



McPherson's Limited Statement of Values

May 2025

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Statement of Values

1. MCPHERSON'S PURPOSE

“To provide care solutions to nurture confident, healthy and sustainable lifestyles.”

McPherson's purpose is to deliver care solutions to everyday needs for customers and consumers in the health, wellness and beauty categories, and to create better ways for consumers and communities to live and thrive in an environmentally sustainable manner both in Australia and internationally.

2. MCPHERSON'S VALUES - A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY

- (a) The values set out in this statement and the related Company policies represent the fundamental guiding principles and required behavioural norms for the Company and the people within it. They establish the expected standards of behaviour of the Directors, management and all employees of McPherson's as they work towards achievement of the Company's Purpose and strategic objectives.
- (b) This Statement of Values also defines the Company's culture and the framework through which it will engage with its employees, customers, and other stakeholders. By being open, trustworthy and executing McPherson's strategy in a manner consistent with these values, the Company will achieve its key shared values and purpose while operating in accordance with the community's and investors' expectations of acting lawfully, ethically, sustainably and responsibly, and with the objective of preserving, protecting and enhancing the environment and the Company's reputation and standing in the community.

3. RESPONSIBILITIES

- (a) It is management's responsibility to achieve the delivery of shareholder value and the efficient, lawful, ethical, sustainable and responsible operation of the Company, through the inculcation of robust codes of conduct, appropriate reporting and considered risk management practices across the organisation.
- (b) The mechanisms to achieve this include a range of specific Board approved Company policies, the risk and compliance management structures, the internal and external audit functions, the operation of the Board's Audit Committee, Risk and Compliance Committee, and People and Culture Committee, and the Board's, ongoing oversight of strategic and business objectives.
- (c) It is the Board's responsibility to oversee management's implementation of this Statement of Values. This will include ensuring all employees receive appropriate training on the values, and encouraging senior executives to continually practise, reference and reinforce those values in their daily interactions with other staff members.

4. CORE VALUES AND KEY POLICIES

- (a) McPherson's core values may be summarised as follows. We will:
 - (i) Care for each other, the environment and the community;
 - (ii) Innovate and create for a better tomorrow;
 - (iii) Be resilient and agile in the face of change;
 - (iv) Be open and inclusive;
 - (v) Act with integrity and respect;
 - (vi) Strive to grow personally and professionally.

- (b) The key McPherson's policies and statements currently in place which further articulate the core values and help instil a culture of acting lawfully, ethically and responsibly include the following:
- (i) Code of Conduct Policy;
 - (ii) Ethical and Responsible Business Conduct Policy;
 - (iii) The Risk & Compliance Policy and Framework;
 - (iv) Conflicts of Interest Policy;
 - (v) Diversity and Inclusion Policy;
 - (vi) Whistleblower Policy;
 - (vii) Securities Trading Policy; and
 - (viii) Modern Slavery Statement.

5. BOARD APPROVAL

The Board of Directors will review and approve this Statement of Values annually.

6. DOCUMENT CONTROL

Version	Description	Date
1	Original	May 2020
2	Annual Review	June 2021
3	Annual Review	February 2022
4	Annual Review	November 2022
5	Annual Review	May 2023
6	Annual Review	May 2024
7	Annual Review	May 2025