



# DIVERSITY POLICY

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## 1.0 PURPOSE

The Blackmores Group is a leader in diversity and we are committed to championing it at all levels of the organisation, believing that it positively impacts employee engagement; improves business performance; increases shareholder value and enhances the achievement of corporate objectives.

Diversity at the Blackmores Group recognises and values the differences in individuals' skills, experiences, perspectives, styles and attributes, in the context of cultural background, gender identity, sexual orientation, ethnicity, religious belief, age, marital or family status, physical ability or otherwise.

## 2.0 SCOPE

This policy is applicable to anyone employed by the Blackmores Group including employees, contractors, consultants, temporary employees and casual agency labour. It applies to all areas of the business including but not limited to, recruitment and selection, learning and development, role appointments, succession planning, flexible work arrangements and leave available to employees.

Managers have a responsibility as leaders to make decisions based on merit, to encourage diversity and inclusion in their teams and to model appropriate behaviour.

## 3.0 PRINCIPLES

Blackmores aims to integrate best practice into all aspects of the workplace and how business is conducted with respect to diversity and inclusion. The Company's objectives are to:

- Utilise and develop the collective skills and diverse experiences and attributes of people in the company.
- Invest in leaders to support and foster flexibility and diversity across the company and ensure management systems are aligned to this end.
- Hold gender equality as a business priority and support the equal participation of men and women in the workforce, ensuring equal access to career opportunities, training and benefits.
- Recognise that all individuals have the right to work in a climate characterised by mutual respect and integrity that enables them to reach their full potential.
- Consistent with our values, strive to promote a culture and workplace that is free from discrimination, harassment, victimisation and vilification.
- Treat seriously any instance of inappropriate behaviour and confront attitudes based on inappropriate stereotypes.
- Develop strategies, initiatives and programs to support and promote diversity in the workplace.
- Regularly review our initiatives to ensure that we maintain a leadership position with respect to diversity.
- Commit to creating programs that prepare women to take on senior roles within the business, assist Indigenous Australians and encourage people with disabilities to access employment opportunities and career advancement.

## 4.0 COMPLIANCE AND REPORTING

1. Blackmores will meet its obligations with respect to 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 Women in the Workplace Act 1999.
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 diversity with the Head of Human Resources.
4. In the Annual Report Blackmores 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

Blackmores regularly reviews policies to ensure that the Company not only matches but excels against the ASX Diversity Recommendations. We have achieved our current targets with representation of women equating to 29% of the Board of Directors and 33% of Group Executives (being direct reports to the CEO).

To continue our commitment, we have set a target for women to comprise 50% of the Board of Directors and Group Executives by 2025.

## 5.0 RESPONSIBILITY FOR POLICY

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

## 6.0 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.

## 7.0 VARIATIONS

Blackmores reserves the right to vary, replace or terminate this policy from time to time.

## 8.0 POLICY OWNER

Blackmores Board of Directors