

The Blackmores Group Human Rights Policy applies to all divisions of the Blackmores Group, the entities it owns and the facilities it manages.

As a company, Blackmores takes pride in the way we treat our employees. We demonstrate our core value of respect in the workplaces we create and seek to remunerate fairly, provide exceptional working conditions and ensure our staff are healthy and safe.

We have high expectations of those in our broader supply chain and take a proactive approach to better understand the working conditions impacting people in the development and manufacture of our products. The principles within this policy apply to Blackmores vendors and supply partners.

We respect and support human rights and comply with international standards. We acknowledge the UN Guiding Principles on Business and Human Rights. We are committed to supporting the International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work.

Consequently, the Blackmores Group is committed to:

1. Rejecting any form of human rights abuse and prohibiting the use of forced, bonded or child labour in our operations and in our supply chain;
2. Assessing the risks of human rights abuses in our global operations and using best practice supply chain management technologies to evaluate risks in our immediate (Tier 1) and extended (Tier 2+) supply chain;
3. Set and promote clear expectations of our workforce and our immediate suppliers to be aware and responsive to any perceived risks or incidents of human rights abuses;
4. Partnering only with suppliers who share our respect for the rights of those contributing to the production of our products;
5. Taking prompt and effective remedial action with suppliers who don't share our aspirations to eliminate human rights abuses or where incidents of abuse have been confirmed;
6. Implement business processes and standards in our control framework that support this Policy including our Grievance Policy, Whistle Blower Policy, Code of Conduct, Supplier Code of Conduct and Supply Agreements, including Terms & Conditions. This includes ensuring that all work is freely chosen and without the use of forced or compulsory labour;
7. Maintaining a high level of awareness within our workforce and providing training and tools as needed to ensure employees and contractors have the knowledge and skills needed to enable Blackmores to remain compliant with this Policy and with related regulatory requirements in all markets we operate within;
8. Embedding in our Strategic Sourcing Strategy and Supplier Business Review processes the capacity to monitor and if needed, directly audit the performance of our immediate supply chain and to indirectly monitor compliance through the extended supply chain;
9. Transparently and comprehensively report on our progress to prevent or eliminate human rights abuses from our operations and supply chain; and
10. At least annually, reviewing our control practices to ensure a high level of vigilance and competence in our capacity to avoid or eliminate human rights abuses. Compliance and progress is overseen by the Audit & Risk Committee of the Board of Directors.

These commitments are aligned to Goal 8 of the United Nations Sustainable Development Goals and to the Universal Declaration of Human Rights.

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The five principles embedded into Blackmores Responsible Sourcing framework (see Blackmores Group Responsible Sourcing Policy) which empowers Blackmores to understand and address human rights risks within our supply chain:

- Freedom:** Work is voluntary. Everyone has the right to freedom of association with others and to collective bargaining.
- Fair Pay:** Workers are paid, at minimum, a living wage. Their pay is enough to meet basic needs and provide some discretionary income and complies with all applicable laws.
- Good Working Conditions:** Working hours are not excessive, employees are an appropriate age, and adequately trained to perform their tasks. The workplace is hygienic with potable water freely available, sufficient clean toilets, adequate ventilation and lighting, emergency exits, evacuation diagrams posted, and evacuation drills are regularly organised. Employees are provided with appropriate work breaks. We expect that electrical and chemical safety is addressed.
- Health & Safety:** Organisations have a clear health and safety policy, provide training and access to safety equipment. Safety incidents and accidents are recorded and appropriately addressed to ensure a safe and healthy workplace. Medical services are available and first aid kits are accessible.
- The Right to be Heard:** All workers have access to an internal grievance procedure. The workplace demonstrates a commitment to protecting employees who 'speak up' including effective adherence to statutory requirements for employee protections.

Blackmores Group does not tolerate human trafficking, child exploitation, slave, bonded or forced labour or the presence or threat of abuse in any workplace.



Alastair Symington
Chief Executive Officer