

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/167

TITLE: Blackmores Group Enterprise Agreement 23 February 1999

I.R.C. NO: 99/1185

DATE APPROVED/COMMENCEMENT: 27 May 1999

TERM: 23 February 2002

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 42

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees employed by the company located at Balgowlah, NSW

PARTIES: Blackmores Ltd -&- Kristin Carney, Moira Copsey, Pamela Forbes, Todd Harris, Janet Kelly, Stewart McClay, Robert Walden, James Wroe

6x1

BLACKMORES GROUP
ENTERPRISE AGREEMENT
23 FEBRUARY 1999



1. TITLE

This agreement shall be known as the Blackmores Group Enterprise Agreement 23 February 1999 (and is hereafter referred to as 'the Agreement').

2. GOAL OF THE ENTERPRISE AND THIS AGREEMENT

- 2.1 To continue to develop a new culture within the enterprise so that management and the workforce acquire a common understanding and purpose in terms of what is required to become the foremost customer, community oriented, and cost efficient, profitable, manufacturer of natural health and well being products in Australia.
- 2.2 To provide appropriate regulation of employment for all employees of the employer within New South Wales. Such regulation commenced with the Blackmores Group Enterprise Agreement registered on 14 December 1994.

3. ARRANGEMENT

This Agreement is set out in the following manner.

CLAUSE NO.	SUBJECT MATTER
1.	Title
2.	Goal of the Enterprise and this Agreement.
3.	Arrangement
4.	Parties Bound and Scope
5.	Operation
6.	Relationship to Awards and the 1994 Agreement.
7.	Contract of Employment
8.	Minimum Rates of Wages for Ordinary Hours
9.	Hours of Work
10.	Overtime
11.	Annual Leave/Long Service Leave
12.	Health Support Days and Personal/Carers Leave.
13.	Bereavement support
14.	Jury Service
15.	Meal and Refreshment Breaks
16.	Public Holidays
17.	Disputes and Grievance Procedure

CLAUSE NO.	SUBJECT MATTER
18.	Harassment
19.	Redundancy
20.	No Duress
Annexure 'A'	Schedule of Wage Rates
Annexure 'B'	Staff Handbook.



4. PARTIES BOUND AND SCOPE

This Agreement shall be binding upon *Blackmores Ltd*, A.C.N. No. **009713437** (henceforth referred to as the 'employer') whose place of business under this Agreement is 23 Roseberry Street, Balgowlah, NSW 2093 and in respect to all persons employed by the employer at the said place of business at the time of making this Agreement and from time to time during the term of the Agreement.

5. OPERATION

This Agreement shall operate as from the date of approval (which is noted as the 23rd day of February 1999) and shall remain in force for 3 years from the said date of approval.

6. RELATIONSHIP TO AWARDS AND 1994 AGREEMENT.

6.1 This Agreement shall be read in conjunction with the following awards but shall prevail over those awards to the extent of any inconsistency:

Clerical and Administrative Employee (State) Award;
 Commercial Travellers, &c. (State) Award;
 Commercial Travellers, &c. (State) Wages Adjustment Award 1995;
 Drug Factories (State) Award;
 Drug Factories Redundancy (State) Award;
 Metal and Engineering Industry (New South Wales) Award;
 Metal and Engineering Industry Remuneration (State) Award;
 Metal and Engineering Industry Family Leave Provisions (State) Award;
 Miscellaneous Workers' - General Services (State) Award;
 Miscellaneous Workers' - General Services (State) Wages and Adjustment and Allowance Award;
 Miscellaneous Workers' - General Services (State) Wages Adjustment and Allowances;
 Miscellaneous Workers' Health, Physical Culture and Weight Loss Centres (State) Health, Fitness and Indoor Sports Centres (State) Award;
 Canteen &c Workers' (State) Award;
 Canteen Workers Redundancy and Technological Change (State) Award;
 Canteen &c. Workers (State) Wages Adjustment Award;
 Warehouse Employees Drug (State) Award;
 Storemen and Packers, Wholesale Drug Stores (State) Award.

6.2 This Agreement shall prevail over the Blackmores Group Enterprise Agreement registered pursuant to section 126 of the Industrial Relations Act 1991 on 14 December 1994.

6.3 Within 3 months of the approval of this Agreement, the parties shall terminate the Blackmores Group Enterprise Agreement in accordance with section 44(4) of the Industrial Relations Act 1996.

7. CONTRACT OF EMPLOYMENT

7.1 Employees, other than casuals, shall be employed and paid fortnightly by bank transfer.

7.1.1 Termination of Employment by the Employee

Where an employee terminates the employment, the employee shall give 2 weeks notice to the Employer. The notice may be given at any time of the week. If the employee fails to provide the required period of notice, the Employer shall be entitled to deduct a monetary amount equivalent to the amount of notice outstanding.

7.1.2 Termination of Employment by the Employer

Employment may be terminated by the Employer giving a period of notice as provided within the following table. The Employer may provide payment in lieu of any period of notice.

Employee's period of continuous service with the Employer	Period of Notice
Not more than 1 year	2 weeks
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

The period of notice shall be increased by 1 week where the employee is over 45 years old and has completed at least 2 years of continuous service with the employer.



7.1.3 Summary Dismissal

Nothing in this Agreement shall affect the right of the employer to dismiss an employee without notice for serious misconduct.

- 7.2 Casual employee shall mean one who is engaged by the hour and paid by the hour. The hourly rate shall be the appropriate Award rate (inclusive of any loadings).
- 7.3 Upon engagement the employer shall provide each employee with a contract which will include a statement of the employee's level, hourly rate of wages, rostered hours and ordinary hours of work agreed under this Agreement.
- 7.4 As part of the Contract of employment, staff are requested to sign a letter which outlines their responsibilities regarding the protection of confidential information they may acquire while a staff member.

8. MINIMUM RATES OF WAGES FOR ORDINARY HOURS

- 8.1 The minimum rates of pay for each adult employee shall be settled in accordance with the wage range applicable to the levels of this Agreement. These are set out in Annexure 'A' to this Agreement.
- 8.2 The rate of pay for each employee shall be inclusive of penalties, loadings (including Annual Leave Loading) and allowances. Provided that in any circumstance where an employee works ordinary hours which would entitle them to a hourly rate which is higher under a relevant award than under this agreement, then the hourly rate set by the award shall prevail and shall be paid by the employer.
- 8.3 The hourly rate for each employee shall be determined by dividing the employee's fortnightly rate of pay by the number of fortnightly ordinary hours of that employee. The resulting hourly rate shall be used for the purposes of calculating overtime and other similar payments, including the hourly rate for work performed upon a public holiday as set out in sub-clause 16.2.
- 8.4 There are three pay levels within this Agreement. The position of each level with respect to the relevant award classification is shown in table form in Annexure 'A'. The award classifications shown in Annexure 'A' are the classifications which ordinarily apply to the work performed.
- 8.5 The following table sets out the prevailing levels and associated range of minimum weekly rates.



Level	Range of minimum weekly rates for ordinary hours
Level 1 shall apply to a multiskilled employee, being an employee who possesses a wide range of skills, experience, and advanced knowledge of the employer's operations and may be required to undertake supervisory responsibilities.	From \$620.00
Level 2 shall apply to an experienced employee, being an employee with good practicable knowledge of the employer's operations and their responsibilities within the employer's operations	From \$570.00 to \$619.00
Level 3 shall apply to a competent employee, being an employee who is properly qualified and capable of performing the required range of tasks and responsibilities.	From \$510.00 to \$569.00

- 8.6 All employees are given every reasonable support to acquire new and increased skills appropriate to their current positions or career skills or as agreed in discussion with immediate supervisor. Long term career oriented employment is preferred through retention of quality staff with a broad base of skills and experience. Progress within levels and promotion to level 1 and beyond is determined by the employer, following consultation with the employee, and based on application of skills on the job.
- 8.7 Junior employees shall be paid in accordance with the relevant award.
- 8.8 Employees (other than those in training) directed to perform all the duties of a job in a higher level for a continuous period of more than 5 working days shall be paid for such work not less than the rate specified for that level without regard to age.
- 8.9 The employer, having regard to the skills, responsibilities and merit of an employee, may agree with an individual employee to pay a rate in excess of the rate prescribed by this Agreement.

9. HOURS OF WORK

- 9.1 The ordinary hours of work for employees shall be a maximum of 75 averaged over a two week period, exclusive of meal breaks, and shall not exceed more than 12 hours on any day.
- 9.2 The ordinary hours of work will be agreed from time to time with each employee and shall specify commencing and finishing times.

- 9.3 Wherever reasonably possible work shall be arranged so that an employee shall have at least 10 consecutive hours off duty between work on successive days.

10. OVERTIME

- 10.1 Employees will, by mutual Agreement and with prior approval of management, perform work in excess of their ordinary hours as and when required by management.
- 10.2 Employees who work overtime can claim payment for hours worked on any one day in excess of their daily ordinary hours .
- 10.3 Payment for each hour of overtime shall be made at the rate of time and one half of the employee's ordinary hourly rate as calculated by reference to the formula set out in sub-clause 8.3.
- 10.4 The employer and the employee may mutually agree that, in lieu of payment for overtime as required at 10.3, the employee shall be released from ordinary hours of work for a period which does not exceed the number of overtime hours worked by the employee. The employee shall be paid at ordinary rates of pay for such time off.
- 10.5 In any agreement made under 10.4 above, the time off shall be taken within three months of the period of overtime to which it relates.
- 10.6 In the event that the time off is not taken within that three-month period, the employer shall make a payment to the employee as required at 10.3 and the employer's obligation in respect of overtime shall be then completely satisfied.

