

Monday 14th December 2022

McPherson's Code of Conduct

McPherson's (麦芙森) 行为准则

Our Purpose and Values

For over 160 years McPherson's have continually evolved to adapt to an ever-changing world. From our early days supplying the rivets for Australia's major infrastructure projects, including the Sydney Harbour Bridge, to our current Purpose "To provide care solutions to nurture confident, healthy and sustainable lifestyles".

McPherson's achieves its purpose by aligning our activities to our values.

我们的宗旨和价值观

160 多年来, McPherson's(麦芙森)不断发展以适应持续变化的世界。从早期为包括悉尼海港大桥在内的澳大利亚主要基础设施项目提供铆钉, 发展直到现在的公司宗旨: 致力于为培养自信、健康和可持续的生活方式提供解决方案”。

在 McPherson's(麦芙森), 我们以知行合一 (/ / 来实现公司的宗旨。

From the perspective of a sustainable supply chain the focus is on the following core values:

1. Act with integrity and respect.
2. Be open and inclusive to all in our community.
3. Care for each other, our environment, and our community.

This Code of Conduct reflects how we will work collaboratively with our suppliers to achieve the level of change we collectively require. And align our supply chain to our values

从可持续供应链的角度, 我们聚焦于以下核心价值观:

1. 以正直和尊重行事。
2. 对所有群体开放包容。
3. 爱护彼此, 保护环境, 关爱社会。

本行为准则反映了我们将如何与供应商合作, 以实现我们共同需要作出的改变, 使得供应链符合我们的价值观。

Our Brand's



DR. LEWINN'S®

manicare®



LADY JAYNE®

Revitanail.



swisspers®



东方智慧 Oriental Botanicals®
ancient wisdom modern medicine

SugarBaby®
AUSTRALIA

Stratten®
BIRMINGHAM PROUD



happy
flora®

Source Responsibly

Fair workplaces, human rights and no child labour are vital elements of demonstrating alignment to our value of “Acting with integrity and respect”.

We expect our suppliers to:

- Not allow any forced or involuntary labour and comply with the modern slavery risk mitigation actions in line with the [Australian Modern Slavery Act legislation](#)
- Ensure business operations comply to the [UN Universal declaration of human rights](#)
- Supplier must meet their contractual obligations to McPherson's and comply with applicable laws, including but not limited to
- anti-discrimination, the protection of human rights, and the prevention of bullying and harassment
- Provide equal pay for equal work and pay at least the minimum total compensation required by local law, including all mandated wages, allowances, and benefits
- Support women in leadership and provide a work environment free of any form of discrimination where all employees are treated equally
- Maintain effective policies to ensure compliance with this supplier code, including training and communications to staff

负责任地采购

提供公平的工作场所、尊重人权和不使用童工，这些是体现我们“以正直和尊重行事”价值观的关键要素。

我们希望供应商:

- 不允许任何强迫或非自愿的劳工，并遵守《澳大利亚现代奴役法案》中的现代奴役风险缓解措施
- 确保商业运作符合[联合国世界人权宣言](#)
- 供应商必须履行其对 McPherson's 的合同义务，并遵守适用法律，包括但不限于
- 反歧视，保护人权，防止欺凌或骚扰
- 实行同工同酬，并至少按照当地法律要求的最低总报酬支付薪酬，包括所有法定工资、津贴和福利
- 支持女性担任领导职务，提供不存在任何形式歧视的工作环境，平等对待所有员工
- 维护有效的政策以确保本供应商行为准则的落实，包括对员工的培训和沟通

Health and Safety

We expect all our suppliers to have health and safety front of mind in their working environments.

Suppliers will ensure this is a priority by:

- Effective health and safety management systems being in operation: including compliance with, but not limited to, chain of responsibility obligations and compliance with the minimum requirements of the local and regional laws.
- Implementing an effective workplace health and safety policy which includes training and communication of such policy to all staff
- Ensuring appropriate actions are taken when breaches occur
- Adhere to relevant workplace health and safety requirements, applicable laws and regulations as amended from time to time.

