



Environmental Policy

SCOPE

Every member of Jamieson Wellness and its extended business community has a role to play in our environmental stewardship.

This policy applies to all stakeholders of Jamieson Wellness Inc. as well as all its operating subsidiaries (collectively hereinafter "**Jamieson**") across all our business sites, to our employees, and throughout our value chain partners, to demonstrate the commitments and practices as outlined in our [Sustainable Partner Program and Policy](#). In the event of a conflict between this policy and a local policy applicable to employees of the specific entity you work for, the terms of the local policy will govern. All aspects of this policy are designed to support our vision of improving the world's health and wellness, and are rooted with our values of Accountability, Excellence, Respect and Agility.

PURPOSE: STATEMENT ON CLIMATE CHANGE

The impacts of climate change have and will continue to be one of the most significant challenges that corporations, society and natural ecosystems will face. In the last [United Nation IPCC report \(AR6\)](#), new evidence and awareness of current impacts and projected risks of climate change on health, well-being, migration and conflict have emerged, including greater evidence of the detrimental impacts of climate change on health and wellbeing.

As a 100-year-old health and wellness company, whose vision is to improve the world's health and wellness, we cannot ignore the interdependence of climate, eco systems and biodiversity with human societies. This policy will help to guide our key stakeholders on our Environmental strategy and underpinned principles for how we address and identify our business impacts, risks and opportunities, while striving towards positive impact for people, planet and our products.

GOVERNANCE

This policy identifies the areas of shared responsibility in environmental stewardship within our business. Jamieson ensures that our Board of Directors and Senior Management (SLT) are held accountable for our environmental impact. This policy and our targets disclosed are governed by the Sustainability Steering Committee, and sub-committees at each business site.

The [Governance, Compensation and Nomination Committee of the Board](#) shall consider and review with management, issues relating to the environment and the communities in which it conducts its operations and the Company's efforts to minimize to the extent practicable any adverse impacts in these areas. To that end, the GCN Committee oversees and reviews on a quarterly basis with management: the Company's sustainability strategy, policies, and procedures to encourage long-term sustainable performance. The

Committee shall also consider and discuss with management the social and governance issues pertinent to the Company and the Company's strategy in this regard. The Committee is responsible for overseeing management's implementation of environmental, social and governance initiatives in continuance of the related Company strategy. The Committee will oversee the risk management of climate and social policies and practices. The Committee shall oversee engagement efforts and ensure effective communication with stakeholders related to the environmental, social and governance initiatives of the Company, including with and to ESG ratings agencies.

Audit Committee of the Board shall oversee the process in which management shall design, implement, amend, maintain, and enforce a system of controls aimed at ensuring the completeness and accuracy of financial and non-financial data in support of sustainability-related disclosures in accordance with the International Sustainability Standards Board's ("**ISSB**") standards and other applicable laws and regulations.

The Committee shall review with management and the independent auditors (where assurance is provided) sustainability-related disclosures of the Company, ensuring the integration of ESG considerations, on a consistent and comparable basis, into the overall reporting process.

OUR ENVIRONMENTAL STRATEGY:

We are a United Nations (UN) Global Compact participant and endorse its ten principles and the long-term goals on Sustainable development; under Environment we have made the following commitments and align to the following principles:

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

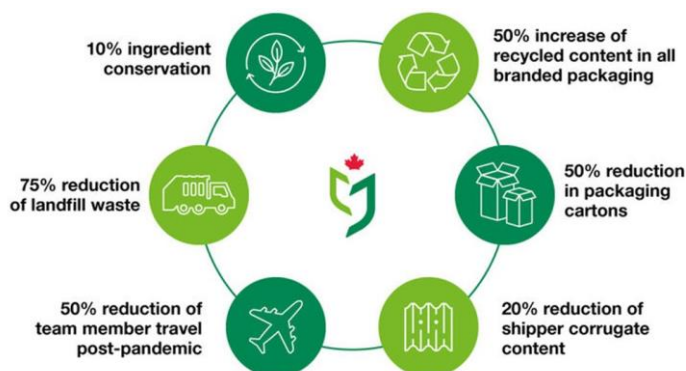
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

We are committed to building resilience, responsibility and integrating a sustainable system that is fundamental for a strong foundation. We have ambitious Environmental, Social, and Governance (ESG) goals that will require support and alignment across our stakeholders to collectively realize our sustainable business ambitions.