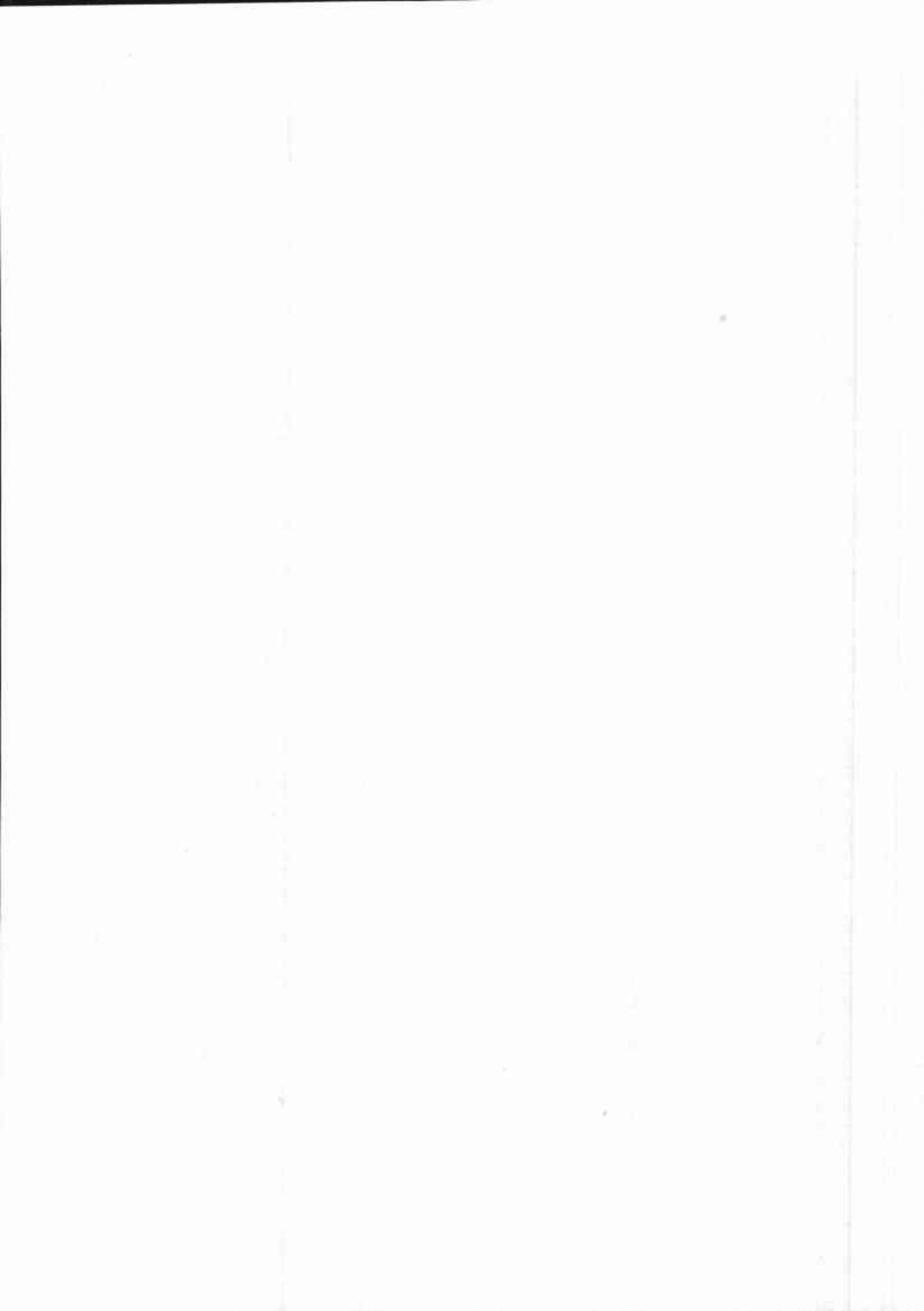
11. ANNUAL LEAVE / LONG SERVICE LEAVE

- 11.1 See *Annual Holidays Act 1944*
- 11.2 See *Long Service Leave Act 1955*

12. HEALTH SUPPORT DAYS AND PERSONAL / CARER'S LEAVE

- 12.1 An employee who is unable to attend or remain at his/her place of employment by reason of personal illness or personal incapacity not due to the employee's wilful misconduct shall be entitled to absence paid at the appropriate ordinary hourly rate as follows:
- 12.1.1 All permanent full time staff members can take up to eight days per year on full pay. If a staff member is absent for two consecutive days the company may ask for a medical certificate and, if so, the employee shall provide such a certificate to the employer.

- 12.1.2 Employees working less than maximum ordinary hours will receive a pro rata entitlement.
- 12.1.3 If necessary, the company will permit staff further sick leave on full pay on the basis of a medical certificate being submitted to cover every period of illness.
- 12.1.4 If necessary, the company may, at its discretion, permit staff members further sick leave on full pay.
- 12.2 Provided that the employee complies with the conditions prescribed hereunder:
- 12.2.1 The employee shall, where practicable, advise the employer of his or her inability to attend for work on the morning of the absence and as far as possible the nature of the illness and the estimated period of absence; and
- 12.2.2 If so required by the employer, the employee shall produce a medical certificate or other reasonable evidence to prove the employee's inability to attend for duty on the days in respect of which days are claimed.
- 12.3 An employee shall not be entitled to paid leave of absence for any period in respect of which he/she is entitled to compensation under the N.S.W. Workers Compensation Act 1987.
- 12.4 The foregoing provisions are not intended to limit the employer dealing with particular cases of major injury or extended illness on a more generous basis.
- 12.5 Any sick days entitlement of an employee as at 14 December 1994 will remain in force and will be available to that employee in the future should the need arise.
- 12.6 Should a staff member be incapacitated for a continuous period of over three months the company's Salary Continuance Scheme shall take effect, details of which are set out in the Staff Booklet which is Annexure 'B' to this Agreement.
- 12.7 An employee with responsibilities to members of their immediate family who need their care and support shall be entitled to use any sick leave entitlement in accordance with clauses 12.1.1 and 12.5 for absences to provide care and support for such persons when they are ill.
- 12.8 The employee shall, if required, establish by production of a medical certificate or statutory declaration, the illness of the person concerned.
- 12.8.1 The entitlement to use sick leave in accordance with this sub clause is subject to:
- 12.8.1.1 the employee being responsible for the care of the person concerned; and



12.8.1.2 the person concerned being a member of the employee's immediate family; and

The term "immediate family" includes;

- (1) a spouse (including a former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse, in relation to a person means a person of either sex who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; and
- (2) a child, child under guardianship or an adult child (including an adopted child, a step child or an ex nuptial child), parent, grandparent, grandchild or sibling of the employee or spouse of the employee.

12.8.1.3 The employee shall, wherever practicable, give the employer notice of the intention to take leave prior to the absence, the name of the person requiring care and their relationship to the employee, the reasons for taking such leave, and the estimated length of absence.

12.8.1.4 If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.

12.9 An employee may elect, with the consent of the employer, to take unpaid leave to a maximum of 5 days per year for the purpose of providing care to a family member who is ill.

12.10 Notwithstanding the provisions of this clause, with the consent of the employer, an employee may elect to take annual leave in single day periods not exceeding five days in any calendar year at a time or times agreed between them for the purpose of Carer's leave.

13. BEREAVEMENT SUPPORT

13.1 Bereavement Support - An employee, working maximum ordinary hours, shall be entitled to a maximum of 3 days without loss of pay on each occasion and on production of satisfactory evidence of the death of the employee's husband, wife, father, mother, brother, sister, child, stepchild, grandparents or parents-in-law. For the purpose of this clause the words "wife" and "husband" shall include de facto wife or husband or partner and the words "father" and "mother" shall include foster father or mother and stepfather or mother. Employees working less than maximum ordinary hours will receive a pro rata entitlement.

13.2 The foregoing provisions are not intended to limit the employer dealing with particular cases on a more generous basis.



14. JURY SERVICE

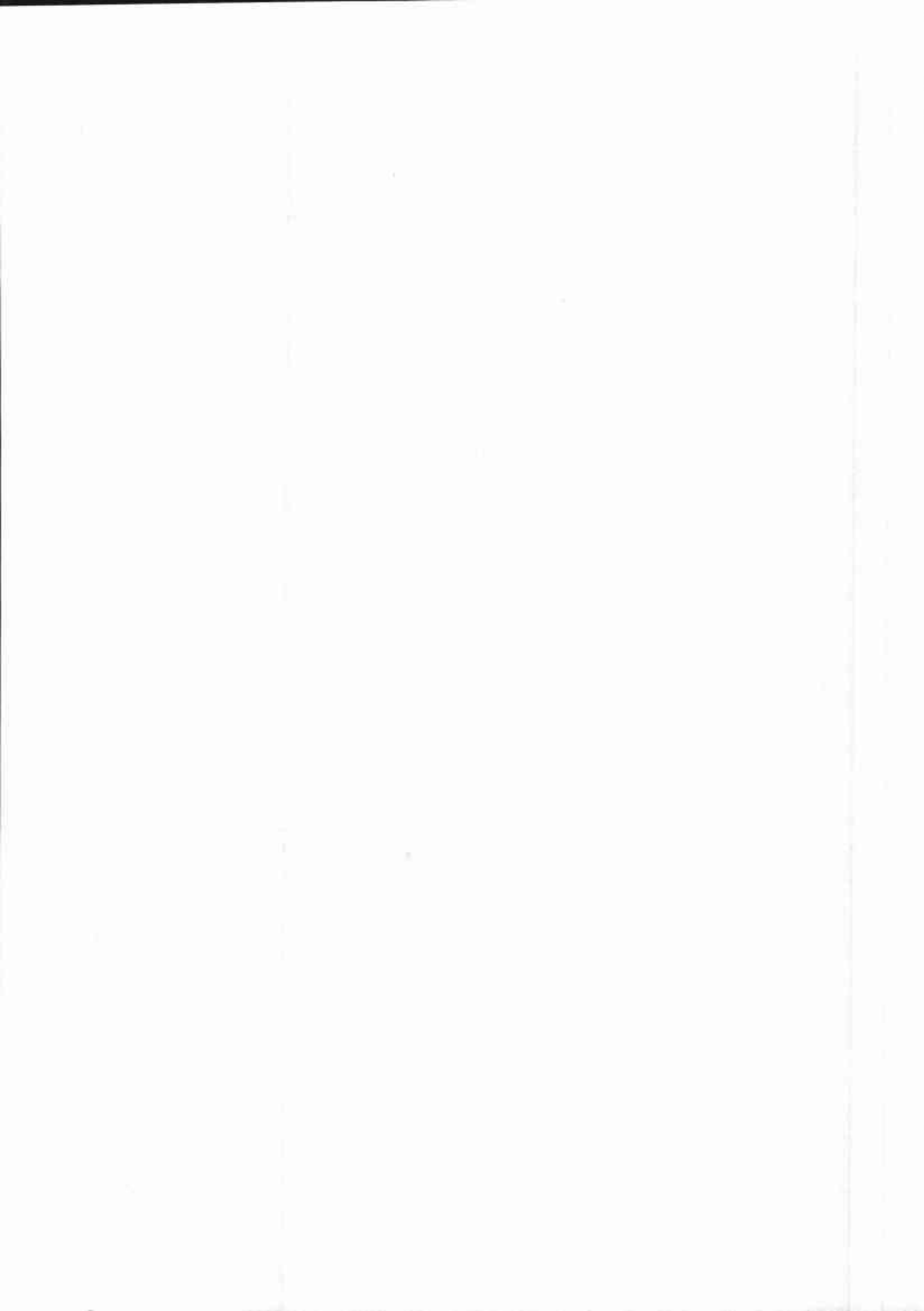
- 14.1 An employee required to attend for jury service during ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of attendance for such jury service and the amount of wage the employee would have received in respect of the ordinary time that would have been worked had the employee not been on jury service.
- 14.2 The employee shall notify the employer as soon as possible of the date required to attend for jury service. Further the employee shall give the employer proof of attendance, the duration of such attendance and the amount received in respect of such jury service.

15. MEAL AND REFRESHMENT BREAKS

- 15.1 The normal working day is usually split into two terms by a non-paid meal break of not less than thirty (30) minutes. The meal break shall be taken at a time arranged between the employer and the employee.
- 15.2 During each term of work as provided in 15.1 above, each employee will also be allowed the opportunity for a paid refreshment break of no more than fifteen (15) minutes duration.
- 15.3 A meal allowance will be paid when work is done for two (2) hours or more in excess of normal finishing time.

