson Farming engages suppliers primarily within the UK, spanning sectors such as agriculture, property, and renewable energy. The company assesses whether suppliers operate in industries identified as higher risk for modern slavery and the internal Buying Group applies enhanced scrutiny where appropriate.

Risk assessments are conducted across both contract workers and directly employed staff to ensure comprehensive protection. In addition to internal checks, Dyson Farming both commissions, and is subject to independent audits from customers to strengthen its approach. As part of these audits, independent consultants speak directly with workers to understand their experiences with their labour provider, including terms and conditions of employment, pay, hours worked, and living conditions. This direct engagement ensures that worker voices are heard, and should any concerns be identified, that these can be addressed promptly. These independent assessments reinforce our compliance-driven strategy and help ensure modern slavery prevention remains embedded in everyday operations.

Mitigation measures also include robust policies, as detailed below, which are communicated to all staff. Additionally, the display of awareness posters and provision of information about modern slavery, further support a culture of vigilance and transparency.

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## 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.
- Employees can report suspected cases of modern slavery through informal channels (line manager, HR, or department head) or formally via Weybourne Limited's Head of Governance and Compliance. All concerns are taken seriously, investigated confidentially, and escalated appropriately.

## 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;
- 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.

Dyson Farming Limited is committed to equipping its staff with the knowledge and skills to identify and address risks of modern slavery and human trafficking. Relevant HR personnel and key team members from areas of the business identified as higher risk have completed a full-day training course on modern slavery and human trafficking. This comprehensive training covered how to spot the signs of modern slavery, appropriate reporting channels, and the company's responsibilities under the Modern Slavery Act.

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 2025 on 19th February 2026.



Daniel Cross  
**Managing Director**  
Dyson Farming Ltd