

Blackmores recognises the strong connection between healthy people and a healthy planet. We are committed to reducing our impact on the environment and to making a positive contribution to the communities in which we operate.

Consequently, the Group is committed to responsible and sustainable sourcing from product conception to ongoing delivery of the finished good. With a goal to source key raw materials and commodities sustainably to an independent standard by 2025, we commit to:

- Maintaining a strong sourcing governance structure with robust procedures and systems aligned to ISO 20400 to ensure consistent achievement of our business objectives.
- Assessing short, medium and long-term risks within our supply chain (including financial, operational, environmental and social) and reviewing those risks for criticality accountable to the Audit and Risk Committee of the Board of Directors.
- Regularly reviewing and applying risk mitigation initiatives to provide surety of supply, for example, dual sourcing to accommodate for material climate change risks.
- Actively partnering with our suppliers to develop shared sustainability goals around sourcing while meeting contractual requirements and achieving value for money outcomes.
- Providing a comprehensive service to the Blackmores Group through supplier assessment for quality, sustainability, commercial benefit, and supply specification needs. Continuing that service through a transparent and ethical tender process and enabling the supply agreement to support both Blackmores Group needs and the needs to the supplier.
- Transparently and effectively communicating our sourcing criteria to potential suppliers.
- Enabling fair competition between suppliers by supporting smaller organisations through shared commitments over the life of the supply agreement.
- Ongoing review of the supply agreement to ensure accountability and maintain performance requirements by both Blackmores Group and the supplier.
- Prompt remediation in cases where there has been a confirmed violation of the principles underpinning this policy or the contractual agreements between Blackmores Group and a supplier.

Effective implementation of this Policy will assist Blackmores demonstrate our commitment to the United Nations Sustainable Development Goals and to our Group Strategic Sourcing Strategy and Targets.



Alastair Symington
Chief Executive Officer