

ENTERPRISE AGREEMENT

NO: E.A. 487 /1994

DATE REGISTERED: 14-12-94

PRICE: \$ 40-00

PROPOSED BLACKMORES GROUP
ENTERPRISE AGREEMENT
23 JUNE 1994

1. **Title**

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

2. **Goal Of The Enterprise**

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 achieve community recognition as the foremost community and customer oriented and cost efficient manufacturer of health and Nature based beauty products in Australia.

3. **Arrangement**

This Agreement is set out in the following manner.

<u>Clause No.</u>	<u>Subject Matter</u>
1.	Title
2.	Goal of the Enterprise
3.	Arrangement
4.	Parties Bound and Scope
5.	Operation
6.	Incidence
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
13.	Bereavement support
14.	Jury Service
15.	Meal and Refreshments Breaks
16.	Public Holidays
17.	Disputes and Grievance Procedure
18.	Redundancy
19.	No Duress

B.G.
[Signature]
[Signature]

Miana C. Hall

4. **Parties Bound and Scope**

This Agreement shall be binding upon *Blackmores Ltd*, A.C.N. No. *009713437* and its wholly-owned subsidiary *Vita Glow Pty Limited*, A.C.N. No. *000 813 303* (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 registration (which is noted as day of _____ and shall remain in force for 3 years from the said date of registration.

6. **Incidence**

The purpose of this Agreement is to replace totally the terms and conditions of employment previously regulated by classifications nominated in Schedule 1 of the following awards:

Clerks (State) Award

Commercial Travellers, &c (State) Award

Drug Factories (State) Award

Warehouse Employees - Drug (State) Award

Storemen & Packers Wholesale Drug Stores (State) Award

Metal & Engineering Industry (NSW) Award

Canteen &c Workers (State) Award

Miscellaneous Workers - General Services (State) Award

Health, Physical Culture and Weight Loss Centres, &c (State) Award

To the extent of any inconsistencies between those awards and the Agreement, the Agreement shall prevail.

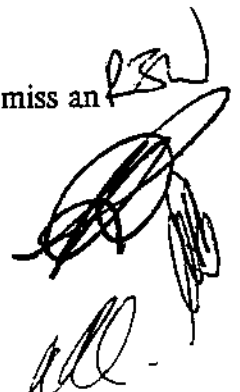
7. **Contract of Employment**

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

7.1.1 Employment may be terminated by either party giving one weeks notice, given at any time during the week, or by payment or forfeiture (as the case may be) of one weeks wage in lieu thereof.

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





- 7.2 Casual employees shall mean, one who is engaged by the hour and paid by the hour. The hourly rate shall be 1/38 of the appropriate weekly rate plus 20%. Casuals shall receive 1/12 of the hourly rate for holiday pay.
- 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.

8. Minimum Rates of Wages for Ordinary Hours

- 8.1 Subject to Clause 8.5 the rates of pay for each adult employee shall be the appropriate rate according to levels of this Agreement.

Level	Minimum Rate for Ordinary hours per week
Level 1 employees shall mean -	from \$442.00
Level 2 employees shall mean -	from \$402.00 to \$441.00
Level 3 employees shall mean -	from \$359.00 to \$401.00

- 8.2 All employees are given every reasonable support to acquire new and increased skills. Long term career oriented employment is preferred through retention of quality staff with a broad base of skills and experience. Qualified specialist staff appointed from outside the enterprise start on a rate not less than the rate which would be otherwise applicable under an award/agreement. 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.
- 8.3 Junior employees shall be paid in accordance with schedule 2 of this agreement.
- 8.4 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.
- 8.5 Where an employee under this agreement works at times or in circumstances which, had an award applied, would have entitled that employee to a higher rate of wages (however that rate of pay may be expressed or described in the award) for all or part of ordinary hours (however those ordinary hours may be expressed or described under the award) then that award rate of pay shall be the minimum rate in place of the rate under Clause 8.1. Without limiting the scope of this clause, such payments shall include any particular payments (such as penalties, loadings and allowances) treated as ordinary hours rates by the applicable award and required by S122(1) of Division 2 of the N.S.W. Industrial Relations Act 1991.

