



INCLUSION AND DIVERSITY POLICY

HR-1300
JULY 2020

SCOPE

This policy applies to all full time, part time, fixed term, casual and contractors team members employed by the Blackmores Group (all brands and markets) and FIT- Bio Chemicals Limited (Blackmores), the Blackmores Group Board, suppliers and any persons seeking employment at Blackmores.

With an understanding that we have different demographics, cultures and needs across Blackmores Group, we tailor our strategy to ensure inclusion and diversity priorities are bespoke and reflective for the specific market. This policy applies to all areas of the business including but not limited to- Talent Acquisition and Assurance, Learning and Development, Flexible Work Arrangements, Benefits and Leave options, are available to employees.



PURPOSE

At Blackmores Group, we strive to ensure that wellness is enhanced throughout our world, by championing sociability and connecting people to the healing power of nature. At the core, we are passionate about natural health and inspiring people to take control of, and invest in their wellbeing.

This is why Blackmores is committed to normalising a workplace and workforce that celebrates inclusivity, diversity, belonging and equality. We are committed to building our cultural fitness by recognising the rights of all our people to live and work free of prejudice and discrimination. This benefits our people, our business, our consumers and broader society. It is our responsibility to create and nurture a culture where inclusiveness and diversity is ingrained in our DNA and where all perspectives are heard, valued and respected.

The Blackmores's Inclusion & Diversity Policy sets out our approach and dedication to creating an inclusive and diverse workplace and workforce, within an environment that everyone can be their full selves, with wellness as a priority.

POLICY

Our team at Blackmores, have different backgrounds, life experiences learnt through a variety of marketplaces. It is important to us that everyone has the opportunity to be the best they can be, make an impact and enjoy what they do. An inclusive and diverse workplace not only means that people feel they can participate, be respected and valued, it helps build an innovative team which enables them to continually develop, to optimise their wellness and their contribution to Blackmores and society. We believe that their individuality should not only be embraced, but actively supported so we can continue to deliver to our strategic goals.

We know that everyone has a role to play in ensuring we create and maintain an inclusive environment throughout our organisation. Leaders have a responsibility to lean into making decisions based on merit, to encourage inclusion and diversity in their teams and to role model appropriate behaviours.

At Blackmores we stand to benefit from having a workplace and a workforce that can remove barriers that prohibited many from participating in the labour force, increase workplace flexibility and improvement of productivity and innovation.

OUR PRINCIPLES UNDER THIS POLICY

Blackmores principles to workplace & workforce inclusion and diversity:

- Develop strategies, initiatives and programs that increases our cultural fitness, supports and promotes inclusion and diversity in our workplace; that elevate inclusion and diversity as holistic business imperatives, tailored for the relevant markets that we operate in;
- Globally, lead and advocate for inclusion and diversity internally and externally;
- Regularly review and communicate our initiatives to ensure that we maintain a leadership position with respect to the inclusion and diversity strategy;
- A workforce that reflects our consumers and global marketplaces helping us better understand changing consumer needs;
- An inclusive workplace where every person can participate, collaborate and belong at work and be their best self;
- Commit to creating programs that prepare women to take on senior roles within the business, amplifying the voice of local Indigenous people and encourage people with disabilities to access employment opportunities and career advancement;
- Leverage the full range of diversity (for example, but not limited to, background, skills, experiences, gender, age, tenure) of the team to deliver improved financial performance, increased innovation and reputation in the marketplace.
- Promote and improve workplace gender equality, including equal remuneration between women and men
- Promote consultation between employers and employees about workplace gender equality and other matters of diversity
- Recognise women's disadvantage in the workforce and help employers remove barriers that stop them from fully and equally participating
- Encourage employers to end discrimination, including gender and for family and caring responsibilities

OUR PLEDGE

To continue to deliver on the Inclusion and Diversity Policy, Blackmores will:

- Build and maintain an environment of psychological safety, where teams, connect, collaborate and thrive
- Build and utilise leadership capability to support and leverage diverse teams, globally;
- Monitor and report on the measurable objectives for achieving gender balanced teams, by retaining gender equality as a business priority to support equal participation of men and women in the workforce, by ensuring equal access to career opportunities, learning & development and benefits;
- Ensure that all employees are valued, respected, connected and able to contribute and progress that will help navigate situations with mutual respect and integrity, aligned to our values;
- Champion flexible work arrangements with an equitable approach, aligned to the role type, individual, leader, team and their consumers;
- Elevate the conversations that we have each day, so they are respectful and inclusive of others through social connection and belonging;
- Enhance opportunities for advancement, professional growth and development, connectivity and a sense of belonging;
- Deliver fair and equitable people practices and processes (including but not limited to, Talent processes such as Succession Planning, Performance Reviews, Learning & Development Programs, Reward & Recognition and Resourcing).
- Ensure that our people have engaging and challenging work, recognition and respect.



COMPLIANCE AND REPORTING

The progress is reported to Blackmores Group's Board of Directors annually, Chief People Officer & team quarterly and Blackmore's people bi-annually.

- 1.** The Blackmores Group will meet its obligations with respect to inclusion & diversity, as may be required under the ASX Corporate Governance Principles and Recommendations ('ASX Principles') and other regulatory requirements (if any).
- 2.** The Company is compliant with the Equal Opportunity for Workplace Gender Equality Act 2012 (Act). This complies with Australian legislation aiming to improve and promote equality for women and men in the workplace.
- 3.** On an annual basis management will monitor, review and report to the Board (via People & Remuneration Committee) on the status of diversity within the company. The Staff Liaison Committee (SLC) will also work closely on inclusion and diversity with the Chief People Officer.
- 4.** In the Annual Report, The Blackmores Group will disclose:
 - a.** The measurable objectives for achieving gender diversity or other specifically identified forms of diversity set by management in the terms of this Policy;
 - b.** The proportion of:
 - i.** Female employees;
 - ii.** Females in management positions;
 - iii.** Females in senior executive positions;
 - iv.** Females on the Board.

DEFINITIONS

In this policy the words have the following definitions:

Inclusion: The achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organisation's success by considering everyone's backgrounds, thoughts and opinions when assessing a situation or idea.

Diversity: Diversity in the workplace means that an organisation employs a diverse team of people, that's reflective of the society in which it exists and operates.

Communication

For the purpose of transparency and accountability, Blackmores commits to the communication of this Policy to all employees, shareholders and the market, including inclusion on the Blackmores website.

Further Information

Further information regarding the Inclusion & Diversity Policy can be obtained from the Chief People Officer or the People & Culture team.

Responsibility for the Policy

Although the Board of Directors retains ultimate accountability for this Policy, responsibility for Policy implementation has been delegated to the CEO.

Policy Owner

The Blackmores Board of Directors.
Last reviewed July 2020.



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