16. PUBLIC HOLIDAYS

- 16.1 Each employee shall be entitled to each of the following days as a holiday without loss of ordinary pay;- New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day and Boxing Day or any other gazetted public holidays which are observed as special days appointed by proclamation as public holidays.
- 16.2 Where an employee performs work on any of the days listed in 16.1 above, they shall receive payment for each hour worked calculated at time and one half of the ordinary hourly rate of pay





Explanatory Notation:

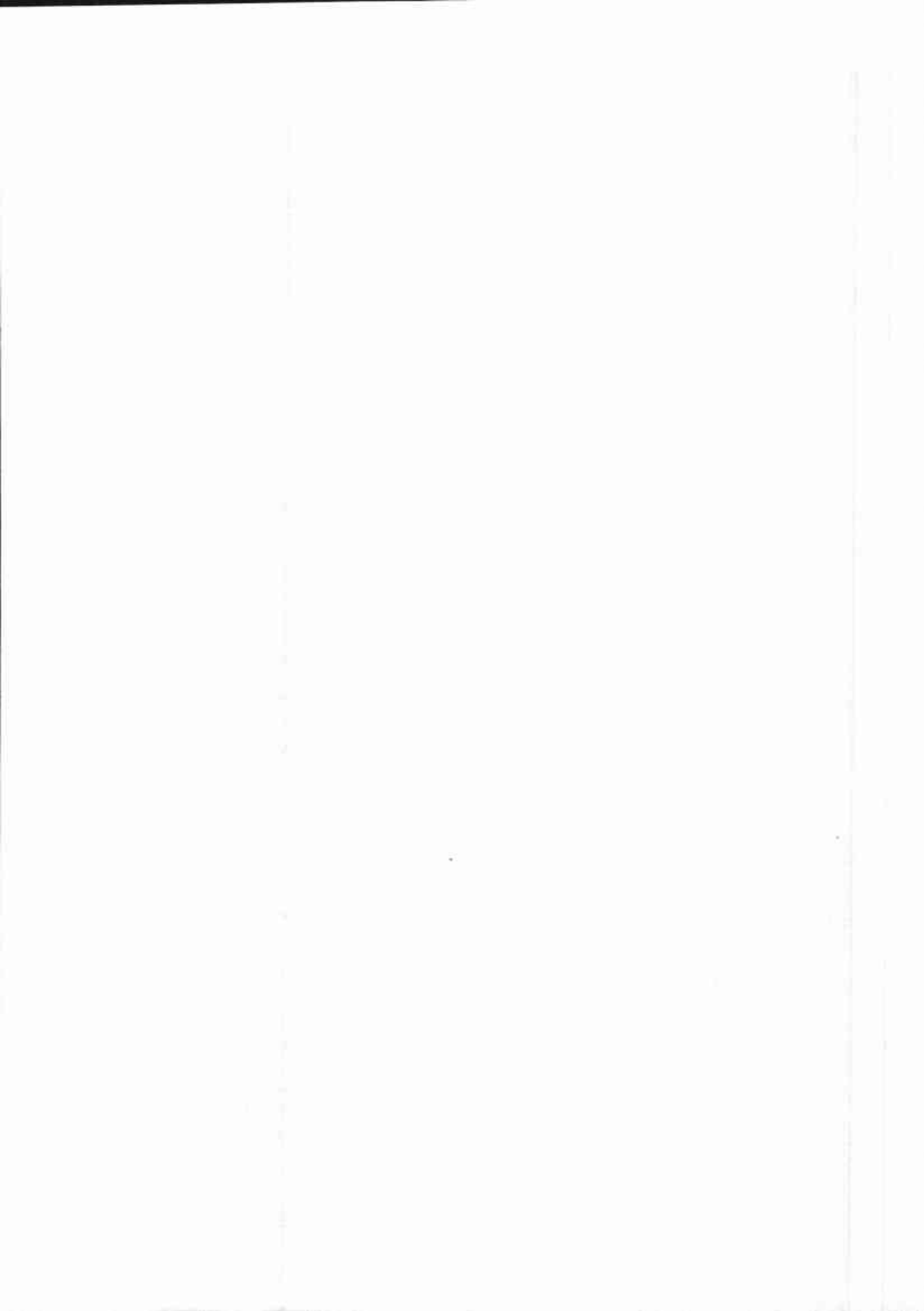
The entitlement to an additional day's holiday as provided within each of the relevant awards listed in clause 6 above (otherwise known as 'Picnic Day') has been satisfied by incorporating into the wage rate of each employee an amount in consideration for that holiday. This consideration was made within the Blackmores Group Enterprise Agreement registered 14 December 1994.

17. DISPUTES AND GRIEVANCE PROCEDURE

- 17.1 All disputes and grievances of staff members arising within the enterprise shall as far as practical be resolved through consultation among the parties within the enterprise. Accordingly the following procedure shall be followed:
- 17.1.1 Initially the staff member shall discuss any grievance or claim with the immediate supervisor
 - 17.1.2 Where there is no satisfactory resolution through informal discussions the employee with his supervisor can take the matter for resolution to the Department Manager.
 - 17.1.3 Where there is no satisfactory resolution at Department Manager level the employee, the supervisor and the Department Manager can take the matter for resolution to the Managing Director of the enterprise.
 - 17.1.4 Should the matter involve interpretation of this Agreement, the employee and Managing Director may agree on the involvement of an impartial third party (external Ombudsman) from outside the organisation who can assist them reach a mutually acceptable outcome.
 - 17.1.5 In all stages 17.1.1 to 17.1.4 the staff member has the right to have another staff member attend discussions.
- 17.2 If not settled the parties may request the matter to be taken up through the due processes with the Industrial Relations Commission.

18. HARASSMENT

It is Company policy to ensure that all employees and potential employees will be treated fairly - irrespective of their sex, race, religion, disability, age, pregnancy, sexual preference or marital status. The Company believes its employees have the right to work in an environment free from intimidation, threat of humiliation, discrimination and harassment, in any form, as it is disruptive to the well-being and affects the job performance of co-workers, and will not be tolerated in the workplace.



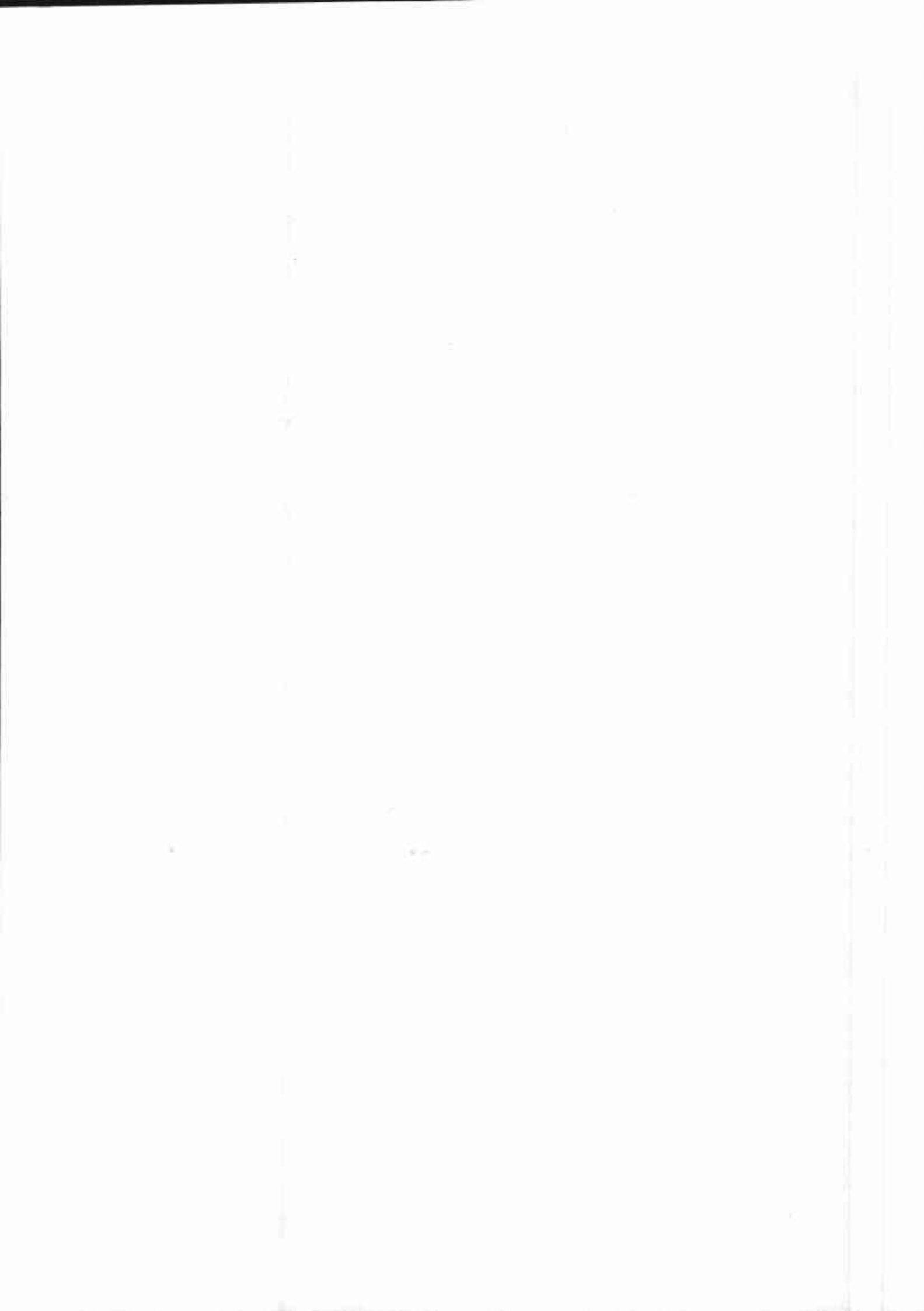
19. REDUNDANCY

- 19.1 Should the need for redundancy occur the company will pay a minimum severance payment to the employee in accordance with the following schedules.

The Company may make payments in excess of the minimum payments set out below.