Our Environmental Strategy is based on the three pillars of Climate, Circularity and Biodiversity and as such, the objective of this policy will be to reinforce the underpinned principles within each pillar.

Our Environmental Goals:

Our Climate Commitments



- 50% emissions reduction on Scope 1 and 2 by 2030
- Completion of projects towards reducing Scope 3 emissions across our value chain in-line with the 1.5°C pathway* by 2030
- Establish a formal action plan to reach our goal of Net Zero by 2050

*According to the IPCC's IPCC's sixth assessment report (AR6) global emissions need to fall by 45 percent from 2010 levels before 2030 to limit global warming to 1.5°C and avoid catastrophic climate change.



CLIMATE

Carbon footprint

As a global organization, Jamieson respects the importance of internationally recognized standards. As such, Jamieson has established an environmental management system for producing its Greenhouse Gas (GHG) Inventory according to the internationally recognized Greenhouse Gas Protocol Corporate Standard. Our footprint is captured and audited; this information allows Jamieson to look at our organization by facility use of electricity, steam, and other critical components of our operations emissions. Through the principle of continuous improvement, this system permits Jamieson to measure, monitor and improve its impact to recognize its Sustainability ambition goal of becoming a net positive company. Jamieson consolidates this information into a report, which is shared with team members, customers, shareholders, supply partners, state and provincial regulators, and other stakeholders interested in Jamieson's environmental footprint.

Jamieson strives to continually improve the processes, approach, and objectives of this system by focusing on five fundamental principles:

Relevance: Jamieson works to ensure the selection of GHG sources, sinks, reservoirs, data, and methodologies are appropriate to the needs of the intended users of the GHG Inventory first by understanding the users and acting on the feedback received from them.

Completeness: Jamieson ensures that all the relevant GHG emissions and removals are included in our GHG Inventory through the proper identification and review of the Boundaries.

Consistency: Jamieson ensures meaningful comparisons can be made in GHG-related information by establishing a base year recalculation policy.

Accuracy: Jamieson works towards reducing bias and uncertainties as much as is practical by establishing internal and external verification procedures.

Transparency: Jamieson works towards disclosing sufficient and appropriate GHG Inventory information through its GHG Inventory Report so that the intended users can make decisions confidently.

These principles are the basis for and will guide the improvement of the quality of our GHG Inventory system over time.

CIRCULARITY

Jamieson prides themselves in committing to constant safe, pure, and effective products under our 360-pure campaign. Our packaging is crucial to the overall quality of our products. Jamieson is using the Ellen MacArthur Foundation's implementing the application of eco-conscious packaging while considering the performance and quality requirements for consumers.

We strive to eliminate all virgin plastic while exploring innovative opportunities for packaging material. To target the global plastic pollution issue, we support initiatives to ensure proper disposal of our packaging post-consumer.

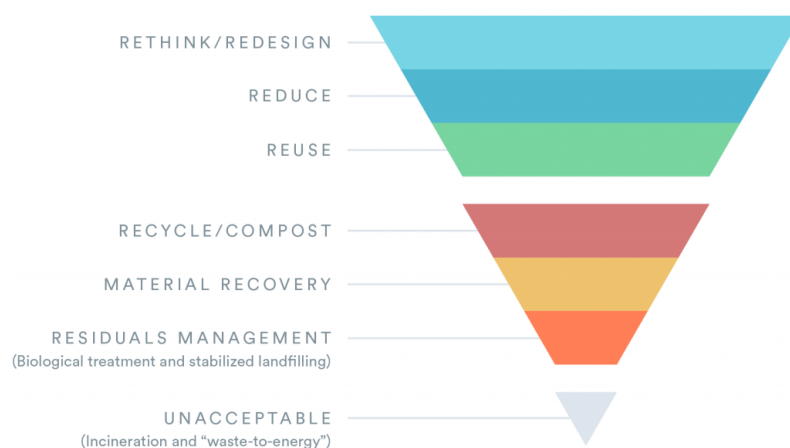
Jamieson is committed to engaging with suppliers to reduce our operational waste production, placing emphasis on landfill diversion in all facilities. We have partnerships in place to constantly evaluate how we can ensure material recycling and/or reuse, and at large contributing to our goal of a Global circular economy.

