

Blackwoods

At Blackwoods we are committed to procuring products in a responsible manner, respecting human rights and the environment. 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.

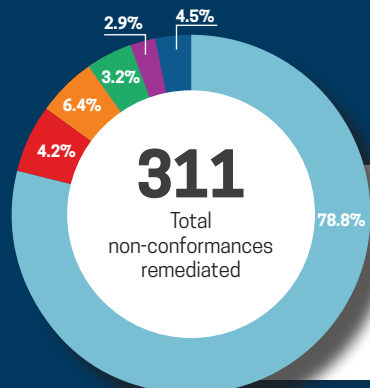
We utilise the SMETA 6.1 audit methodology considered global best practice, conducted by APSCA (Association of Professional Social Compliance Auditors) certified third party audit providers to assess suppliers against local laws.

Blackwoods supports suppliers throughout the remediation process by guiding suppliers to develop comprehensive corrective action plans and ensuring non-compliances are effectively managed with a core focus on responsible behaviour to protect the wellbeing of workers and the communities in which we operate.

TYPES OF KEY OWN-BRAND CATEGORIES

- Safety & PPE
- Workwear and Apparel
- Industrial tools and Hardware

* Note: this is not indicative of Blackwoods' whole supply chain



Non-conformances remediated within 2022 financial year

- Health, safety & hygiene
- Working hours
- Environment
- Management systems
- Regular employment
- Other

177

sites in the ethical sourcing program

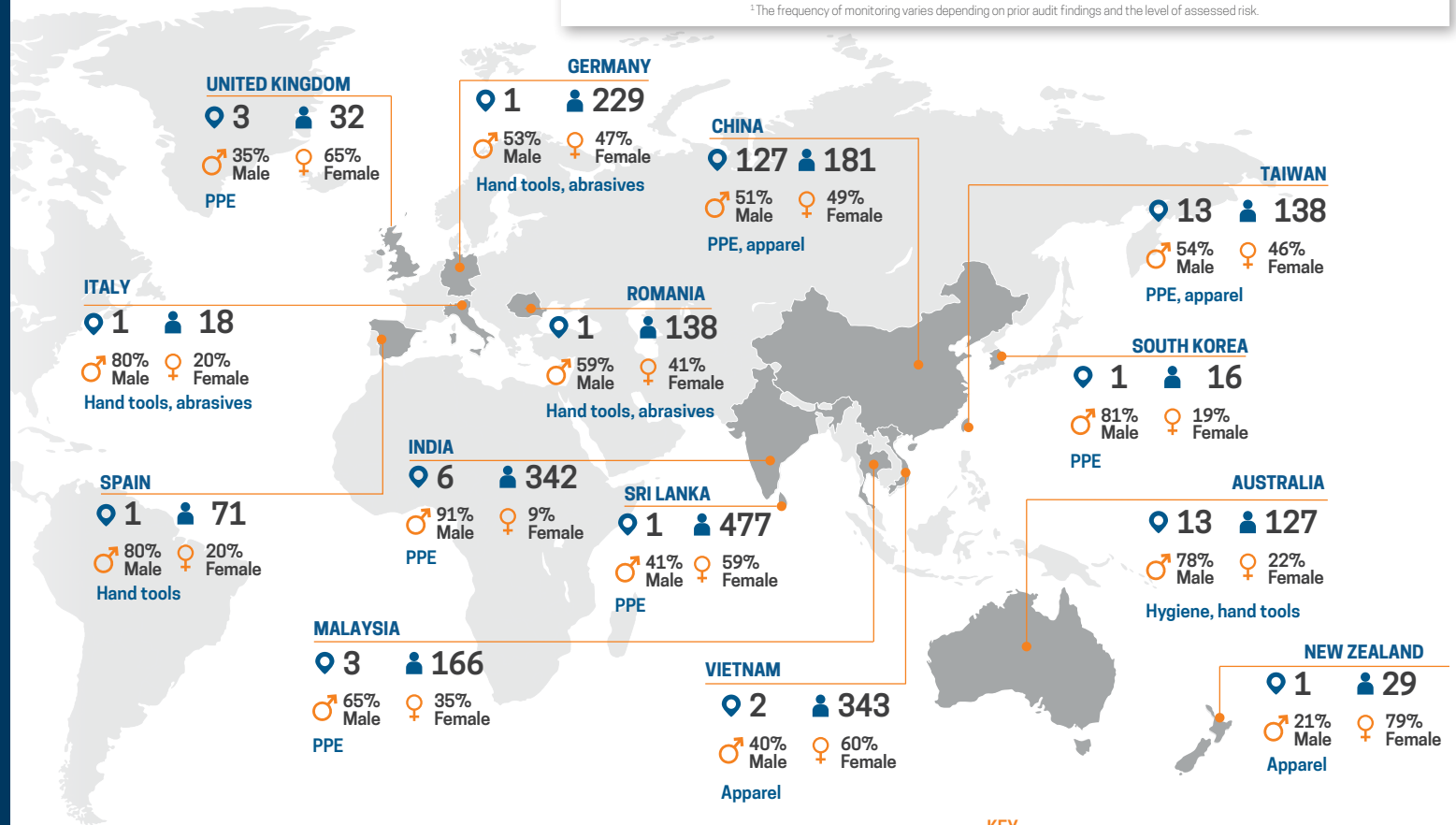
95

sites were monitored this year (54%)¹

545

Hours spent training Blackwoods team members on Modern Slavery and Ethical Sourcing

¹ The frequency of monitoring varies depending on prior audit findings and the level of assessed risk.



KEY

📍 Number of sites 👤 Average number of workers per site

50%

Own Brand factories in China, Taiwan and Vietnam participated in the 'Your Voice, Worker Helpline' grievance mechanism

Blackwoods developed a responsible mineral program aligned to the OECD due diligence guidance for responsible supply chains to ensure cobalt drill bits were responsibly sourced.