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- 8.6 The employer, having regard to the skills, responsibilities and merit of an employee, may agree with an individual employee by separate contract to pay a rate in excess of the rate prescribed by the agreement.

9. **Hours of Work**

- 9.1 The ordinary hours of work for employees shall be a maximum of 76 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, perform such work in excess of agreed ordinary hours as required by management.
- 10.2 Eligible Employees can claim payment for hours worked on any one day in excess of the agreed daily ordinary hours with prior approval.
- 10.3 Where payment for overtime is approved it shall be at the rate of time and one half.
- 10.4 By mutual agreement an overtime entitlement may be satisfied by an employee having time off in lieu of payment at the rate of single time for each hour of overtime worked. Such time off shall be taken within three months of falling due, failing which payment of the overtime will be made.

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**

- 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 one week on full pay during the first year of employment;

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- 12.1.3 one week plus three days on full pay during the third and subsequent years of employment;
- 12.1.4 employees working less than maximum ordinary hours will receive a pro rata entitlement.
- 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 (WorkCover Authority).
- 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 the date of acceptance of this agreement will remain in force and will be available to that employee in the future should the need arise.

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 Refreshments Breaks

- 15.1 Non-paid meal breaks shall be as arranged between the employer and the employee.
- 15.2 The normal working day is usually split into two terms by a meal break. During each term of work staff will be allowed opportunity for a paid refreshment break of no more than 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 The days on which New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day and Boxing Day or any other gazetted public holiday are observed as special days appointed by proclamation as public holidays shall for purposes of this Agreement be paid at the rate of time and one half for ordinary hours worked.

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 using the Company Ombudsman as required. 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 from outside the organisation who can assist them reach a mutually acceptable outcome.

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. Redundancy

18.1 Should the need for redundancy occur the company will pay a minimum severance payment to the employee in accordance with the following schedules. The Managing Director 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.	
	If employee under 45 year of age	If employee 45 or more years of age
Less than 1 year	Nil	Nil
1 year and more but less than 2 years	4 weeks pay	5 weeks pay
2 years and more but less than 3 years	6 weeks pay	7.5 weeks pay
3 years and more but less than 4 years	7 weeks pay	8.75 weeks pay
4 years and more	8 weeks pay	10 weeks pay

SCHEDULE 1

**BLACKMORES
LOWEST MINIMUM RATES OF WAGES**

CLASSIFICATIONS APPLICABLE UNDER THIS AGREEMENT									
EA RATE FOR LEVEL 1 EMPLOYEES- MULTI-SKILLED - \$442.00									
General Eng. Div A Motor Mechanic Fisher/Turner \$417.20 - \$11.00 p.h.									Grade 1 Fully competent, requires little guidance, responsibility for department \$413.00 - \$10.85
EA RATE FOR LEVEL 2 EMPLOYEES- COMPETENT - \$402.00									
									Grade 2 Clerical duties under limited supervision, supervises other clerks \$395.30 - \$10.40
									Grade 3 Stenographer, computer operator, accounting machine operator, data processing computer operator etc \$386.50 - \$10.20
								Section Leader \$380.50 - \$10.00 p.h.	
								Div 1 Trainee chemist, 3rd year \$380.20 - \$10.20 p.h.	
								Checker \$369.30 - \$9.70 p.h.	Grade 4 Works under general supervision, switchboard operator, typist \$376.50 - \$9.90p.h.

