

SUSTAINABILITY POLICY

A Blackmores Group Policy

Blackmores recognises the strong connection between healthy people and a healthy planet. With a vision of a world where people and nature thrive together, we are committed to reducing our impact on the environment and to making a positive contribution to the communities in which we operate.

As a **Certified B Corporation**, Blackmores is proud to be part of a global movement of businesses that meet high standards of social and environmental performance, transparency, and accountability. This certification reinforces our commitment to using business as a force for good - balancing purpose and profit while creating long-term value for all stakeholders.

Blackmores' commitment to ethical corporate growth takes into account our responsibilities to our employees, customers and consumers, our supply chain and the general community.

We are guided by our intent to tread lightly, respond to our changing world, and to source responsibly; while we create a fair, safe, inclusive and sustainable workplace and support community health.

With a goal to achieve Net Zero Carbon emissions by 2030, Blackmores will:

- Establish clear and measurable operational targets, management systems and reporting practices that demonstrate our commitment to a sustainable and responsible business;
- Comply with all applicable laws in the regions in which we operate;
- Be transparent in monitoring, measuring and reporting our performance; and
- Be guided by the United Nations Sustainable Development Goals

This includes delivery of the following commitments:

Healthy People

Wellbeing: Advance evidence-based complementary medicines and ensure a healthy and safe workforce.

Equality: Foster a richly diverse and inclusive culture

Health Education: Deliver better health outcomes by empowering people with knowledge through education

Healthy Planet

Climate: Take climate action by reaching Net Zero Emissions by 2030 and ensuring a resilient supply chain and operational footprint

Biodiversity: Understand Nature-based dependencies and support Nature-positive solutions

Circularity: Optimise packaging recyclability, reduce waste and conserve resources

Healthy Communities

Giving: Support healthy and vibrant communities wherever we operate

Source Responsibly: Understand our supply chain and make conscious choices to protect people and the environment

Partner for Change: Collaborate across our industry and value chain for greater impact



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Document control

Approved by: Blackmores Ethics, Compliance and Governance Committee

Document Owner: Chief Executive Officer

Effective: 30 July 2025

Review: Yearly