健康与安全

所有供应商在其工作环境中应把健康和安全放在首位。

供应商将确保以下事项的优先性：

- 运行有效的健康和安全管理系统：包括但不限于遵守责任链义务和遵守地方和区域法律的最低要求。
- 实施有效的工作场所健康和安全管理政策，包括对所有工作人员进行相关政策的培训和宣传
- 确保在发生违规时采取适当的措施
- 遵守相关的工作场所健康和安全管理要求以及不时修订的适用法律和法规。

Ethical Business Practices

We expect our suppliers to assist us conduct business in a way that aligns with our values.

We expect our suppliers to:

- Fulfil our responsibility to provide safe products of the highest quality to our consumers
- Ensure our products meet all applicable consumer protection and other regulatory requirements

- 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.
- Have effective policies in place which are regularly communicated to staff aimed at preventing:
 - Actual or perceived conflicts of interest
 - Bribery and corruption
 - Breaches of competitive/trade practices laws
 - Breaches of other applicable laws
- Have a grievance management process for their employees
- Respect and protect the confidential information and intellectual property rights of third parties, including McPherson's
- Respect and protect our brands reputation by adhering to all McPherson's requirements for using our trademarks, images and all 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 McPherson's
- 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
- Ethical pathway to source raw materials and packaging used to manufacture our products that demonstrates regular analysis of your suppliers code of conduct
- Disciplinary action to hold employees accountable for their unethical actions and subsequently incentivise positive ethical behaviour.

商业道德行为

我们期望供应商以符合 McPherson's(麦芙森)价值观的方式帮助我们开展业务

供应商应：

- 履行我们的责任，为消费者提供最优质的安全产品
- 确保我们的产品符合所有适用的消费者保护和其它法规监管要求
- 在既定的公司治理框架内诚实和道德地开展业务
- 确保所有商业交易均符合最佳公共和商业规范。
- 制定有效的政策并定期向员工传达相关政策，旨在预防：
 - 实际或可预知的利益冲突
 - 贿赂和腐败
 - 违反竞争/贸易惯例法
 - 违反其他适用法律
- 为员工制定申诉管理流程
- 尊重和保护第三方包括 McPherson's(麦芙森)的机密信息和知识产权，

- 遵守 McPherson's (麦芙森)对使用商标、图像和其他知识产权的所有要求， 尊重和我们的品牌声誉
- 在明示或暗示与 McPherson 's (麦芙森)具有任何从属关系、背书或赞助之前， 需事先获得使用我们的商标和品牌形象的书面许可，
- 在供应商运营或销售商品或服务的所有司法管辖区内遵守适用的所有法律， 包括但不限于竞争/贸易惯例法、隐私法以及有关贿赂和腐败的法律
- 用于制造我们产品的原材料和包装的采购途径需符合道德规范， 并可证明对您的供应商行为准则有进行定期分析
- 对员工的不道德行为采取纪律处分， 以激励积极的道德行为。

Environmental Management

Like many organisations, McPherson's sources ingredients and products from all over the world. This reach gives us the ability to **Innovate and create a better tomorrow** through Inclusive partnership with our suppliers. Strategic management of our supply chain and the associated environmental resources has a positive effect on the quality of our products, helps manage risks and enables our ability to **Care for the environment and our communities**.

We require suppliers to ensure they have systems in place to demonstrate continuous environmental improvements, including the efficient use of raw materials and energy emissions, discharges, waste, and hazardous substances supported by clear targets and improvement policies.

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

- Observing environmentally conscious practices in all locations where they operate, including taking active steps to responsibly source finite resources and demonstrate an accurate environment and socially responsible chain of custody
- Maintain and continuously improve an effective program to:
 - Identify and minimise the suppliers environmental impact, particularly in the areas of water and energy consumption, waste generation and recycling improvement
 - Measure its carbon footprint with a minimum requirement of scope 1 and 2 and a preference for relevant Scope 3 emissions and
 - Share such reporting with MCP when requested
 - If no effective programs capturing the above are in place, implementation of those programs to have commenced within 12 months of signing with McPherson's
- Comply with environmental rules, regulations, and standards applicable to their operations.
- Packaging suppliers should be parties to the Australian Packaging Covenant, if applicable.