JUNIOR RATES

(SCHEDULE 2)

CLASSIFICATION	AGE	WAGE \$
Clerks	at 17	189.30
	18	233.10
	19	266.60
	20	314.70
Commercial Travellers	Probationary	374.10
	Local Country	404.60
Drug Factories (State)	Under 17	211.44
	at 17	246.75
	at 18	317.25
	at 19	352.50
Warehouse Employees Drug (State)	Under 17	223.60
	at 17	260.85
	at 18	335.34
	at 19	372.60
Storeman & Packers W/Sale Drug	Under 17	228.05
	at 17	266.05
	at 18	342.10
	at 19	380.10
Canteen Workers	Junior Assistant	263.40

Handwritten signatures and initials, including a large signature that appears to be 'RBC' and other illegible marks.

NO DURESS

The Blackmores Enterprise Group Agreement 1994 was not entered into under duress by any

of the following persons who are party to it.

SURNAME	FIRST	RESIDENTIAL ADDRESS AND TELEPHONE NUMBER	SIGNATURE
AISATULLIN	CATHERINE	42 Hayberry Street, Crows Nest NSW 2065 907 5435	<i>Catherine</i>
ALAGICH	NATHAM	27 High Street, Manly NSW 2095 977 2891	<i>Natham</i>
ANNELSEY	GAIL	2 Anembo Road, Duffys Forest NSW 208 4450 1539	<i>Gail</i>
AUGUST	HELEN	4/43 Adam Street, Curl Curl NSW 2096 905 3969	<i>Helen</i>
AUSTIN	JANE	18 Wambiri Place, Cromer NSW 2099 982 6258	<i>Jane</i>
AVERY	STEPHEN	85 Caroline Chisholm Drive, Winston Hills NSW 2153 639 1027	<i>Stephen</i>
BALLARD	MEGAN	134 Richard Road, North Narrabeen NSW 2101 913 8410	<i>Megan</i>
BARRY	LYNETTE	7 King Street, Manly Vale NSW 2093 948 6779	<i>Lynette</i>
BARRY	MATTHEW	7 King Street, Manly Vale NSW 2093 948 6779	<i>Matthew</i>
BATEMAN	ANNETTE	8/14 Campbell Parade, Manly Vale NSW 2093 949 6640	<i>Annette</i>
BAYLISS	WENDY	18/745-747 Pittwater Road, Dee Why NSW 2099 971 5978	<i>Wendy</i>
BEARD	ARNA	3/4 Wood Parade, Fairlight NSW 2094 948 7768	<i>Arna</i>
BLACKMORE	MARCUS	27A Cliff Street, Manly NSW 2095 977 1150	<i>Marcus</i>
BOOTH	DENISE	5 Nandi Avenue, Frenchs Forest NSW 2086 451 1601	<i>Denise</i>
BOREL	CHRISTINE	9 Chandos Street, Manly Vale NSW 2093 948 6574	<i>Christine</i>
BOYER	BRONWYN	75 Crescent Road, Newport NSW 2106 997 7453	<i>Bronwyn</i>
BRADFIELD	ELIZABETH	7 Government Road, Beauty Point NSW 2088 969 8564	<i>Elizabeth</i>
BROWN	JOANNE	9A Yatama Street, Seaforth NSW 2092 948 3582	<i>Joanne</i>
BROWN	MARY	7 Hendricks Place, Beacon Hill NSW 2100 905 2938	<i>Mary</i>
BULLEN	KENNETH	Lot 266 Coonawarra Road, Terrey Hills NSW 2084 450 1401	<i>Kenneth</i>
BYRNE	RORY	23 Dalley Street, Queenscliff NSW 2096 938 2330	<i>Rory</i>
CAINS	KATHRYN	8/7 The Avenue, Collaroy NSW 2097 982 2825	<i>Kathryn</i>
CANTLE	MEGAN	11 Kangaroo Road, Collaroy Plateau NSW 209 8971 7275	<i>Megan</i>
CASHMAN	MEGAN	7/15 East Esplanade, Manly NSW 2095 977 0754	<i>Megan</i>
CATTELAN	LOU	21/183 St Johns Avenue, Gordon NSW 2072 498 6440	<i>Lou</i>
CHERNISHOV	IRENE	23 Fitzroy Road, Cromer Heights NSW 2099 971 7916	<i>Irene</i>
COLLIN	DAVID	14 Tudawali Crescent, Kariong, NSW 2251 043 40 1418	<i>David</i>
COOPER	CECILE	181 Barrenjoey Road, Newport NSW 2106 997 5185	<i>Cecile</i>
COPSEY	MOIRA	10 Woodbine Street, North Balgowlah NSW 2093 948 1180	<i>Moira</i>
CORBYN	DOROTHY	115 Carava Road, Cromer NSW 2099 982 3239	<i>Dorothy</i>

