

Health and Safety Policy Statement

At Jamieson Wellness, we place an extraordinary focus on our health and safety responsibilities. As leaders, we are directly accountable for our health and safety performance and work together with all stakeholders to ensure that everyone working in or visiting our facilities always goes home safe and healthy.

This Health and Safety Policy Statement affirms that we are committed to:

- Creating a safe work environment where the absence of injury is the most important outcome for every activity;
- Providing health and safety systems, processes, procedures, equipment, and training for all Jamieson team members, enabling our work to be performed in a responsible and safe manner;
- Assessing identifiable health and safety risks before commencing work and taking action to monitor, manage and reduce those risks;
- Operating in compliance with Jamieson Wellness policies, applicable health and safety legislation, and relevant external standards;
- Empowering every Jamieson team member with the authority and responsibility to stop any Jamieson controlled work activity which they believe presents a danger to themselves, personnel operating on behalf of Jamieson, the public or the environment;
- Establishing clear health and safety objectives and key performance indicators (KPIs) to drive towards zero team member injuries and occupational illnesses;
- Championing and sharing our health and safety learnings throughout the organization and with interested Jamieson stakeholders to continually improve based upon our experiences;
- Requiring the participation of team members in implementing these commitments, and proactively consulting with them to drive continuous improvement. These health and safety commitments are reflected in our company values and are implemented through our Health and Safety Policy Statement and Safety Management System, and;
- Maintaining a focus on health and safety as an integral part of our organization and that this commitment must be shared by all for the health, safety, and wellbeing of all.

Mike Pilato
President and CEO

Regan Stewart
Chief Operations and People Officer

Chris Snowden
Chief Financial Officer

John Doherty
Chief Science, and Innovation

Don Bird
Executive VP, USA & Global Strategic Partners

Joel Scales
EVP, Jamieson Worldwide, Global Strategy & E-Comm

Paul Galbraith
Sr. VP, Sales and Managing Director, Canada

Eric Bentz
Sr. Vice President, Global Marketing & Managing Director China