Scale of Severance Payments

Length of continuous service by employee	Rate for calculation of amount of severance payment
Less than 1 year	2 weeks' pay
1 year and more but less than 2 years.....	5 weeks' pay
2 years and more but less than 3 years.....	8.75 weeks' pay
3 years and more but less than 4 years.....	12.5 weeks' pay
4 years and more but less than 5 years.....	15 weeks' pay
5 years and more but less than 6 years.....	17.5 weeks' pay
6 year and more.....	20 weeks' pay





20. NO DURESS

The Blackmores Enterprise Group Agreement was not entered into under duress by any of the following persons who are party to it:

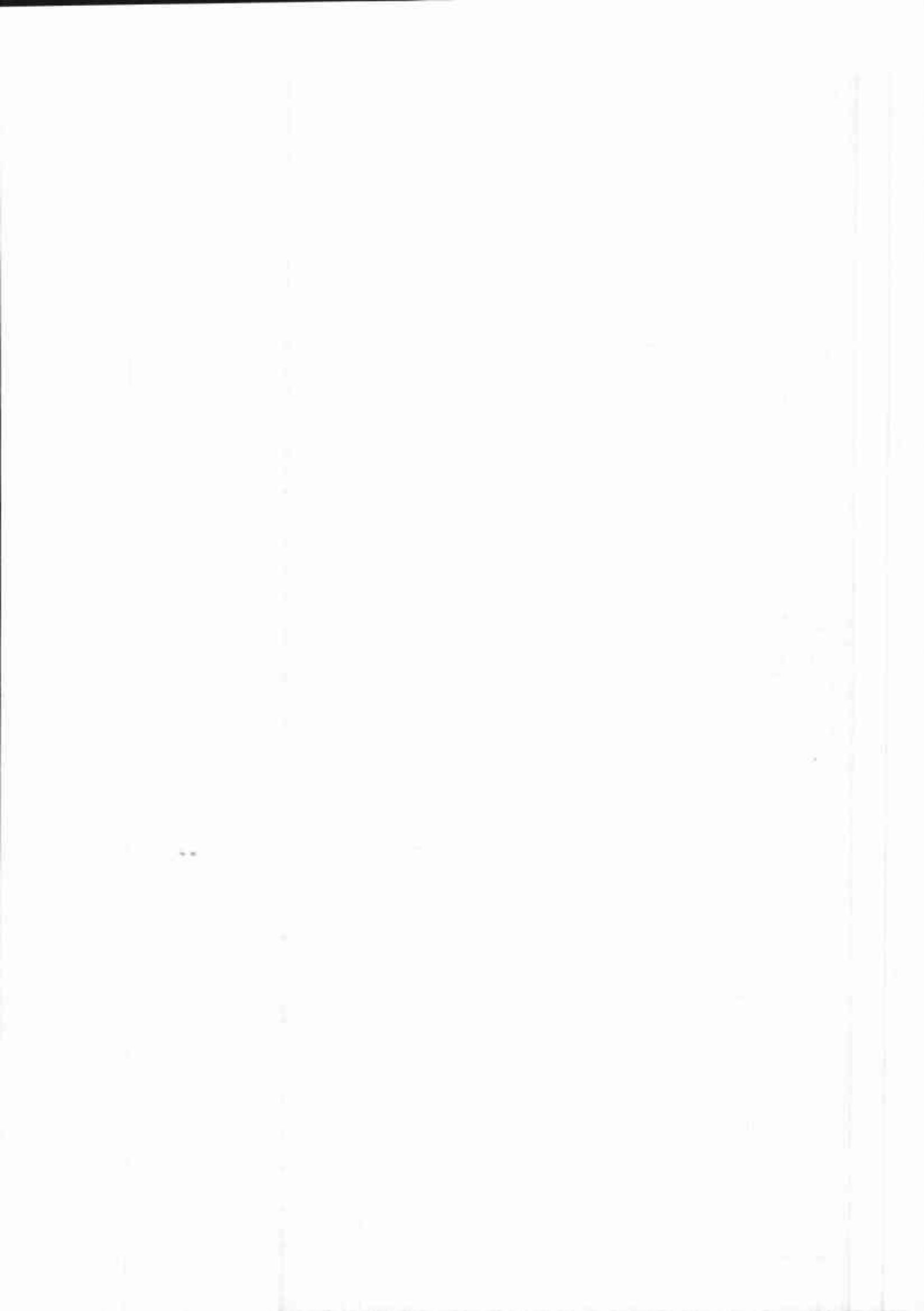
Name	Residential Address & Telephone No.	Signature
ROB WALDEN	17 KATRINA AVE MANAUKE 2103	
Moira Gopsey	10 Woodbine St Nth Balgowlah	
Kristin Carney	129 Hudson Parade Clareville 2107	
Pamela Forbes	122 Wanganella St Balgowlah	
JIM WROE	46 RELDIE ST FORESTVILLE	
JANET KELLY	134 ANZAC AVE COLLIER PLATEAU	
TODD HARRIS	5/2 VORROBIC ST NTH BALGOWLAH 2093	
STEWART McCLAY	13 ROBINSON STREET CHATSWOOD NSW 2067 (02) 9419-4400	

Employer Name
Blackmores Ltd.
A.C.N. No. 009 713 437

STEWART McCLAY
Director

Signed under the Authority of the Board

Darin Walter,

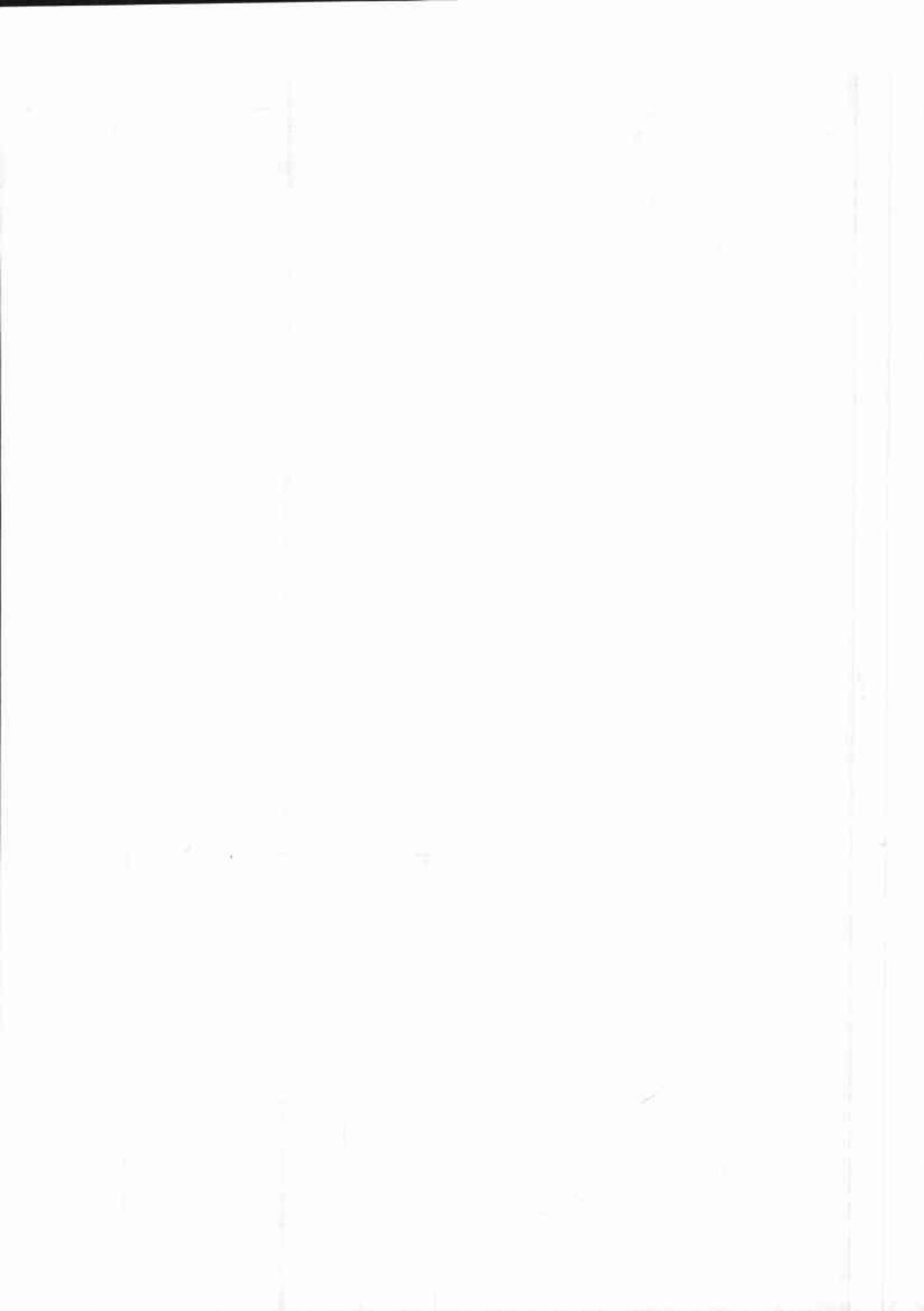


ANNEXURE "A" *

* Weekly award rate shown in columns.

<p>Metal & Engineering (State) Award. Rates operative 7 July 1998.</p>	<p>Miscellaneous Workers - General Services (State) Award. Rates operative date 17 June 1998.</p>	<p>Commercial Travellers (State) Award. Rates operative 27 August 1997.</p>	<p>Health, Fitness and Indoor Sports Centres (State) Award. Rates operative 23 June 1998.</p>	<p>Storemen and Packers, Wholesale Drug Stores (State) Award. Rates operative 6 October 1998.</p>	<p>Warehouse Employees - Drug (State) Award. Rates operative 6 July 1998.</p>	<p>Drug Factories (State) Award. Rates operative 6 July 1998.</p>	<p>Canteen Workers (State) Award. Rates operative 3 July 1998.</p>	<p>Clerical & Administrative Employees (State) Award. Rates operative 17 June 1998.</p>
<p>Enterprise Agreement Rate for Level 1 Employees - Multiskilled - From \$620.00</p>								
<p>General Eng. Div A Motor Mechanic, Filter/Turner \$465.20</p>								<p>Grade 5 Supervision from professional staff, may manage others work, applies knowledge with depth, varied or highly specific skills, judgement and initiative required. \$567.50</p>
<p>Enterprise Agreement Rate for Level 2 Employees - Experienced - From \$570.00 to \$619.00</p>								
								<p>Grade 4 Works without supervision, may be responsible for others, knowledge in depth, broad skills, complex tasks, uses discretion. \$506.90</p> <p>Grade 3</p>