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DUFFY

Clare

Ms. Andrea P. Duffy 2005, 40 977 503 Clare Duffy

The Blackmores Enterprise Group Agreement 1994 was not entered into under duress by any

NO DURESS

of the following persons who are party to it.

SURNAME	FIRST	RESIDENTIAL ADDRESS AND TELEPHONE NUMBER	SIGNATURE
COWAN	HUGH	2/34A Pine Street, Cammeray NSW 2062 955 1305	
CUNNINGHAM	KERRY	7/40 Crown Road, Queenscliff, NSW 2096 905 3265	
DADUL	YUDRON	50 Mary Street, Beacon Hills NSW 2100 451 5295	
DAFFY	PHILLIP	3 Edwin Street, Fairlight NSW 2095 949 6315	
DALTON	DIANA	19 Herbert Street, Manly NSW 2095 977 7521	
DAVIS	JEFFREY	14/34 Kooloora Avenue Harbord NSW 2096 938 3357	
DAVISON	ALIX	46A Ocean Street, Narrabeen NSW 2101 970 7747	
DEAN	ROBERT	Lot 4 Mark Road, Box Hill NSW 2765 679 1500	
DERNOUCOURE	ANNA	147 Crown Road, Queenscliff NSW 2096	
DITTMAN	MARGARET	4/61 Shirley Road, Wollstonecraft NSW 2065	
DOGGIO	DIANE	2/17 Koorala Street, Manly Vale NSW 2093 907 0066	
DOUGLAS	KAREN	34 Lillihina Avenue, Cromer NSW 2099 982 4842	
DOWDEN	BRENDA	10/10 Lismore Avenue, Dee Why NSW 2099 982 9844	
DOYLE	DEIRDRE	7/45 Kempsey Close, Dee Why NSW 2099 982 9613	
EARNSHAW	ELLEN	7/23 Koorala Street, Manly Vale NSW 2093 94 1928	
ERBA-COZZI	RITA	4 Dock Road, Balmain NSW 2041 810 6512	
FERNANDEZ	JOSEFA	4 Brightmore Street, Cremorne NSW 2090 909 2383	
FITZPATRICK	RONALD	14 Tomah Place, Westleigh NSW 2121 481 8236	
FLYNN	CHRISTINE	19A Chiswick Place, Cherrybrook NSW 2126 484 5680	
FORSTER	GABRIELLA	9/75 Evans Street, Harbord, NSW	
FRIZE	NATASHA	44 Serpentine Crescent, North Balgowlah NSW 948 6888	
GALL	CAROLYN	3/48 Gordon Street, Manly Vale NSW 2093 949 6648	
GALLAGHER	NONI	71 King Street, Manly Vale NSW 2093 907 9987	
GARSDIE	PAULINE	1/36 Cavil Street, Harbord, NSW 2096	
GIBB	MICHELE	5/7 Ethel Street, Burwood, NSW 2134 745 2626	
GILBERT	ROBYN	3/9 Rowe Street, Harbord, NSW 2096 938 6757	
GILBEY	DEBORAH	8/942 Military Road, Mosman NSW 2088 969 9780	
GNAUCK	ANNE	21/183 St Johns Avenue, Gordon NSW 2076 498 6440	
GONCALVES	PAULA	9/101 Pacific Parade, Dee Why NSW 2099 971 2037	
GRAY	BRUCE	3 Bate Avenue, Allambie NSW 2100 939 7571	

NO DURESS

The Blackmores Enterprise Group Agreement 1994 was not entered into under duress by any of the following persons who are party to it.

