

Tuesday 22nd November 2022

McPherson's Supplier Code of Conduct

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.

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

Our Brand's



DR. LEWINN'S

manicare

GLAM
manicare

LADY JAYNE

Revitanail



swisspers



東方藥
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

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.

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.

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.

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.

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.

Name of supplier:

Representative Name:

Signature:

Title:

Date:
