

BLACKMORES SUPPLIER CODE OF CONDUCT

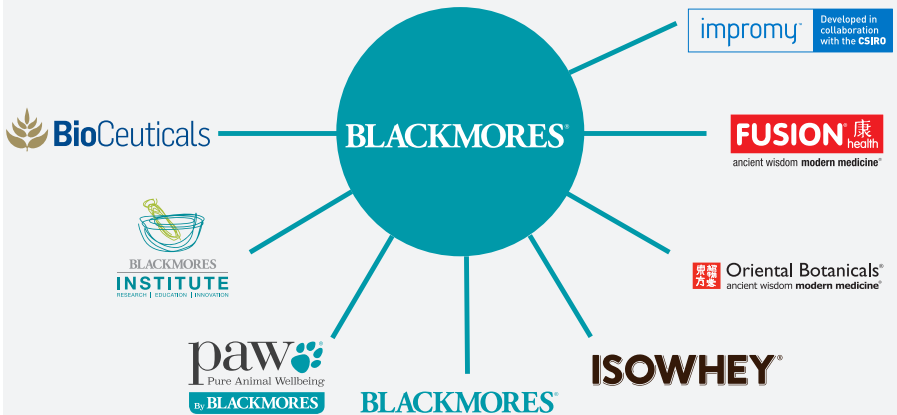
2019

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VISION AND MISSION:

Blackmores is Australia's leading natural health company. Founded by visionary naturopath Maurice Blackmore in 1932, Blackmores combines traditional naturopathic expertise with scientific research to help people achieve optimal health and wellbeing.

OUR BRANDS INCLUDE:



Our business philosophy requires that we only work with suppliers who have the ability to consistently meet our high quality standards and specifications. In addition, the values guiding our conduct should align.

IMPLEMENTATION AND EXPECTATIONS OF OUR SUPPLIERS:

Sustainability guides us in all actions and the Supplier Code of Conduct defines how we choose to do business. We interact with our suppliers to ensure mutual commitment in achieving and maintaining improved environmental and social outcomes.

Blackmores believes that sustainability impacts the end-to-end supply chain and that the Supplier Code of Conduct should be considered at all stages of the buying process. We expect our suppliers to demonstrate an accurate and complete chain of custody, and to effectively communicate this Supplier Code of Conduct requirement to all third parties who in turn, directly or indirectly, supply our suppliers. Suppliers should also demonstrate a commitment to the supplier of conduct, by introducing or improving sustainable business practices.

DEFINITIONS

In this Supplier Code of Conduct, the following terms have the definitions set out below:

'Blackmores' or the **'Blackmores Group'** means Blackmores Limited and each of its related companies or entities, both current and in the future comprising 'the Blackmores Group'. Where used in this Supplier Code of Conduct, a reference to 'Blackmores' or 'the Blackmores Group' may be to all companies or entities in the Blackmores Group or any one or more of the companies or entities as may be applicable in the context.

'Employee' or **'Employees'** means any person employed as a permanent, part-time, casual or contract employee by the supplier, and any person who provides services to the supplier directly as a contractor or consultant or via a third party entity paid by the supplier.

'Confidential information' means all information or data whether written, verbal or electronic including without limitation know-how, compilations, formulae, manufacturing processes, business plans, financial and business strategies and other information and practices, marketing ideas and policies, technical information, new product information, methods of product delivery, test procedures, product samples, specifications, material safety data sheets, scientific, clinical, commercial and other information, data or techniques marked as 'confidential' or reasonably considered confidential by the owner of the information.

'Intellectual Property' means the intellectual property including without limitation know-how, designs, trademarks, patents compilations, formulae, manufacturing processes, business plans, financial and business strategies and other information and practices, marketing ideas and policies, product formulations, technical information, new product information, methods of product delivery, test procedures, product samples, specifications, material safety data sheets, scientific, clinical, commercial and other information, data or techniques, whether or not registered, including all applications and the right to apply for registration.

PIRLS: Blackmores values:



SOURCE RESPONSIBLY:**Recognition of human rights, no child labour and fair workplace conditions are important in demonstrating respect in the workplace. We expect our suppliers to:**

- Agree to comply with the modern slavery risk mitigation actions in line with the Australian Modern Slavery Act legislation;
- Ensure business operations are conducted in accordance with the United Nations Universal Declaration of Human Rights;
- Comply with all applicable laws including but not limited to those relating to anti-discrimination, the protection of human rights, and the prevention of harassment and bullying;
- Provide equal pay for equal work;
- Support women in leadership;
- Maintain an accurate account on Blackmores' supplier risk management platform, BSI. Maintain effective policies for ensuring compliance with the requirements of this supplier code of conduct and communicate them regularly to staff;
- Deliver effective training in relation to such matters;
- Ensure appropriate actions are taken in relation to those that breach the policies;

Community impact is an important consideration when doing business. We encourage our suppliers to:

- Understand the social impact created by their operations in all locations where they conduct business, having regard in particular to improving levels of unemployment, poverty, community health, and access to education;
- Understand the social impact created by their suppliers in all locations where their suppliers operate;
- Participate in the overall wellbeing of their communities through engagement and support of local initiatives such as health and education; development of local enterprises, and sustainable farming practices; and
- Be active members of their community and organise or sponsor regular community activities.