SURNAME	FIRST	RESIDENTIAL ADDRESS AND TELEPHONE NUMBER	SIGNATURE
GRIFFITHS	PAMELA	18 Pineview Avenue, Manly Vale NSW 2093 907 9052	
GRIFFITHS	PATRICIA	3/1 Parkview Road, Fairlight NSW 2094 949 7332	
GUNNOURIE	BARBARA	58 Griffith Street, Fairlight NSW 2094	
GUNST	ANDREW	9 Browns Road, Gordon NSW 2076 418 1062	
HADDAD	AMINE	11 Centenary Avenue, Hunters Hill NSW 2110	
HALLEY	NOLA	14 Heaney-Close, Mt Colah NSW 2079 457 9479	
HANNA	SYLVIA	6/20 Angle Street, Balgowlah NSW 2093	
HARGREAVES	BRENDA	23 Laurie Road, Manly Vale NSW 2093 949 6945	
HARVEY	SIMON	3/17 Clarke Street, Vauchuse NSW 2030 337 5691	
HARWOOD	PETER	142 Avalon Parade, Avalon NSW 2107	
HASSAN	LINDA	3 Hunter Street South, Warriewood, NSW 2102 997 5295	
HATHERLEY	PITTO	34 Griffith Street, Fairlight NSW 2094 977 2019	
HAYES	AMANDA	1 Garrawilla Crescent, Dudley NSW 2290 049 49 7594	
HERTOG	WILLEM	319 Mona Vale Road, Terrey Hills NSW 2084 450 2104	
HILES	MARK	41 Earnest Street, Balgowlah Heights NSW 2093 949 2209	
HILL	WILLIAM	7/116 Brighton Boulevard, Bondi NSW 2026 30 1417	
HISCOCK	CHRISTINE	119 Balgowlah Road, Fairlight NSW 2094 949 4880	
HOUGH	CATHERINE	9 Beauty Drive, Whale Beach NSW 2107 974 5047	
HURLEY	PATRICIA	3/79 Sydney Road, Manly NSW 2095	
HUTCHESON	SUSAN	9/28 Cassia Street, Dee Why NSW 2099 981 2379	
IOANE	LEULU	10 High Street, Dee Why NSW 2099	
JACOB	ELLA	22 Percy Joseph Avenue, Kariong NSW 2250 (043) 40 0124	
JAKSICH	KARMENA	72 Washington Avenue, Cromer NSW 2099 971 7114	
JAMESON	CHARLOTTE	14/14 Campbell Avenue, Manly Vale NSW 2093 949 1375	
JOHNSON	CARWYN	4/753 Pittwater Road, Dee Why NSW 2099 981 3956	
JOHNSON	DIENA	2/141 Griffith Street, Balgowlah NSW 2093 948 5560	
JOHNSTON	MONICA	72 Stevens Street, Ermington NSW 2115 638 5386	
KASHI	ABDOLMOTALER	74 Peacock Street, Seaforth NSW 2092	
KELLY	JANET	134 Anzac Avenue, Collaroy Plateau NSW 2097 981 2113	
KELLY	LEE	14/16 Soldiers Avenue, Harbord NSW 2093 905 5679	

