

## Independent Limited Assurance Opinion to the Management of Blackmores Limited in relation to 2016 Selected Sustainability Indicators

We have carried out a limited assurance engagement on the subject matter detailed below (the 'Subject Matter') presented in Blackmores Limited's 2016 Sustainability Report in order to state whether anything has come to our attention that would cause us to believe that the Subject Matter has not been reported and presented fairly, in all material respects, in accordance with the reporting criteria described below ('Reporting Criteria').

### Subject Matter and Reporting Criteria

The Subject Matter and Reporting Criteria for our limited assurance engagement for the year ended 30 June 2016 is as follows:

#### Subject Matter

##### Selected Standard Disclosure Indicators

The following selected Sustainability Standard Disclosure Indicators ('Sustainability Indicators') for the period ended 30 June 2016 included within the Specific Standard Disclosure requirements of the Global Reporting Initiative's G4 Sustainability Reporting Guidelines ('GRI G4 Guidelines'):

- Direct Economic Value Generated and Distributed [G4-EC1]
- Total Monetary Value of Financial Assurance Received by the Organisation from Governments [G4-EC4]
- Proportion of spending on local suppliers at significant locations of operation [G4-EC9]
- Energy Intensity [G4-EN5]
- Total water withdrawal by source [G4-EN8]
- Direct Greenhouse Gas Emissions (Scope 1) [G4-EN15]
- Indirect Greenhouse Gas Emissions (Scope 2) [G4-EN16]
- Total weight of waste by type and disposal method [G4-EN23]
- Total Number and Rates of New Employee Hires and Employee Turnover by Age Group, Gender and Region [G4-LA1]
- Return to work after parental leave, by gender [G4-LA3]
- Type of injury and rates of injury, by gender and region [G4-LA6]
- Communication and training on anti-corruption policies and procedures [G4-SO4]
- Percentage of significant product and services categories for which health and safety impacts are assessed for improvement [G4-PR1]
- Global Supply Chain Quality Audits completed [Blackmores-specific]
- Total number of substantiated complaints re breaches of customer privacy and losses of customer data [G4-PR8]

#### Reporting Criteria

Specific standard disclosure requirements of the GRI G4 Guidelines, Blackmores' 2016 GRI Index, and relevant internal policies and procedures

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## **Blackmores' responsibilities**

The Directors of Blackmores are responsible for the preparation and presentation of the Subject Matter in the 2016 Sustainability Report in accordance with the Reporting Criteria. This responsibility includes establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter in the 2016 Sustainability Report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate reporting criteria; maintaining adequate records and making estimates that are reasonable in the circumstances.

## **Deloitte's Independence and Quality Control**

We have complied with the independence and other relevant ethical requirements relating to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Auditing Standard ASQC 1 Quality Control for Firms that Perform Audits and Reviews of Financial Reports and Other Financial Information, Other Assurance Engagements and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## **Deloitte's Responsibilities**

Our responsibility is to express a limited assurance conclusion on the Subject Matter based on the procedures we have performed and the evidence we have obtained.

We conducted our limited assurance engagement in accordance with Australian Standards on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* ('ASAE 3000'), issued by the Australian Auditing and Assurance Standards Board in order to express a conclusion whether, based on the procedures performed and the evidence obtained, anything has come to our attention that causes us to believe that the Subject Matter has not been prepared and presented in all material respects in accordance with the Reporting Criteria. That standard requires that we plan and perform this engagement to obtain limited assurance about whether the Subject Matter is free from material misstatement.

A limited assurance engagement in accordance with ASAE 3000 involves identifying areas where a material misstatement of the Subject Matter information is likely to arise, addressing the areas identified and considering the process used to prepare the Subject Matter in the 2016 Sustainability Report. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and consisted primarily of:

- Interviewing respective Sustainability Indicator data owners to confirm approach for collating, calculating and reporting respective Sustainability Indicators in the draft 2016 Sustainability Report
- Completing detailed walkthroughs of key systems and processes used / relied upon to compile the Sustainability Indicators

- For each selected Sustainability Indicator, obtaining and reviewing underlying evidence to assess the accuracy and completeness of the reported Indicators and supporting audit trail
- Completing analytical reviews over material data streams to identify any anomalies / gaps for selected Sustainability Indicators.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express an opinion providing reasonable assurance about whether the Subject Matter in the 2016 Sustainability Performance Report has been properly prepared and presented, in all material respects, in accordance with the Reporting Criteria.

### **Inherent Limitations**

Non-financial information, including the Subject Matter may be subject to more inherent limitations than financial information, given both its nature and the methods used for determining, calculating and sampling or estimating such information. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgments. The Subject Matter should be read in the context of Blackmores' Reporting Criteria as set out in the 2016 Sustainability Performance Report.

### **Limitations of Use**

This report is made solely to the Directors of Blackmores in accordance with our engagement letter and addendum dated 23 March 2016 and 5 August 2016, respectively, for the purpose of providing limited assurance over Blackmores' Sustainability Report for the year ended 30 June 2016. We disclaim any assumption of responsibility for any reliance on this report or on the Subject Matter to which it relates, to any person other than the Directors of Blackmores or for any purpose other than that for which it was prepared.

### **Matters relating to electronic presentation of information**

Our limited assurance engagement included web-based information that was available via web links as of the date of this statement. We provide no assurance over changes to the content of the 2016 Sustainability Report after the date of this assurance statement.

### **Conclusion**

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter has not been properly prepared and presented, in all material respects, in accordance with the Reporting Criteria for the year ended 30 June 2016.

*Deloitte Touche Tohmatsu*

DELOITTE TOUCHE TOHMATSU



PR Dobson  
Partner  
Sydney, 24 August 2016