

Blackwoods

“Respecting and maintaining human rights within our operations and supply chain is integral to doing business with Blackwoods. We are committed to procuring products in a responsible manner, respecting human rights and environmental impacts. We partner with our suppliers and service providers to improve their social and environmental practices so we can provide our customers with more conscious procurement choices.”

Andrew Bray
Blackwoods CEO

Blackwoods approach to ethical sourcing draws upon the United Nations Guiding Principles on Business and Human Rights. As a proud signatory to the United Nations Global Compact, we actively safeguard human rights and conduct our business in a manner that is consistent with The Ten Principles of the UN Global Compact.

Our Ethical Sourcing Program is focused on supporting and partnering with our suppliers and service providers to uphold social and environmental standards and promote responsible behaviour to protect the wellbeing of workers and the communities in which we operate.

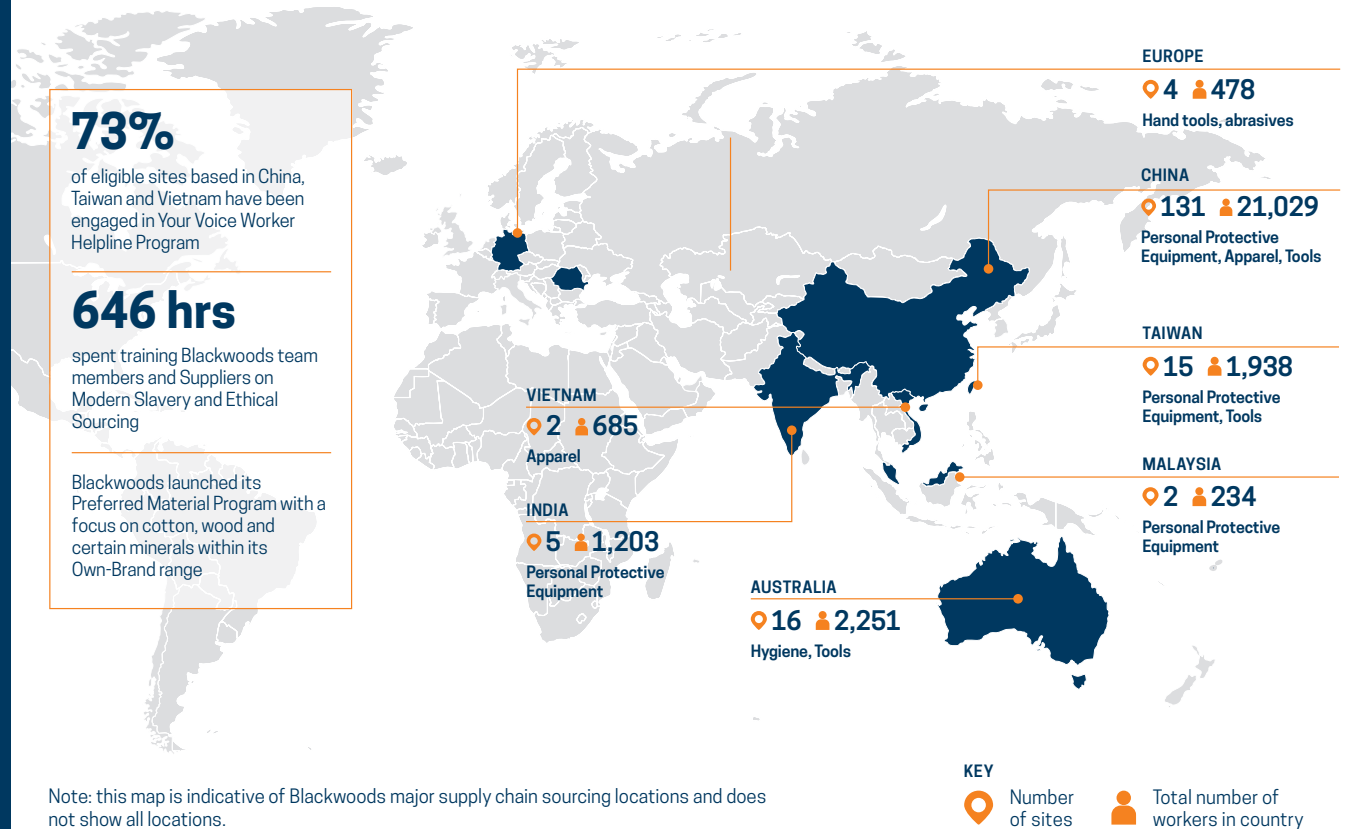
Blackwoods has partnered with Sedex since 2016 to support transparency, risk assessment, supplier management, share social compliance audit data and remediation measures.

We utilise the SMETA 6.1 audit methodology considered global best practice, conducted by APSCA (Association of Professional Social Compliance Auditors) certified third party audit providers to assess suppliers against local laws.

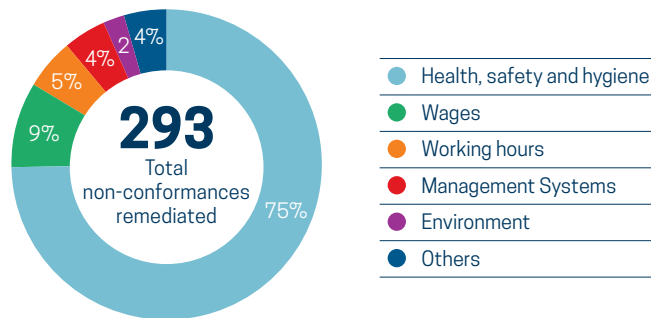
Blackwoods key focus areas to improve human rights and environmental impacts include:

- Building stronger relationships and collaborating with our suppliers & industry partners to make a positive change;
- On boarding suppliers within the well - established ethical sourcing program and providing guidance and sharing knowledge with those Indigenous owned suppliers seeking to engage with Blackwoods;
- Proactively promoting responsible behaviour in supply chain & operations.
- Assessing and remediating any risk in relation to the wellbeing of all workers and the communities of the factories Blackwoods work with; and
- Focus on responsibly sourced products & raw materials.

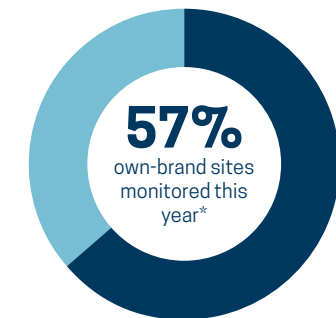
Key Own Brand Sourcing Locations



Blackwoods non-conformances remediated in 2023 financial year



199 sites in the manufacturing program



* The frequency of monitoring varies depending on prior audit findings and the level of assessed risk.