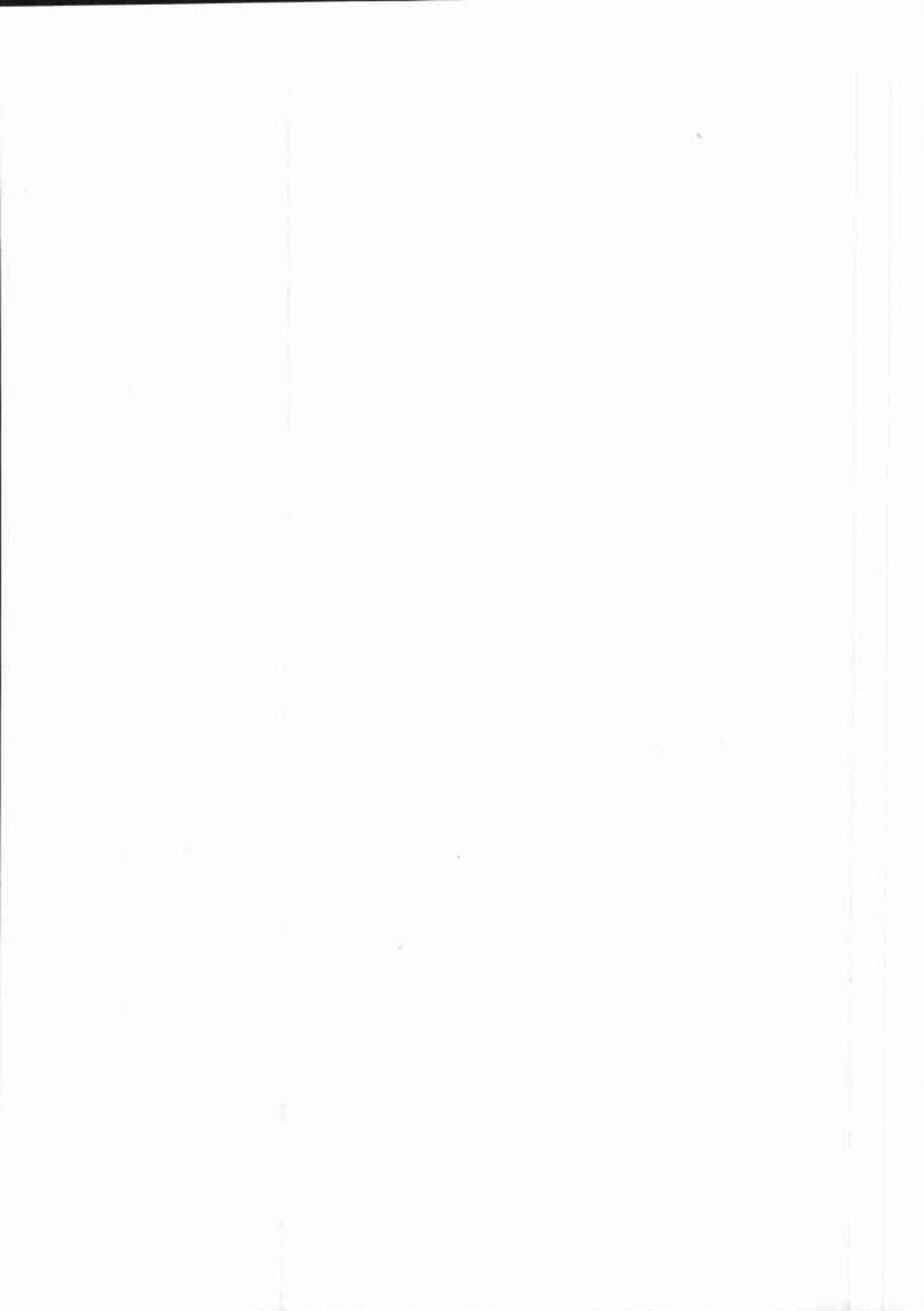
Registered Enterprise Agreement
Industrial Registrar

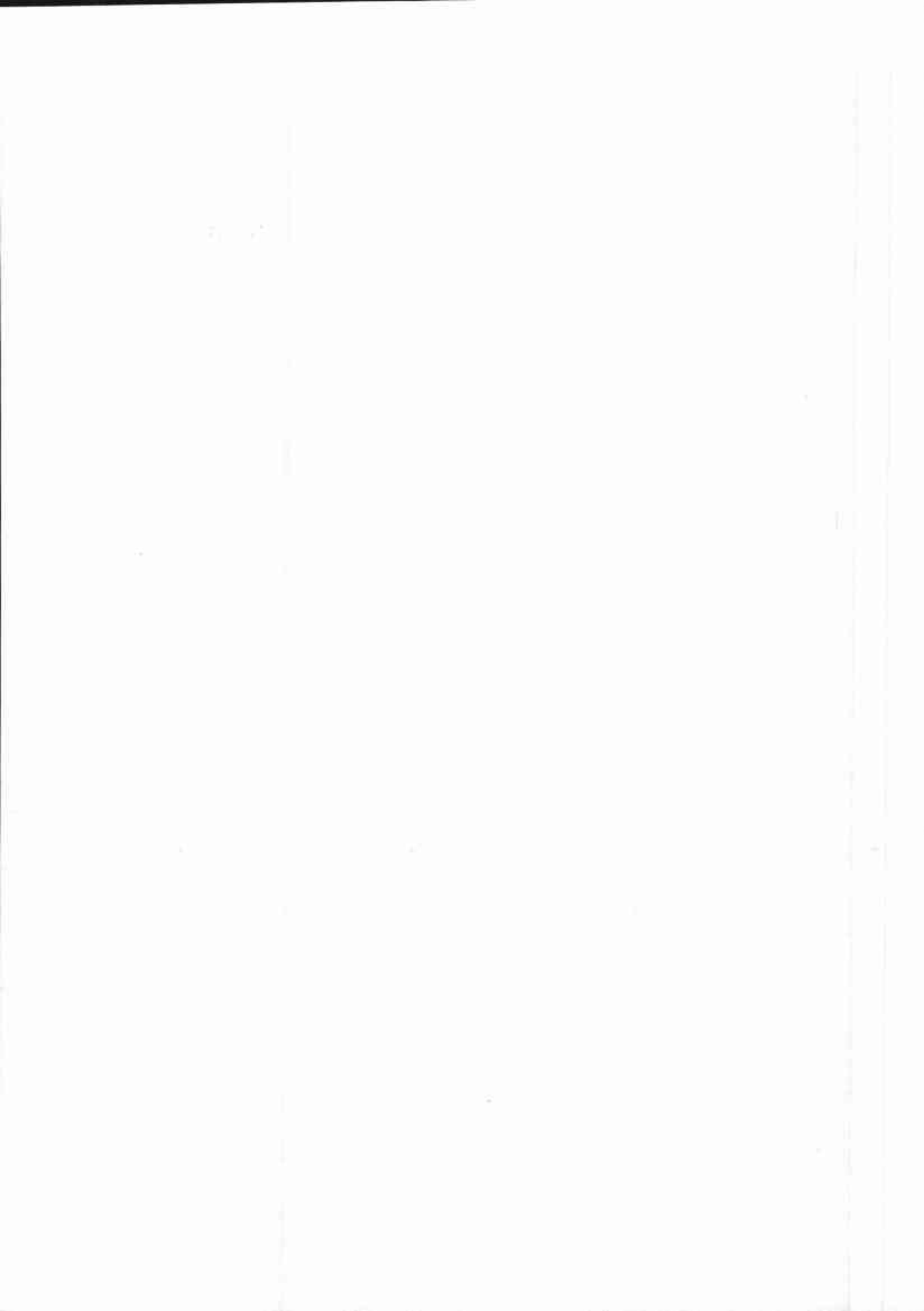


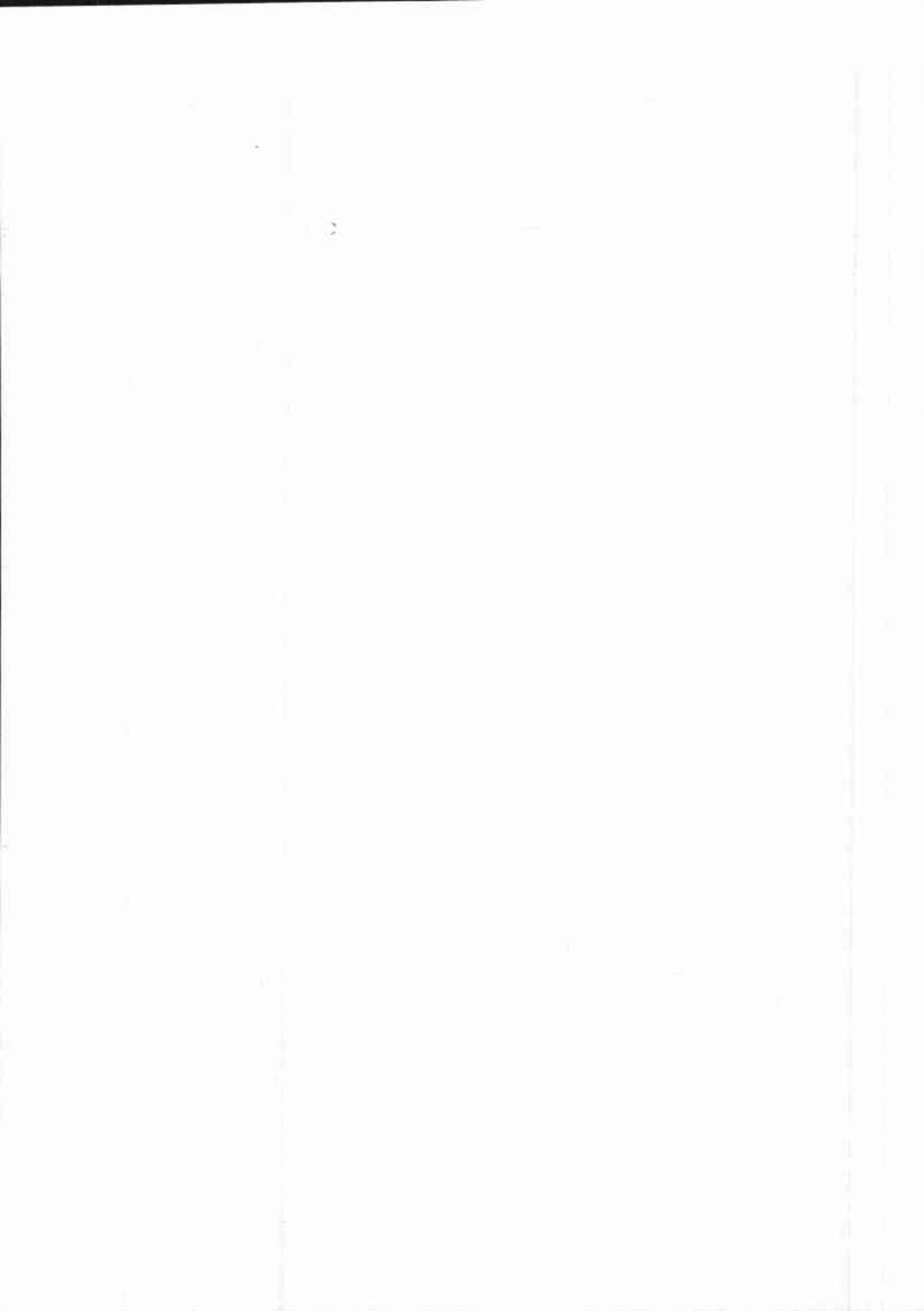
ANNEXURE "A" *

									Limited supervision, may be responsible and co-ordinate others work, applies knowledge in depth, broad skills, some discretion. \$465.20
								Section Leader \$452.30	
								Div 1 Trainee Chemist, 3 rd year \$438.20	
									Grade 2 Routine supervision, limited tasks and complexity, operates under established procedures, some discretion. \$433.50
								Checker \$433.50	
								Local Wholesale Merchandiser \$392.90	
								Local Traveller - Probationer \$390.30	