Health and safety should be front of mind in all suppliers' working environments. We expect all our suppliers to ensure this is a priority by:

- Having an effective health and safety management system in operation; which includes compliance with, but not limited to, chain of responsibility obligations.
- Implementing an effective workplace health and safety policy that is clearly communicated to all staff;
- Ensuring appropriate actions are taken in relation to those that breach the policies;
- Providing effective training regarding workplace health and safety to all staff;
- Adhering to all relevant workplace health and safety requirements, applicable laws and regulations as amended from time to time.

ETHICAL BUSINESS PRACTICES:

We expect our suppliers to help us achieve our corporate social responsibility goals through the goods and services they supply. We expect our suppliers to:

- Abide by the Blackmores Group Code of Conduct;
 - Fulfil our commitment to providing safe products of the highest quality to our consumers;
 - Ensure our products meet all applicable consumer protection and other regulatory requirements;
 - Truthfully and accurately inform us to enable open communication between us and those who purchase our products.
 - Conduct business honestly and ethically within an established corporate governance framework;
 - Ensure all commercial dealings are conducted in a manner consistent with the best practices of public and commercial business. Accordingly, we expect our suppliers to operate within an appropriate risk, governance and compliance framework which is continuously improved;
- Have effective policies in place which are regularly communicated to all staff and are aimed at preventing:
 - I. actual or perceived conflicts of interest;
 - II. bribery and corruption;
 - III. breaches of competition/trade practices laws; and
 - IV. breaches of other applicable laws;
 - Have a grievance management programme for their employees;
 - Respect and protect the confidential information and intellectual property rights of third parties including Blackmores;
 - Respect and protect our brand reputation by adhering to all Blackmores' requirements for using our trademarks, images and other Intellectual Property;
- Obtain prior written approval to use our trademarks and brand images, and before expressing or implying any affiliation to, endorsement of, or sponsorship by Blackmores;
 - Comply with all applicable laws including but not limited to competition/trade practices laws, privacy laws and laws relating to bribery and corruption in all jurisdictions in which the supplier operates or the goods or services are sold;
 - Engage in open and transparent communications in all dealings;
 - Maintain truthful and accurate accounting and financial records and report results and other material matters in a timely manner in accordance with applicable legislation and other requirements;
 - Show leadership by acting legally and ethically in all transactions;
 - Consider how their actions would be viewed if scrutinised publicly.

CONTINUOUS IMPROVEMENT:

Business Continuity Planning is an important tool when defining how businesses will work together. We expect our suppliers to:

- Have effective and tested Business Continuity Plans (BCPs) in place with clear escalation procedures outlined and agreed with both Blackmores and relevant management within the supplier;
- Have an effective and tested IT service recovery plan in place with clear escalation procedures outlined and agreed with Blackmores and relevant management within the supplier;
- Strive to be leaders in innovation and work with us to drive our sector forward into the future.

ENVIRONMENTAL MANAGEMENT:

As we source ingredients from around the world, we have an opportunity to work collaboratively with suppliers and positively influence change across many regions. Strategic management of our supply chain and environmental resources has a positive effect on our quality program, helps manage risk and supports our global communities. Blackmores requires suppliers to ensure they have systems in place to demonstrate continuous environmental improvements, including the efficient use of raw materials and energy emissions, discharges, noise, waste and hazardous substances supported by clear targets and improvement policies.

We expect our suppliers to identify and minimise environmental impacts through the following:

- Hold current ISO14001 accreditation for Environmental Management Systems (or similar)
- Take active steps to responsibly source finite resources and demonstrate an accurate environmentally and socially responsible chain of custody;
- Implement an effective environmental or sustainability policy which is regularly communicated to all staff through training;
- Maintain and continuously improve an effective program to:
 - I. Identify and minimise the supplier's environmental impact, particularly in the areas of water consumption, energy consumption, waste generation and recycling improvement;
 - II. Measure its carbon footprint, including material scope 3 emissions; and
 - III. Share such reporting with Blackmores when requested.
- **Packaging Suppliers** should be parties to the Australian Packaging Covenant if applicable;
- **Waste Suppliers** should have a procedure in place for the safe handling, storage, transportation, utilisation and disposal of waste in accordance with the applicable legislation. Blackmores will only use appropriately licenced waste contractors.

We are on a journey and ask our suppliers to share their results and insights regarding best practices in environmental protection and sustainability with Blackmores so we can all work together to mitigate our impact on the planet.

COMPLIANCE:

To measure supplier's compliance to this Code, Blackmores reserves the right to conduct periodic assessments, announced audits of the supplier's facilities, provided housing, operations, books, records and conduct confidential worker interviews in connection with such audits.

Upon receipt of an unsatisfactory audit result and a supplier's failure to implement recommended corrective actions, Blackmores in its sole discretion, reserves the right to suspend purchases from the supplier until corrective actions are implemented, or terminate the relationship with the supplier.

Suppliers are responsible for communicating this Supplier Code of Conduct to:

- a) All employees in applicable languages; and
- b) All vendors, subcontractors and independent contractors in applicable languages.

GENERAL:

Our Supplier Code of Conduct may be amended from time to time at Blackmores' discretion.

NO WAIVER:

A delay or failure to enforce a provision of this Supplier Code of Conduct does not constitute a waiver of Blackmores' right/s to do so.

Please confirm your acceptance of the terms and conditions of this Supplier Code of Conduct by arranging for an authorised representative of your company to sign below:

Supplier Representative Name: _____

Supplier Representative Signature: _____

Supplier Representative Title: _____

Name of Supplier: _____

Date: _____