

RESPONSIBLE SOURCING POLICY

A Blackmores Group Policy

Owner: Chief Operations Officer

Approved by: Risk Assurance and Compliance
Committee

Prepared by: Ethical Sourcing Manager

Approved date: 1 July 2024

1. Overview

Blackmores Group (**Blackmores**) recognises the strong connection between healthy people and a healthy planet. We are committed to reducing our impact on the environment and to making a positive contribution to the communities in which we operate.

2. Purpose

This Policy outlines our commitment to Responsible Sourcing and is supported by the expectations in our Supplier Code of Conduct, our Responsible Sourcing Standards, our program of work to assess and address human rights risk, climate change resilience and biodiversity loss in our supply chain.

Effective implementation of this Policy will support our commitment to the United Nations Sustainable Development Goals and to our Group Strategic Sourcing Strategy and Targets.

3. Scope

This Policy applies to all Employees and Blackmores related entities and locations globally.

4. Definitions

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 Policy, 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 by an entity of the Blackmores Group as a permanent, casual, or fixed-term contract employee.

For the purposes of this Policy only, this definition also includes:

- Directors of Blackmores Limited,
- a contractor or subcontractor or their employee working for Blackmores,
- an employee of a labour-hire company that has been assigned to work at Blackmores,
- an apprentice or trainee at Blackmores,
- a student gaining work experience at Blackmores,
- a secondee working for Blackmores; and
- any other third-party individual or company acting on behalf of Blackmores including any consultant, agent, distributor, or joint venture partner.

Supplier/s means an individual or company who supplies goods or services to Blackmores.

5. Policy Requirements

We will strive for shared value and mutual benefits to create enduring working relationships with Suppliers where we grow our businesses together in a responsible and ethical manner.

To achieve this goal, we commit to:

- 1) Maintaining a strong sourcing governance structure with robust procedures and systems aligned to ISO 20400:2017 *Sustainable procurement — Guidance* to ensure consistent achievement of our business objectives.
- 2) Assessing short, medium, and long-term risks within our supply chain (including commercial attributes, high quality standards, a strong governance framework, environmental impacts, and human rights protections) and reviewing those risks for criticality, with accountability to the Risk Assurance and Compliance Committee (RACC).
- 3) Regularly reviewing and applying risk mitigation measures to ensure continuity of supply, for example, dual sourcing to accommodate for material climate change risks.
- 4) Actively partnering with our Suppliers to develop shared sustainability commitments for sourcing of all goods and services, while meeting our contractual requirements and delivering on agreed commercial goals.
- 5) Being transparent and ethical in our engagement with Suppliers throughout the entirety of the Supplier relationship lifecycle through effective communication on expectations, sourcing criteria, performance management and contractual governance. This will also support our ambition for increased visibility and traceability throughout our supply chain.
- 6) Regular review of the supply agreement to ensure clear accountability and the maintenance of performance requirements by both Blackmores and the Supplier.
- 7) Prompt remediation in cases where there has been a confirmed violation of the principles underpinning this Policy or the contractual agreements between Blackmores and a Supplier.

6. Consequences for Breach of This Policy

Breach of this Policy may constitute a disciplinary offence and will be dealt with in accordance with applicable Blackmores disciplinary policies including the Blackmores Consequence Management Framework. Depending on the gravity of the offence, disciplinary action may be taken up to and include summary dismissal.

7. Related Documents

This Policy should be read in conjunction with:

- Blackmores Group Supplier Code of Conduct
- Blackmores Group Strategic Sourcing Standard
- Blackmores Group Human Rights Policy

- Blackmores Group Sustainability Policy
- Anti-Bribery and Corruption Policy

8. Document Control

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Change history and review cycle as of 2024

Version	Date of change	Reason
1	July 2024	Move to new template and cycle review
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