Registered Enterprise Agreement Industrial Registrar

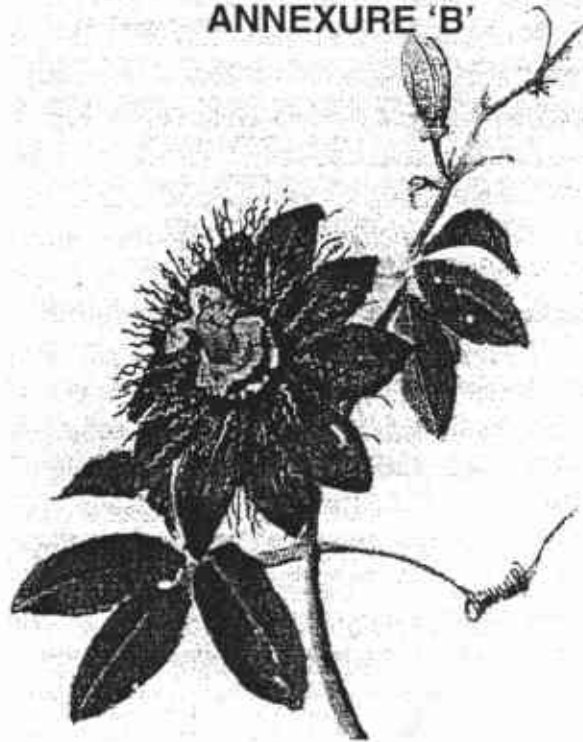






Registered
Enterprise Agreement
Industrial Registrar

ANNEXURE 'B'



BLACKMORES GROUP

Staff Handbook

A unique employment relationship

23 FEBRUARY 1999

BLACKMORES
THE BEST OF HEALTH

ABOUT THE COMPANY

Maurice Blackmore (1906-1977) was a man ahead of his time. His views on natural health, preventive medicine, the environment, and recycling were nothing short of radical in the 1930s. Today they would be considered mainstream. His legacy is more than just the successful Australian company that bears his name.

His work, particularly in the areas of mineral and herbal remedies, opened the doors to a whole new way of looking at and treating illness. Many of his naturopathic beliefs are still central to the way Blackmores does business today. At a corporate level, Blackmores also holds strong core values including the integration of environmental policies with our business activities and cruelty-free research in our product development. Importantly, these are not just boardroom rhetoric, but are lived every day at every level of the organisation.

The people who work at Blackmores ask a lot of each other: loyalty, open communication, continuous improvement, the highest levels of professionalism, and a genuine belief in both our business goals and our corporate culture. The commitment of our staff is not without its rewards. The atmosphere, working conditions, and staff welfare at Blackmores are a model to companies both in Australia and overseas. As people around the world take more control of their health and more notice of companies who are good corporate citizens, the growth that Blackmores has experienced in recent years looks set to continue.

There is no doubt that our core market is growing. Over half of all Australians now take supplements; the days of being considered fringe or alternative are well and truly behind us.

Quality, trust and leadership: we have them today; the challenge is to carry them into the future. We must continue to provide customers with the best possible products and services. We must continue to educate consumers about our products and natural health practices. We must remain a trusted corporate citizen. We will continue to build and add value to the Blackmores name. By doing this, shareholders will enjoy improved returns, employees will enjoy attractive long term opportunities and, perhaps most important of all, our customers will enjoy good health and well-being.

**Registered
Enterprise Agreement**

Industrial Registrar

BLACKMORES
THE BEST OF HEALTH

FOREWORD

Working at Blackmores is not like working for most other companies. It requires special levels of enthusiasm and commitment, not just to the people you work with, not just to our customers, but to the community and the world around us. Blackmores has strong values based on respect for ourselves, each other and the environment, the pursuit of excellence, and sharing the rewards of our success.

Evidence of our values can be seen in two aspects of our daily working lives. The first is the work itself and the atmosphere in which it is conducted. This provides challenge and contributes to one's self esteem, competence and involvement. Of equal importance is knowing that, as part of this team, you can make a greater contribution to the good of the community.

Blackmores employment policies and practices are based on Five Key Commitments: Health, Work & Rewards, Environment, Family & Team, Community.

HEALTH

We believe:

In Nature itself lies the solution to many of life's problems.

Good health is the result of fresh food, fresh air and exercise, a positive mental attitude and, where necessary, drugless dietary supplementation.

Given adequate resources to repair the damage caused by tissue breakdown, the body is programmed by nature to heal itself.

The growing incidence of stress-related problems can be best remedied by adherence to natural laws.

In the end, we offer no wonder drug, just the resourceful use of nature.

WORK AND REWARDS

Our employment policies and conditions are designed to provide:

equity - through a common appropriate and simple enterprise agreement ensuring minimum terms and conditions for all employees,

rewards - which are superior, meaningful, and demonstrate the company's commitment to sharing its success,

flexibility - which challenges extra effort and constructive change,

self improvement - through encouragement and support to increase and improve your skills and knowledge.

ENVIRONMENT

It is the responsibility of all of us to be aware of and respect the environment. Blackmores Environmental Policy means more than simply recycling, and preventing pollution. It embraces the integrity, quality, and pride we put into all the company's products. We must never stop looking for and implementing new and better ways of recycling and reducing waste and encouraging our suppliers and customers to do the same.

FAMILY AND TEAM

Although a publicly listed company, Blackmores retains genuine family values. The continuous involvement of both my father and myself over seventy years has ensured that the spirit of an extended family embracing all employees is a cornerstone of what we stand for. A commitment to teamwork and cooperation are qualities we look for in all employees. We must all encourage each other and recognise each other's achievements. Social events are opportunities to improve our relationships. Blackmores employees are encouraged to plan long term careers, and provision is made for retirement savings and life insurance for employees through the company's own superannuation fund.

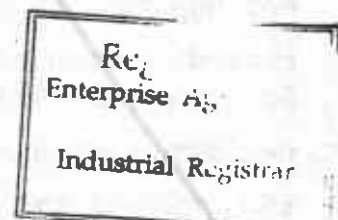
COMMUNITY

Blackmores and its employees are proud of their record as a responsible corporate citizen. Together we provide material support and are involved in a wide range of health, education, and other community projects.

Please read this booklet carefully and keep it for future reference. It explains the unique responsibilities, values, and rewards that come from being a part of Blackmores. Our leadership and success is the product of this approach and your involvement and commitment to it is essential.



MARCUS BLACKMORE
CHIEF EXECUTIVE OFFICER



BLACKMORES
THE BEST OF HEALTH

EMPLOYMENT CREED

Blackmores attracts, retains, and rewards high quality staff who share our values and seek recognition for achievement, teamwork, and personal growth.

We do not discriminate by race, sex, religion, age, or disability and strive not only to provide superior and secure employment but to equitably share our success.

This Handbook will be reviewed annually. Should a revised Handbook be issued it will only be agreed to by the Board after being approved by not less than 65% of the staff.



BLACKMORES STAFF HANDBOOK

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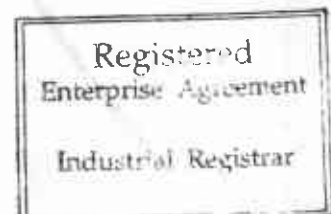
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BLACKMORES
THE BEST OF HEALTH

Naturopath

Blackmores Naturopathic philosophy and background has made us a leader in the area of natural medicine and natural health care at the Blackmores Clinic in Mosman, Sydney. We employ a number of practitioners who are well qualified and experienced to advise you on matters relating to natural health. A fee currently applies.

All you need to do is contact the Clinic Manager, who will make the necessary arrangements for you. In Queensland or West Australia, contact your Naturopathic representative. In Victoria, contact the Manager of the House of Blackmores.

Canteen (At Balgowlah)

Blackmores provides and subsidises the operation of a staff canteen and everyone is encouraged to make full use of this at lunch time and morning and afternoon tea breaks. We are proud of our canteen and the excellent selection of salads, soups, sandwiches, drinks etc. which are available. Wherever possible, all waste from the canteen is disposed of with the environment in mind.

Smoke and Drug Free Workplace

In the interest of health and safety, all Blackmores facilities are designated smoke and drug free. The consumption of drugs and alcohol on the premises prior to and during normal working hours is not permitted.

Should you believe your physical or mental competence is adversely effected for any reason you should inform your supervisor before commencing work - particularly where the operation of machinery/equipment is involved.

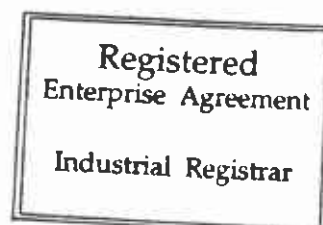
Present employees are encouraged and supported to quit smoking. Any one wishing to do so can apply for reimbursement on a range of approved Quit Smoking programs.

Prior to joining employees are informed that Blackmores is a Smoke Free work place.

Please don't smoke in public when wearing a Blackmores uniform.

Safety

We are proud of our safety record which is a result of constant vigilance and involvement of all staff. You have the responsibility to report any hazards or unsafe practices immediately to your Supervisor or a member of the Health and Safety Committee.



BLACKMORES
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HEALTH

Registered
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Products and Staff Shop:

Blackmores is famous for its vitamin and mineral supplements, traditional herbal remedies, and skin treatments. Our products are manufactured according to the Code of Good Manufacturing Practice. They are made using the purest, natural ingredients and tested to guarantee purity and potency. Blackmores supplements are formulated to maximise the absorption of nutrients.

All staff may buy Blackmores products at retail, less 37%, for use by themselves and their family. Employees at Balgowlah enjoy the benefits of the staff shop where a range of food items are also available. The shop is situated on the ground floor near dispatch (below the finance area) and is open every work day. Staff in other states can order by reference to the State Manager.

Body Lab. - (at Balgowlah)

The gym at Balgowlah is further evidence of Blackmores commitment to 'The Best of Health'.

It employs a Health and Fitness Instructor. As well as gym work, a variety of group exercise classes and recreational activities are also available to members.

All Sydney staff are encouraged to join Body Lab and fees are kept at a minimum. Blackmores staff in other locations are entitled to a contribution towards membership fees for approved accredited health clubs.

Staff should note that you will be required to pay an amount equivalent to the yearly fee paid by members of staff in Sydney and Blackmores will reimburse membership fees to a maximum of \$350.00 per annum.

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If you are injured or unwell let your Supervisor know immediately and you will be cared for. There are first aid stations strategically located throughout the premises. On each First Aid box is a list of trained first aid officers, one of whom will be available to assist.

There are five basic safety rules which apply equally to every person working within Blackmores. Any breach of one of these rules may result in injury to one or several people. They are:

1. Report all hazards
2. Observe all warning signs and danger tags and keep safety guards in place.
3. Use safety glasses and other protective equipment where required.
4. Report all injuries immediately
5. No horseplay

Arrangements are made each year for safety training and for interested staff to become qualified in first aid.

Security - Personal and Building

Standard Operating Procedures (SOP) are in place regarding personal and building security and all staff receive a copy upon appointment. Details are explained at Induction.

