

HUMAN RIGHTS POLICY

A Blackmores Group Policy

The Blackmores Group Human Rights Policy applies to all the Blackmores Group.

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 employees 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, from raw materials to point of sale, and all services that support our business. The principles within this policy also 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: Implementing the United Nations 'Protect, Respect and Remedy Framework'. We are committed to supporting the International Bill of Rights and the International Labour Organisation's Declaration on the Fundamental Principles and Rights at Work.

Consequently, the Blackmores Group is committed to:

- 1) Assessing the risks of human rights abuses in our global operations and using best practice supply chain management approaches to evaluate risks in our immediate (Tier 1) and extended (Tier 2+) supply chain;
- 2) Taking action to address human rights abuse, and prohibiting the use of forced, bonded or the worst forms of child labour in our operations and in our supply chain;
- 3) Setting and promoting 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 commitment to eliminate human rights abuses or where incidents of abuse have been confirmed, considering all consequences and the impact on people;
- 6) Implementing business processes and standards in our control framework that support this Policy including our Grievance Policy, 'Speak Up' (Whistleblower Protection) 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 reporting 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 are overseen by the Risk and Technology 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.

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:

- 1) **Freedom:** Workers are there by choice. Everyone has the right to freedom of association with others and to collective bargaining.
- 2) **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.
- 3) **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.
- 4) **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.
- 5) **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 commits to taking action to understand and address human trafficking, child exploitation, slave, bonded or forced labour or the presence or threat of abuse in the workplace.



Alastair Symington
Chief Executive Officer

Document control

Approved by: Blackmores Board of Directors

Document Owner: Chief Executive Officer

Effective: 31 May 2023

Review: Yearly