NO DURESS

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SURNAME	FIRST	RESIDENTIAL ADDRESS AND TELEPHONE NUMBER	SIGNATURE
KENNAWAY	SUMA	34 Queens Parade Newport NSW 2106 997 6300	<i>S Kenaway</i>
KIFFEN	RENEE	6/3 Parkes Street, Manly Vale NSW 2093 949 1571	
KWAST	CECILIA	61 Wearden Road, Belrose NSW 2085 451 8053	<i>R. Kwest</i>
LAIRD	TANIA	67 Alfred Street, Narrabeena NSW 2099 982 3527	<i>T Laird</i>
LANGBEIN	JOANNE	52 Howard Avenue, Dee Why NSW 2099 971 0762	
LEEDER	ROSEMARY	19 Waterview Street, Mona Vale NSW 2103 977 8430	<i>R Leeder</i>
LLMAN	BEVERLEY	50 Duke Street, Forestville NSW 2087 451 5120	
LO	CATHERINE	17 Laurie Road, Manly Vale NSW 2093 949 1982	<i>C. Lo</i>
MARONEY	MICHAEL	17/23-31 Whistler Street, Manly NSW 2095 977 3002	<i>M. Maroney</i>
MARTIN	PETULA	5 Punch Street, Mosman NSW 2088	<i>P. Martin</i>
MATEO	CORAZON	8/1 Fairway Close, Manly Vale NSW 2093 907 0209	<i>M. Mateo</i>
MCCLAY	STEWART	13 Robinson Street, Chatswood NSW 2067 419 4400	<i>S. McClay</i>
MCCORMACK	PATRICIA	117 Balgowlah Road, Fairlight NSW NSW 2094 949 5165	<i>P. McCormack</i>
MCGINTY	PAUL	17/23-31 Whistler Street, Manly NSW 2095 977 3002	<i>P. McGinty</i>
MCGOVERN	ROBERT	149 Alfred Street, Narrabeena NSW 2099 982 5846	<i>R. McGovern</i>
MCMILLAN	TANYA	12/1 Murray Road, Harbord NSW 2096	<i>T. McMillan</i>
MELVIN	MORAG	46 Abingdon Street, North Balgowlah NSW 2093 948 2658	
MICHIE	LYNETTE	9 Patrick Street, Beacon Hill NSW 2100 451 9379	<i>L. Michie</i>
MILLARD	JANET	6/10-12 Stuart Street, Collaroy NSW 2097 971 4525	<i>J. Millard</i>
MOORCROFT	ANNE	51 Epping Drive, Frenchs Forest NSW 2086 451 1760	<i>A. Moorcroft</i>
MORGAN	CHERE	251 Sydney Road, Fairlight NSW 2095 94 7304	<i>C. Morgan</i>
MORGAN	PAMELA	148 Condamine Street, Balgowlah NSW 2093 949 4705	<i>P. Morgan</i>
MORTON-ALLEN	PATRICIA	9 Palermo Place, Allambie Heights NSW 2100 451 1581	<i>P. Morton-Allen</i>
MUIR	IAN	130 Cambridge Street, Cantley Heights NSW 2166	<i>I. Muir</i>
MURRAY	LOUISE	19 Griffin Road, North Curl NSW 2099 938 5264	<i>L. Murray</i>
NICOLE	NATHAN	96 Young Street, Cremorne NSW 2090 908 3886	<i>N. Nicole</i>
O'BRIEN	MARTIN	1/109 Crown Road, Queenscliff NSW 2096 938 1295	<i>M. O'Brien</i>
O'BRIEN	WAYNE	109 Lagoon Street, Narrabeen NSW 2101 923 3506	<i>W. O'Brien</i>
O'CONNOR	PATRICK	12 Siobahn Place, Mona Vale NSW 2103	<i>P. O'Connor</i>
O'NEILL	LAWRENCE	29/97 Oaks Avenue, Dee Why NSW 2099 971 5474	<i>L. O'Neill</i>

Kenaway

NO DURESS

The Blackmores Enterprise Group Agreement 1994 was not entered into under duress by any of the following persons who are party to it.