Protective Equipment

The Company will provide suitable protective gloves, goggles, masks, ear muffs or ear plugs, footwear and work outer clothing where the process so requires.

An employee who is supplied with any of the protective equipment specified herein shall wear or use, as the case may be, such protective equipment in such a way as to achieve the purpose for which it is supplied. Such requirements may be varied to accommodate a certificate from the Company's occupational physician, in consultation with employee's personal doctor.

The wearing of hearing, eye and other personal protective equipment where required is a condition of employment and failure to comply will result in the implementation of the disciplinary procedure outlined.

Tools and other equipment issued by the company to employees must be returned on cessation of employment with the company and before an employee's final pay can be processed. During employment, the care of tools is the responsibility of the employee.



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Occupational Health and Safety

In NSW the Company operates on the following health and safety principles, with the Occupational Health and Safety Act 1983 (NSW) remaining as the minimum: (Different laws are applicable in other states)

- All injuries and occupational diseases can be prevented.
- Safety is everyone's responsibility.
- Management has responsibility to ensure all employees receive training in to work safely.
- Working safely is a condition of employment.
- Preventing injuries and incidents contributes to business success.

Emergency Procedures

All new and existing employees are requested to read and understand the fire and evacuation procedures for your facility. A copy is inserted in this booklet and displayed prominently on the notice boards.

Housekeeping

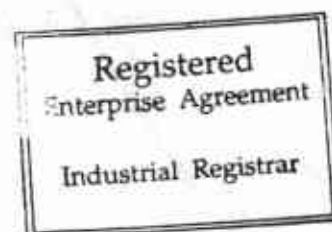
You are asked to accept responsibility for cleanliness and tidiness for both your own work area and the facility as a whole. Physical appearance and cleanliness are the first evidence of our standard of excellence.

Good housekeeping is fundamentally important to health, safety, security, product quality, teamwork and pride of workmanship. Should you see the need to improve standards beyond those you and your team can achieve, please bring this to the attention of your supervisor.

For good manufacturing practice the company, at its discretion, can supply uniforms and provide adequate allowance for laundering.

Computer Terminal Operations

Staff operating computers for lengthy periods are encouraged to take regular breaks so as to avoid operator fatigue. Regular "stretch exercises" are carried out in various areas during the day. Please seek the Occupational Health & Safety Committee's support in relation to your operating position, light, posture etc.



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WORK AND REWARDS

Customer Care

We are proud of our reputation for quality and service and are always looking for ways to protect and advance it. Customer needs must be given priority as the success of everyone at Blackmores rests on how well we take care of the people who buy and use our products. Your efforts and ideas for improvements are essential and always welcome.

Enterprise Agreement

Blackmores has its own Enterprise Agreement (E.A.) covering employees working in its operations in N.S.W.

When one person employs another to undertake work, a contract of employment is established. Under this there are certain rights and obligations on both parties. The Blackmores E.A. prescribes minimum conditions which are common for all present and future employees. It is unique to Blackmores, reflecting our special working culture and allowing maximum flexibility for arrangements to be agreed between us to meet changing corporate and personal needs.

A copy of the agreement is always available for your reference. Any legal minimum conditions of employment not covered in the agreement e.g. Long Service Leave, Parental Leave, are covered by the relevant State Acts of Parliament.

You will find in almost all respects that the actual rates of pay and conditions applying at Blackmores are far in excess of the minimums in the agreement - especially those in the various State Awards.

Letters of Employment

Every Blackmores employee has a letter of employment. From time to time (eg at staff appraisals), adjustments may be made to this letter. Minor changes may also be made by office memo (eg hours of work, rates of pay etc) while major changes, such as a revised job description, require the issue of a new letter.

The following definitions will help you understand the terms of your letter of employment:

Performance Margin - this is the margin between the E.A. minimum and what is actually earned, it includes cash and non-cash items expressed as the cost to the company, and recognises merit and other factors such as market rates.

Benefits - these are entitlements of the employee at the company's expense and discretion.

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Job Facilities - certain tools, aids, and facilities assigned to the job for use by the employee.

Package Options - (Senior Staff) This is where there is a legitimate tax advantage to an employee paying the marginal tax rate. Institutions where the company cost is not increased, certain approved non-cash remuneration options can apply in lieu of cash.

Union Membership

The decision to join a union is a matter of free choice for each individual employee. The Company position on union membership is neutral. That is to say, it's of no consequence to the employment relationship if an employee chooses to join or not to join a union.

Employees wishing to join should contact a union directly. Those wishing to resign their union membership are usually required by the union to give twelve weeks notice. The company will not collect fees from salary on behalf of a union.

Share Purchase Plan

All permanent full or part time staff with more than one year's service are eligible to participate in the Employees' Share Purchase Plan. From time to time Directors of Blackmores Ltd. are authorised by the shareholders to offer staff the benefit of purchasing shares in the company. An explanatory booklet will be issued to all eligible employees when an offer is current.

Profit Share

All permanent full time or permanent part time staff who are currently employed participate in a Profit Share Scheme. Twice yearly (December and June) the Company determines its profit. A percentage of the after tax profit (currently 10%) is distributed to staff members as a profit share. The allocation of the profit is based on the proportion of your salary to the total salaries paid to all staff for the period. Profit Share is part of the company's 'Pay for Performance' scheme which allows a percentage of staffs' wages to be linked to financial performance goals of the company i.e. Profit growth. As such, increased company profit will result in an increase in compensation for all employees.



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Performance Planning & Appraisal

Every employee has the right to know from his/her supervisor how he/she is performing. Wherever possible, both the appraising supervisor and the employee should look at an assessment interview as a positive and constructive exercise. Our approach to this important task is based on planning and agreeing areas of responsibility and performance standards and measures in advance of the assessment. Self assessment and agreement of solutions and future goals is preferred. Assessment and feedback should be given as required, and should not necessarily be held over until the next formal review.

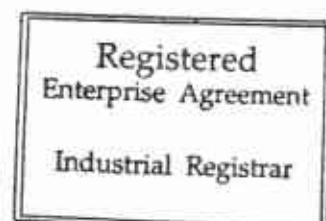
Performance assessments are conducted at least annually. The written performance summary must be completed and agreed separately prior to the annual salary review. A copy of the agreed document, which has been signed by each party, shall be given to the employee. Employee compensation (wage or package) is reviewed in July or as required by a change in circumstances. Compensation adjustments are based on benchmarking the position to market rates and responsibility levels.

At Blackmores, we expect to advance with fewer people doing bigger jobs and being more highly paid. Consequently, as jobs and their incumbents change and grow, supervisors will update their job descriptions. Where jobs and the performance of their incumbents are reassessed at higher value, promotional increases will be made as and when merited.

Performance Recognition

A proportion of compensation will reflect company and individuals performance. Any bonus payments are driven by company performance and/or in recognition of an individual exceeding the objectives agreed with your Supervisor.

However, it should be remembered that all bonuses are somewhat dependant on the company's ability to pay (ie profitability).



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Attendance Records & Absence Reporting

Blackmores is proud to employ hard working flexible employees who are prepared when necessary to give that little extra. Our systems of absence reporting are based on honesty, self and mutual respect, and responsibility. Your supervisor/manager will inform you of your normal starting and finishing times on commencement. These can be varied from time to time by mutual agreement. It is essential you accurately record any time (save comfort and meal breaks) you are absent from your place of work and the nature of the absence between these hours.

Your supervisor is continuously responsible for your attendance and well-being and for knowing your whereabouts. It is your obligation to ensure he/she is informed of all absences (as far as possible in advance).

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Skills Training, Self Development & Education

All employees should accept self development as a primary personal goal. The company encourages and provides all reasonable support for training, education and development. From time to time, specific skills-related courses will be conducted on the premises and in company time. Each employee and supervisor is asked to assist other employees increase their level and range of skills through training on the job.

For employees wishing to attend courses relevant to their current or future career path at external institutions in their own time, the company will reimburse up to 100% of the fees and book costs on the successful completion of each stage. Approval of the course by your superior must be obtained prior to commencement. Please feel free to discuss the matter with them.

Employees and their supervisors should discuss and agree training plans for the year ahead at performance evaluation and planning interviews. Absence for study or attendance of exams can be approved and recorded by the manager/supervisor responsible in lieu of equivalent time worked.

Recruitment and Selection

It is our policy to select the best person for each position/vacancy based on merit qualifications, potential, and proven ability without regard to sex, race, religion, age or disability.

Our first priority is to give opportunities for advancement to our own staff.

To ensure this policy is met when a vacancy arises we follow the following recruitment sequence whenever possible:-

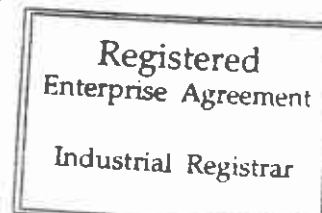
1. Explore opportunities to redesign or enlarge jobs or utilise present staff from other areas for a period etc.
2. Promote from within the company
3. Seek employee nominations and referrals
4. Advertise externally

Vacancies are advertised on notice boards and you are invited to apply to your supervisor/manager if you wish to pursue one.

Where 3 and 4 above apply the final choice from short-listed candidates will be made subject to them meeting the approval of the majority of the work team involved. The responsible supervisor will endeavour to make suitable arrangements for the candidates and team members to meet in an informal setting.

In recognition of making a wise decision to join, new employees receive a celebratory bottle of champagne.

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Sundays/Public Holidays

Should any employee be requested, and agree, to work on a Sunday or Public Holiday payment shall be at the rate of time and one half.

Leave

(i) Annual

After being with the Company for a period of twelve months as a permanent full time employee, you become entitled to four weeks annual leave. Permanent part time employees working less than maximum ordinary hours are entitled to pro-rata leave. Leave due can be applied for and, if approved, taken in the first year. You should complete an Application for Leave form and submit this to your immediate supervisor at least one month before leave is due to commence.

The Company may ask you to take some annual leave during our close-down period, at Christmas.

The company places emphasis on the importance of regular significant recreational breaks. Please take annual leave in periods of not less than 5 days and within six months of your anniversary date. At no time should an employee have a leave accumulation in excess of 30 days.

If requested by the staff member, the company will pay annual leave in advance if a pay day falls during an annual leave period. (Staff should then realise that upon returning to work they may not receive a pay for a maximum of 3 weeks).

(ii) Maternity/Paternity

Maternity leave is granted by certain State Legislation as unpaid leave for periods varying between 6 and 52 weeks to female employees who have been employed for 12 months or more and who are pregnant at the time of applying for leave.

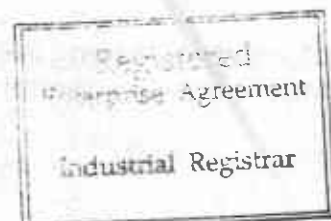
As requirements vary from state to state the employee, if interested in applying, should request further information from her supervisor as soon as possible but not less than 10 weeks prior to the presumed date of confinement.

Paternity leave of one week is also granted upon application.

(iii) Long Service

Long Service leave is granted, according to the various State Acts, to all employees who qualify by length of continuous service with Blackmores (usually 10 or 15 years).

