

17 July 2019
Reference: 35009713437

Mr Marcus Blackmore
Chief Executive Officer And Managing Director
Blackmores Limited
PO Box 1725
WARRIEWOOD NSW 2102

Dear Mr Blackmore

Workplace Gender Equality Agency (Agency) notice of compliance

Thank you for submitting your annual compliance report for the reporting period 1 April 2018 to 31 March 2019. Your organisation (and any subsidiaries listed on your 2018-19 confidential report form cover sheet) **is** compliant with the *Workplace Gender Equality Act 2012 (Act)*. This letter forms your notice of compliance with the Act until replaced with a new notice of compliance following the 2019-2020 reporting period.

Thank you for your ongoing commitment to the WGEA reporting process and the contribution your organisation/s makes to improving gender equality outcomes in Australian workplaces.

Yours sincerely



Libby Lyons
Director

Minimum Standards

From the 2014-15 reporting period, the first minimum standard in relation to specified gender equality indicators (GEI) as set by the Minister in the *Workplace Gender Equality (Minimum Standards) Instrument 2014*, came into effect.

To meet the minimum standard, relevant employers with 500 or more employees must have a policy or strategy in place that specifically supports gender equality in relation to one, or more, of the following:

1. GEI 1 – gender composition of the workforce (referable to questions 1.1 to 1.10 in the reporting questionnaire), or
2. GEI 3 – equal remuneration between women and men (referable to reporting questionnaire questions 3 AND 3.1), or
3. GEI 4 - availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities (referable to question 10 in the reporting questionnaire), or
4. GEI 6 - any other matters specified by the Minister: sex-based harassment and discrimination (referable to question 16 in the reporting questionnaire).

Information contained in an organisation's annual compliance report will be assessed by the Agency to determine whether the relevant employer has met this minimum standard

Your organisation's performance against the minimum standard

Based on your organisation's responses to the reporting questionnaire for 2018-19, your organisation, together with all other entities in your corporate structure that may have been included in your report, has met the minimum standard as outlined above.

If your organisation has not met the minimum standard, it has a further two reporting periods to improve before it may be non-compliant with the Act. The Agency offers assistance to help improve against the minimum standard. You can visit our website at www.wgea.gov.au or call (02) 9432 7000 and ask to speak with a senior advisor.