Jamieson Guiding Principles on Circularity:

- We make decisions with an emphasis on circular behaviour, shifting away from the take-make-waste mentality.
- We make decisions regarding product design, procurement & disposal, assigning priorities as outlined in The Zero Waste Hierarchy
- We are committed to limiting unnecessary extraction from virgin natural resources.

The Zero Waste Hierarchy 7.0

(Zero Waste International Alliance zwia.org/zw)



NATURE & BIODIVERSITY

"The future of all living things on our planet, and our future prosperity, depends on the resilience of nature. Declines in nature compromise the security of our societies and increase the risks to business and investors, including our ability to mitigate and adapt to climate change. Sustained improvements in the resilience of our natural world and its biodiversity are essential to secure the prosperity of current and future generations. Nevertheless, businesses today continue to see nature as an unlimited and free provider of critical inputs into their operations and value chains, from the flow of fresh water to the pollination services of bees and the flood mitigation services of mangroves. Future cashflows depend on the resilience of the future flow of these ecosystem services from nature. With six of the nine planetary boundaries already breached, it is increasingly clear that nature risk, beyond climate change, is financial risk. Business as usual is no longer a viable option and nature must no longer be seen as a corporate social responsibility issue but a strategic risk management one."

Elizabeth Maruma Mrema, Co-Chair Taskforce on Nature related Financial Disclosures

At Jamieson, we recognize that our entire value chain is embedded in nature, not external to it. We understand that the wellness of society and the planet depends on the resilience and health of the ecosystem. A strong and healthy ecosystem is imperative for the health of communities and for business. We have made the commitment to use a third-party auditing system to collect environmental impact data for all our business partners, that includes impact on biodiversity and nature. With the mindset of continuous improvement, we are embedding metrics and measurements throughout our value chain to ensure that we are making intentional and ethical decisions to constantly improve our negative impacts.

While we are working towards shifting our negative impacts in as much as we can, we have also implemented nature-based solutions as part of our Environmental strategy. Our nature-based solutions are meant to have immediate positive impact to protect, sustainably manage and restore ecosystems that address the challenges in society while simultaneously benefiting people and nature.

You can follow our journey in our current Sustainability Impact report listed on our corporate website: www.jamiesonwellness.com

Water Conservation

Water conservation should always be at the forefront of all operations.

"...2 billion people do not have equitable access to safe and affordable drinking water, and 3.6 billion do not have access to adequate and equitable sanitation. We need to think about how we value water. We must consider both the role and impact of water in driving sustainable economic and social development, urban development, environmental protection, and peace. A close look at the water-energy-food nexus is also critical. Sustainable water management is also one of the best responses to climate change adaptation and mitigation, to build resilience and protect and restore ecosystems. Sound water-related data and information is key."- United Nations 2023 Water Conference

At our manufacturing facilities, we depend on water for production and sanitization in the creation of our products. We recognize and understand that water is a limited and precious resource and are actively exploring new methodologies and initiatives to reduce our water consumption where we operate.

SUSTAINABLE PRODUCTS:

OUR 360 QUALITY PROMISE:

- Pure and authentic ingredients, ethically sourced
- Reliable and active formula potency
- Product safety and purity
- Effective products you can TRUST

Purity, sustainability, and traceability are non-negotiable. Our 360-quality program encompasses all the steps we take to make sure that our products contain what we say is in the product, and nothing more or less. That includes controls of raw material ID and purity, testing of finished goods for things like residual solvents, heavy metals, etc.