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An example of provisions under the N.S.W. Long Service Leave Act 1955 is as follows:

- * After 15 years service - 13 weeks paid leave
- * After 10 years service- pro-rata Long Service Leave.

You will be expected to take long service leave as soon as practicable after falling due, at least within 12 months but in all cases at a time convenient to both yourself and the department head.

(iv) **Carer's Leave**

- (a) An employee with responsibilities to members of their immediate family who need their care and support shall be entitled to use any sick leave entitlement in accordance with clauses 12.1.1 and 12.5 of the Enterprise Agreement for absences to provide care and support for such persons when they are ill.
- (b) The employee shall, if required, establish by production of a medical certificate or statutory declaration, the illness of the person concerned.
- (c) The entitlement to use sick leave in accordance with this sub clause is subject to:
 - (i) the employee being responsible for the care of the person concerned; and
 - (ii) the person concerned being a member of the employee's immediate family; and

The term "immediate family" includes;

- (1) a spouse (including a former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse, in relation to a person means a person of either sex who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; and
 - (2) a child, child under guardianship or an adult child (including an adopted child, a step child or an ex nuptial child), parent, grandparent, grandchild or sibling of the employee or spouse of the employee.
- (d) The employee shall, wherever practicable, give the employer notice of the intention to take leave prior to the absence, the name of the person requiring care and their relationship to the employee, the reasons for taking such leave, and the estimated length of absence.

If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.

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Unpaid Leave for Family Purposes

- (e) An employee may elect, with the consent of the employer, to take unpaid leave to a maximum of 5 days per year for the purpose of providing care to a family member who is ill.

Annual Leave

- (f) (i) Notwithstanding the provision of this clause, with the consent of the employer, an employee may elect to take annual leave in single day periods not exceeding five days in any calendar year at a time or times agreed between them for the purpose of Carers leave.

Computer Code of Ethics

The unauthorised duplication of copyrighted computer software violates the law and is contrary to our organisation's standards of conduct and business practice. We disapprove of such copying and staff are asked to acknowledge the company's formal "Computer Code of Ethics" attached.

Job Share

The company is prepared to consider Job Sharing. Where a job share is identified it requires mutual agreement (in writing) between the worker and manager on:

- a) a reasonable sharing of the different tasks;
- b) procedures for transferring knowledge and information to each other to allow them to perform their role effectively;
- c) hours of work;
- d) leave arrangements; and
- e) what will happen when the job sharing arrangement is dissolved.

Harassment

It is Company policy to ensure that all employees and potential employees will be treated fairly - irrespective of their sex, religion, race, disability, age, pregnancy, sexual preference or marital status. The Company believes its employees have the right to work in an environment free from intimidation, threat of humiliation, discrimination and harassment, in any form, as it is disruptive to the well-being and affects the job performance of co-workers, and will not be tolerated in the workplace.

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Long Service Awards

The Company values long service and rewards it by making the following non cash gifts.

At 10 Years \$1,500

At 20 Years \$2,500

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ENVIRONMENT

Blackmores is proud of its effective and positive approaches to environmental issues. The participation and help of every staff member is required to achieve and maintain our current high standards. All staff are encouraged to recycle and better manage waste become involved in environmental issues. Recycling is one of the most effective ways in which we can improve the effects of waste on the environment.

Recycling & Waste Reduction

Every effort is made to keep the amount of waste material for disposal to a minimum. You will find appropriately labelled bins throughout the factory for the recycling of paper, cardboard, glass, PET, aluminium, and refuse (suitable for composting). Please use these outlets to dispose of such items. Each work station is provided with a recyclable waste paper box which is collected three times a week.

Our outgoing parcels are void filled with a wheat derivative which is biodegradable.

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Natural Ingredients

The ingredients in Blackmores products are of natural origin and used wherever possible in a state that is as close as possible to how they occur in Nature; processing is kept to a minimum to ensure purity and activity.

No Animal Testing

Blackmores does not support animal experimentation in the production of its products. Our previous efforts in this area have resulted in the introduction of cruelty free test methods in Australia which are now available to all cosmetic companies.

Manly Environment Centre

In March 1991, Blackmores became the major sponsor of the Manly Environment Centre. The Centre provides information and actively encourages participation on environmental issues at a community level.

The Centre has organised expos, seminars, and exhibitions and has attracted media attention not only locally but nationally.

The Centre has mobilised schools to become involved in environmental issues and has designed educational strategies, graphic displays, instructional booklets, and posters specifically for use in schools.

The Manly Environment Centre has been the recipient of several major awards, not just in New South Wales but of a national level including the Keep Australia Beautiful Award.

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FAMILY AND TEAM

Superannuation - Life and Disability Cover, Retirement Savings

All permanent full time or permanent part time staff working more than 21 hours per week are invited to join the Blackmores Staff Superannuation Plan (BSSP). This is structured to meet Federal Government requirements. As with other features of employment it also provides for benefits in excess of those required by awards and legislation. It is consistent with our own values for family security and health and old age. Staff working less than 21 ours per week or as a casual have the legislated superannuation change paid to an approved plan (currently CARE).

Employees interested and able to do so can make additional contributions from skills margins or above Award payments. All administration costs for the Blackmores Superannuation Fund are currently met by the company.

On commencement, a Superannuation explanatory booklet will be provided to you.

Salary Continuance Plan

For all permanent full time or permanent part time staff working more than 21 hours per week there is a plan to protect your income if you are injured or suffer a long term illness.

Should you be taken ill for an extended time the company will pay you for three months from the date of illness, after that time the Plan will pay you 70% of your salary for a period of 5 years. If you are injured (non workers' compensation related) then the period of payment could be your remaining lifetime. The Plan is subject to you completing a Personal Statement.

Communication & Consultation

Your ideas and opinions are important. Blackmores is your company and all employees are encouraged to contribute to its success; not only by being competent and responsible in their jobs and good team players but by making creative contributions in other areas.

To do this it is important that staff are kept well informed on the company's progress and the current issues we are facing. There are a number of ways that this happens. Here are some of the more important ones.

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Department Meetings - each department manager arranges regular meetings for all team members. These are intended to give equal weight to the reporting of management issues and matters of concern to each person and his/her daily work.

Company 'Morning Tea Announcements' - morning teas and similar gatherings have become traditional opportunities for all to be kept up to date on both major and minor issues.

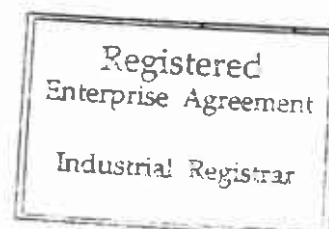
Annual General Meeting. - All Sydney employee shareholders are invited to attend the Annual General Meeting.

Induction Procedures - The first days of employment are critical for the successful orientation of new employees as members of the team. Please ensure you meet and make them feel at home. All team members are asked to share in the responsibility of conducting a successful and complete induction routine. Should you be requested by your supervisor to give special assistance as a new employee's "mentor" during this time a 'check off' list and induction kit will be provided.

Problem Solving Routine. - Company Ombudsman

The Blackmores Enterprise Agreement sets down an effective grievance procedure. Problems should be solved quickly and as close to their source as possible. For this reason each employee should first refer any problem or grievance to his/her supervisor. Your supervisor, if unable to resolve the matter, may involve other members of the team as a next step. Please be available to participate in problem solving in an open and constructive way.

In relation to other matters our Company Secretary is available to all employees to assist individual employees with personal problems by referring them (on a confidential basis) to professionals and/or social agencies.



BLACKMORES
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At the same time, should your performance cause concern to your supervisor or to management or should you have problems with us, then this will be a matter for discussion initially between you and your supervisor. If there is no resolution of the problem, then this may lead to the termination of your employment by either side.

Social Activities

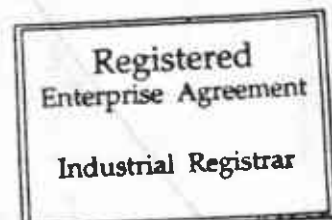
Throughout the year you will find ample opportunities to associate with fellow employees through participation in various social gatherings. We are particularly proud of our corporate Christmas function which is funded by the company and organised by employees. The Company's Family Open Day is an ideal opportunity to involve your immediate family in learning more about the company and meeting your workmates.

Achievement Recognition

Each year around Christmas 'Pride of Workmanship Awards' are made to employees in the form of a plaque and special bonus. Recommendations can be made by any employee via their department manager or State Manager throughout the year.

It is common practice to receive a gift from the company at Christmas.

In recognition of the company's desire to have long-term employees and a low staff turnover a gift is given on each anniversary of employment.



BLACKMORES
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COMMUNITY

Matched Individual Donations to Registered Charities

Employees have 0.5% of their taxable salary deducted each pay and placed in an interest bearing Trust Account designated Blackmores Employees Community Chest. A similar 0.5% is contributed to the Trust Account by the Company, making 1% in total.

Twice yearly, in June and December (prior to the final pay period for the tax year) the employee nominates a registered charity to receive the donation. A cheque for the combined total is prepared and given to the employee so that they can present it to the charity. For tax deduction purposes, upon request, the company will issue staff with a letter confirming the employee's charitable donation. In the event of the employee leaving the Company before the year end the employee's contribution is returned to them.

In accordance with Section 175 of the Industrial Relations Act 1992 an employee appointed before this booklet came into force, may, at any time, direct the company not to continue making the deduction.

Employees employed during the life of this booklet and who signed a "No Duress" clause are expected to comply with the deduction system.

Product Baskets

Throughout the year staff can nominate charities and associations to receive baskets of company products for use as prizes and fund-raising inducements.

School Business Link

We are proud of our Business Links local schools. These give the students access to the knowledge and assistance of a business organisation as well as work experience and we have the opportunity to assist the schools in their curriculum.

Employment of Disadvantaged

Blackmores is keen to promote the employment of the Disadvantaged and keep in contact with the local Disadvantaged Employment Bureau. This allows the disadvantaged to apply for jobs with the company and gives them an equal opportunity of employment.



BLACKMORES
THE BEST OF HEALTH

STAFF LIAISON COMMITTEE

Representatives

The company has a Staff Liaison Committee which currently consists of nine (9) members eight (8) of whom are appointed by staff members at elections where half the positions are vacated every eighteen (18) months.

These members are available to staff at any time to answer questions relating to the company. Please feel that you can ask them to consider and deal with any matters relating to your employment, but remember that the Enterprise Agreement contains a Dispute and Grievance procedure that you should use for some matters.

Staff elected to the committee come from each department within the company and their names are exhibited on the various Notice Boards within the company's premises.

Staff outside of New South Wales should address any problems with their State Manager who can refer matters to the Staff Liaison Committee if appropriate.

Committee Constitution

The Constitution on the Staff Liaison Committee is included in this booklet.

M. V. Copey
M.V. Copey
Paul Carey
Paul Carey
Kristin Carney
Kristin Carney
Simon Jordan
Simon Jordan
Paul Keeg
Paul Keeg
Seelan
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