SURNAME	FIRST	RESIDENTIAL ADDRESS AND TELEPHONE NUMBER	SIGNATURE
O'SHEA	LORRAINE	1/14 Greycliffe Street, Queenscliff NSW 2096 905 0124	L. O'SHEA
OLIVER	CHRISTOPHER	2/19 Churchhill Crescent, Cammeray NSW 2062 908 1835	
OLIVER	HELEN	2/6 Westleigh Street, Neutral Bay NSW 2089 953 8678	
PALMER	PENELOPE	2/12 Griffin Street Manly NSW 2095 949 2119	
PARRY	TANYA	1/125 Queenscliff Road, Queenscliff NSW 2096 905 5335	
PATTERSON	CHRISTINE	5/82 Darley Road, Manly NSW 2095 977 4497	
PAWLUS	ALICJA	6/71 Dee Why Parade, Dee Why NSW 2099 971 5003	
PENDREIGH	NEIL	4/37 The Crescent, Manly NSW 2095	
PRICE	CAROLE	10 Lone Pine Avenue, Chatswood NSW 2067 413 2149	
PURVIS	IAN	1 Tudawali Crescent, Kariang NSW 2250 (043) 404293	
RAE	SIMONE	142 Avalon Parade, Avalon NSW 2107	
RATHBONE	JANET	2/1A Northcote Avenue, Fairlight NSW 2094 907 0384	
REDDING	WENDIE	3/68 Crown Road, Queenscliff NSW 2096	
REGAN	DENISE	2/9 Fielding Street, Collaroy NSW 2097 971 4781	
REGAN	PATRICIA	5 Woolcott Street, Newport NSW 2106	
REILLY	ELIZABETH	18 Ferguson Street, Forestville NSW 2087 451 5454	
RHODES	RICHARD	26 Coramba Street, North Balgowlah NSW 2093 949 3618	
RIDDLE	MARICNIC	3 Blackwood Road, North Curl Curl NSW 2099 939 2859	
ROGERS	BRENDA	18 Grandview Street, Naremburn NSW 2065 436 0126	
ROOKE	CHRISTINE	140 Pahrans Avenue, Davidson NSW 2085 452 2238	
ROUSCH	KERRIE	292 Alfred Road, Cromer NSW 2099 982 3760	
ROWE	DARYL	40 Pacific Parade, Manly NSW 2095	
ROWLANDS	SHEILA	2/29 Clifford Avenue, Fairlight, NSW 2094 948 6611	
RUMBENS	PAUL	7 Moona Street, Hornsby NSW 2077 476 1047	
SAINSBERY	WARWICK	92 Suffolk Avenue, Collaroy NSW 2097 971 9809	
SCALONE	CHRISTINA	2 Clarence Street, Burwood NSW 2135 747 5559	
SCHULTZ	MARK	59 Woodbine Street, North Balgowlah NSW 2093 949 7565	
SCOTT	STEVEN	30 Delaigh Avenue, North Curl Curl NSW 2099	
SCULLY	KAY	80 Victor Road, Dee Why NSW 2099 982 5693	
SETRIGHT	RUSSELL	10 Hilton Road, Cambridge Gardens, NSW 2750	

NO DURESS

The Blackmores Enterprise Group Agreement 1994 was not entered into under duress by any of the following persons who are party to it.