Our process is thorough. We start by securing raw materials from some of the highest quality vendors around the world. The ingredients we source from our trusted partners are chosen as much for what they contain as for what they don't, so adulteration, pesticides and contaminants are never tolerated. We monitor where materials are grown, harvested, and processed, as well as how they are stored and transported. And we don't include any unnecessary ingredients, such as fillers.

We set ourselves to a higher safety standard, above and beyond established requirements. Before our products hit the shelves, we ensure they exceed the standards for natural health products as defined by Health Canada and the FDA. We also partner with regulatory agencies in over 50 countries, and modify our formulas and processes accordingly, to ensure that we deliver locally relevant options. And of course, we meet all domestic and international environmental regulations.

We believe that transparency is important and publicly make available all product recalls.

Animal Testing:

Jamieson does not test on animals. We are dedicated to the health and wellness of people and the planet, and animals are an important part of that commitment.

The "No Animal Testing" shown as a rabbit on our labels represents our commitment that we do not test any of our supplements on animals. In fact, when choosing our suppliers, part of the selection process is to make sure that the companies in question meet our high standards of quality, including cruelty-free business practices. Our suppliers are regularly assessed, and if any concern were to arise, it would be addressed immediately.

Roundtable on Sustainable Palm Oil

Jamieson is a [Roundtable on Sustainable Palm Oil \(RSPO\)](#) member: RSPO is a global partnership to make palm oil sustainable.

The RSPO has set up 2 certification systems:

- One to ensure that palm oil is produced sustainably called "producer/grower certification" or "Principles & Criteria certification";
- The other to ensure the integrity of the trade in sustainable palm oil, i.e. that palm oil sold as sustainable palm oil has indeed been produced by certified plantations

Both systems involve third-party certification bodies. Such rigorous certification systems considerably reduce the risk for consumers to use palm oil that is not sustainable.

Packaging:

Our goal is always to use the minimum amount of packaging required, helping to reduce waste. Since we are producing natural health products, there are industry-wide standards we comply with to ensure that all necessary information is communicated on our packaging, in a font large enough for all to read. We try our best to use the smallest product footprint possible, while still printing labels with text that is easily legible. Please also note that all of our packaging is recyclable and should be recycled when empty.

External Stakeholders:

Environment & our Partners:

Jamieson's suppliers must comply with all environmental standards, laws, and regulations. We take responsibility for our supply chain and hold our suppliers to the same standards to which we hold ourselves.

Our [Sustainable Partner Program and Policy's](#) Environment Guiding Principles communicates Jamieson's support for the United Nations Paris Agreement goal of limiting global temperature rise to as close as possible to 1.5°C by the end of the century.

Principle 7: Partners support a precautionary approach to environmental challenges.

7.1 Partners are compliant with all internationally recognized environmental laws and regulations.

Principle 8: Partners undertake initiatives to promote greater environmental responsibility.

8.1. Partners are expected to demonstrate alignment to our environmental commitments. Partners must actively promote environmental responsibility across their stakeholders. Jamieson defines environmental responsibility through our three environmental pillars of Climate, Circularity, and Biodiversity, spanning across our entire value chain, and in alignment with the 1.5°C pathway.

Principle 9: Partners encourage the development and diffusion of environmentally friendly technologies.

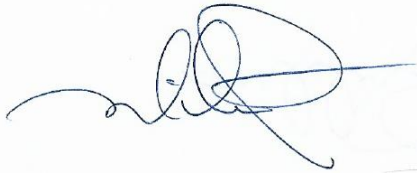

COMMUNICATION

The ESG department is responsible for the administration of this policy.

We will provide a copy of this policy to all relevant stakeholders within 30 days of the date on which the policy was initially required to be implemented. We will provide a copy of this policy to each new relevant stakeholder within thirty (30) days of the day such person and/or organization becomes a partner.

