

Blackwoods

Respecting and maintaining human rights within our operations and supply chain is integral to doing business with Blackwoods. We take steps to identify, mitigate and remediate any exploitation of vulnerable people. At Blackwoods we are committed to ethical sourcing everyday and making a positive impact within our global and local communities. By collaborating with our supply partners we aim to deliver sustainable solutions and proactively promote ethical business practices. — *Rachael McVitty Blackwoods CEO*

Ethical Sourcing and Modern Slavery Program

Blackwoods utilises the SMETA 6.1 audit methodology considered global best practice, conducted by APSCA certified third party audit providers to assess suppliers against local laws, the Ethical Trade Initiative Base Code (based on the United Nations International Labour Organisation Convention) and our Ethical Sourcing Policy.

186
Factories managed within the Blackwoods Ethical Sourcing Program in FY20

Blackwoods own-brand range includes



Workhorse workwear



PROSAFE protective safety



JBS hand tools

Training and Communication

Blackwoods launched comprehensive modern slavery awareness training across the entire business to build awareness of modern slavery risks in our operations and supply chains and better position team members to identify and mitigate modern slavery risks.

More than **90%** of team members completed the modern slavery awareness training

Blackwoods is committed to eradicating modern slavery risks from within its operations and supply chain.

Blackwoods continues to engage with its supply partners to deliver proactive sustainable solutions and promote responsible behaviour to protect the wellbeing of workers and the communities in which it operates.

Taking an educational approach, Blackwoods supports suppliers throughout the remediation process by investigating modern slavery concerns, guiding suppliers to develop comprehensive corrective action plans and ensuring non-compliances are effectively managed.

To support the team and suppliers Blackwoods has established a Modern Slavery Risk Management Plan.

Types of non-compliances remediated throughout the year