SURNAME	FIRST	RESIDENTIAL ADDRESS AND TELEPHONE NUMBER	SIGNATURE
SHEN	JIE	10/84 Balgowlah Road, Balgowlah NSW 2093 949 5749	
SMALL	DALE	6/70 Kenneth Road, Manly Vale NSW 2093 948 3501	
SMITH	NATALIE	26 Innes Road, Manly Vale NSW 2093	
STACEY	JO-ANNE	14 Thomas Street, North Manly NSW 2100 905 7274	
STEINMETZ	JENNIFER	208 Sydney Road, Fairlight, NSW 2094 907 0701	
STEINMETZ	RICHARD	208 Sydney Road, Fairlight, NSW 2094 907 0701	
STEWART	MARREE	4/57-59 Whistler Street, Manly NSW 2095 977 1293	
STIEME	NATALIE	410 Sydney Road, Balgowlah NSW 2093	
STOKES	SUZANNE	190 Narrabeen Park Parade, Mona Vale NSW 2103	
STONE	PAMELA	32 Royalist Road, Cremorne NSW 2090 953 7985	
STRANG	DIANNE	49 James Street, Leichhardt NSW 2040	
TABAIWALU	KAREN	79 Parr Parade, Narrabeena NSW 2099 971 0183	
TARGETT	ROSEMARY	27 Robinson Street, Chatswood NSW 2067 419 4187	
TAYLOR	JOHN	16 Blighs Road, Cremorne NSW 2098 982 7513	
TELFER	NATHAN	14 Southern Cross Way, Allambie NSW 2100 938 1031	
THEODORE	GARY	103 Lincoln Avenue, Collaroy NSW 2097 982 3761	
THOMPSON	ANNE	84A Innes Road, Manly Vale NSW 2093 949 3975	
TURNER	DAVID	47 Greene Avenue, Ryde, NSW 2112 808 3272	
VAN-DER-STRIJK	STEVEN	33 Little Willamora Road, Cromer NSW 2099 982 7803	
VILE	STEPHEN	8 Stanton Drive, West Pennant Hills NSW 2125 872 2754	
VOLLER	MARDI	5 Blamey Street, Allambie NSW 2100 393 6297	
WAEA	SUZANNE	15 Dalley Street, Queenscliff NSW 2096 939 2152	
WAIPARA	SANDRA	87 Griffith Street, Balgowlah NSW 2093 939 1774	
WALDEN	MARGARET	17 Katrina Avenue, Mona Vale NSW 2103 997 3776	
WALDEN	ROBERT	17 Katrina Avenue, Mona Vale NSW 2103 997 3776	
WARREN	ANNA	6 Augusta Road, Manly NSW 2095 977 6317 59 <i>Foulkes</i>	
WARWICK	KIM	1/52 Woomerah Avenue, Darlinghurst NSW 2010 331 1042	
WATMORE	BARBARA	39 Blighs Road, Cromer NSW 2099 971 0419	
WATSON	ALICE	7 Coramba Street, North Balgowlah NSW 2093	
WATSON	DONNA	4 Shackel Avenue, Gladesville NSW 2111 817 1367	

NO DURESS

The Blackmores Enterprise Group Agreement 1994 was not entered into under duress by any of the following persons who are party to it.

SURNAME	FIRST	RESIDENTIAL ADDRESS AND TELEPHONE NUMBER	SIGNATURE
WATSON	JUDY	8/11 Wheeler Parade, Dee Why NSW 2099 981 4885	<i>[Signature]</i>
WHEATLEY	GARY	2 Anembo Road, Duffys Forest NSW 2084 450 1539	<i>[Signature]</i>
WOLF	MONICA	22 Cahill Avenue, Harbord NSW 2096 905 3766	<i>[Signature]</i>
WONNOCOTT	GARRY	4A/29-33 East Esplanade, Manly NSW 2095	
YATES	JENNIFER	17 Bligh Street, Northbridge NSW 2063 958 6391	
YOUNG	VANESSA	3/2 Wetherill Street, Narrabeen NSW 2101 972 1079	<i>[Signature]</i>
YU	MICHAEL	10/84 Balgowlah Road, Balgowlah NSW 2093 949 5749	<i>[Signature]</i>
		187	
<u>Employer Name</u>			
Blackmores Ltd.			
ACN: 009 713 437			
VitaGlow Pty Limited			
ACN: 000 813 303			
		Director	
			<i>[Signature]</i>
			Signed under the Authority of the Board