POLICY REVIEW AND APPROVAL

This policy was reviewed and approved by:

Name	Title	Signature	Date
Mike Pilato	President and Chief Executive Officer		13/02/2024
Regan Stewart	Chief Operations and People Officer		13/02/2024
Shawna Ketter	Senior Director ESG & Culture	<i>Shawna Ketter</i>	13/02/2024

REVISION HISTORY

Revision	Date Released	Comments / Changes to the Policy
1.0		

Appendix GHG Emission Terminology

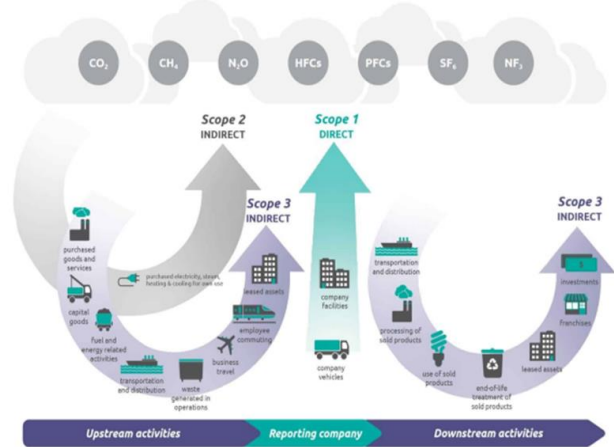
To establish the scope of our assessment, our analysis will be based on the GHG Protocol – the leading emissions reporting standard. The GHG Protocol recommends that an organization’s emissions are analyzed through three levels – Scope 1, Scope 2, and Scope 3 emissions.

- Scope 1** Scope 1 emissions refer to all direct GHGs associated with an organization.
- Scope 2** Scope 2 emissions refer to indirect GHG emissions from the consumption of purchased electricity, heat, or steam.
- Scope 3** Scope 3 emissions refer to indirect GHG emissions that (i) are not covered in Scope 2 and (ii) occur upstream or downstream in an organization’s value chain.

General Examples of Scope 1, Scope 2, and Scope 3 Emissions

Infographic developed and published by the GHG Protocol

NOTE: From left to right, gases included as GHGs are – carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). In our analysis, these sources of GHGs are standardized and measured in terms of CO₂ equivalents, a standard practice in emissions inventory reporting. **Source:** GHG Protocol



Operational Boundary Table

Our Manufacturing plants and Business Units:

This table contains the Scope 1 and 2 emission sources that are found at each Jamieson site.

Site	Scope 2 Market Based or Location Based Emissions	Electricity	Natural Gas	Chilled Water	Refrigerants	Vehicles (record year end odometer reading)
Rhodes	Location Based	X	X	-	X	X
Twin Oaks	Location Based	X	X	-	X	X
Scarborough	Location Based	X	X	-	X	-
INTL	Location Based	X	X	-	X	X
Irvine	Location Based	X	X	-	X	X
Toronto Office	Location Based	X	X	-	-	-
Shanghai Office	Location Based	X	X	-	-	-

Manufacturing & Packaging Facilities:

Rhodes: 4025 Rhodes Dr, Windsor Ontario, Canada N8W 5B5, Manufacturing

Twin Oaks: 9650 Twin Oaks Drive, Windsor Ontario, Packaging

Scarborough: 130 McLevin avenue, Scarborough, Ontario, Canada M1B 3R6, Manufacturing

INTL: 9475 Twin Oaks Drive, Windsor, ON, Canada N8N 5B8, Manufacturing

NutraWise Site: 9600 Toledo Way, Irvine, California, 92618, Manufacturing

XX1.3 Corporate Offices:

Toronto Office: 1 Adelaide Street East, Suite 2200, Toronto, Ontario, Canada M5C 2V9

Shanghai Office: Unit 06-07, 12th Floor, Cifi Tower, No. 10, 309 ,Changshou Lu, Putuo District,
Shanghai, China