环境管理

与许多企业一样， McPherson's (麦芙森)从世界各地采购原料和产品。我们与供应商之间包容友善的伙伴关系， 使我们有能力进行**创新及创造更好的明天**。战略性地管理我们的供应链和相关的环境资源， 对我们的产品质量有积极的影响、有助于控制风险， 并使我们有能力**爱护环境与关爱社会**。

我们要求供应商确保必要的规范措施到位，以持续改善环境，包括有效利用原材料和能源排放、排污、处理废弃物和危险物质，且有明确的目标和改善政策来支持这些规范措施。

我们期望供应商通过以下措施来识别和减少对环境的影响：

- 在其运营的所有地点遵守具有环保意识的做法，包括采取积极措施负责任地采购有限资源，并证明其拥有准确的环境和社会责任的监管链
- 维护并持续改进有效的减排计划：
 - 找出及降低供应商对环境的影响，特别是在耗水及能源、产生废物及改善循环再造等方面
 - 测量其碳足迹并满足范围一和范围二的最低要求，优先考虑相关的范围三的排放，以及
 - 在 McPherson's (麦芙森)有需要时分享该报告
 - 如果供应商尚无上述有效计划，则需在与 McPherson 签约后的 12 个月内开始实施减排计划
- 遵守于其作业相关的环境规则、法规和标准。
- 如果适用，包装供应商应为《澳大利亚包装公约》的成员。

Compliance

We ask our suppliers to share their results and insights as they walk down their own sustainability path. This way we can work together to **“Care for each other, our environment and our community”** and **“Be resilient and agile in the face of change”**

The terms of McPherson's agreement with a supplier may give McPherson's 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 to measure supplier's compliance to this Code.

Upon receipt of an unsatisfactory audit result and a supplier's failure to implement recommended corrective actions, McPherson's 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 in accordance with the terms of the agreement 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.

合规

我们要求供应商分享他们可持续发展道路的成果和见解。通过这种方式，我们可以共同努力来 **“爱护彼此，保护环境，关爱社会”**，并 **“在面对变化时保持韧性和敏捷”**。

McPherson's(麦芙森)与供应商的协议条款可赋予 McPherson's(麦芙森)对供应商的设施、提供的住所、运营、账簿、记录进行定期评估并公布审计结果的权利，McPherson's(麦芙森)有权与此类审计相关的工作人员进行保密面谈，以衡量供应商对本准则的遵守情况。

在收到不满意的审计结果且供应商未能执行建议的纠正措施时，McPherson's(麦芙森)保留在纠正措施实施之前暂停从供应商采购的权利，或根据与供应商的协议条款终止与供应商的关系。

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.

供应商有责任将本供应商行为准则:

- a) 以适用的语言传达给所有员工; 并且
- b) 以适用的语言传达给所有供应商、分包商和独立合同商。

General

This Code of Conduct may be updated by McPherson's from time to time. McPherson's will work with our suppliers to monitor compliance with this code. Where issues are identified which do not comply with this code, McPherson's will work with the supplier to analyse and remedy the situation in the best interest of all parties.

Suppliers must confirm their understanding of and commitment to McPherson's Supplier Code of Conduct. By signing and returning this form to McPherson's you acknowledge and accept this commitment.

一般情况

本行为准则可能会由 McPherson's(麦芙森)不时更新。McPherson's(麦芙森)将与供应商共同合作以监督遵守这一准则。一旦发现不符合本准则的情况，McPherson's(麦芙森)将与供应商共同合作，从各方的最佳利益出发分析和纠正这种情况。

供应商必须确认他们理解并承诺遵守《McPherson's(麦芙森)供应商行为准则》。通过签回此文件至 McPherson's(麦芙森)，表明您确认并接受此承诺。

Name of supplier:

供应商名称:

Representative Name:

代表人姓名:

Signature:

代表人签名:

Title:

代表人职位:

Date:

签署日期
