



Human Rights Policy

SCOPE

This policy applies to all candidates receiving an offer and employees of Jamieson Laboratories Ltd., a division of Jamieson Wellness Inc. (collectively hereinafter "Jamieson "), as well as all its operating subsidiaries (collectively hereinafter "Jamieson") across all our operations and throughout our value chain. 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.

1.0 PURPOSE

For over a century, Jamieson Wellness has been dedicated to health and wellness, serving people worldwide through our purpose to Inspire Better Lives Every Day. As an industry leader, our success is driven by our core values: Accountability, Excellence, Respect, and Agility. At Jamieson, we prioritize people and safety above all else, ensuring that integrity and ethical conduct remain at the heart of everything we do.

This commitment is reinforced through our [Code of Ethical Conduct Policy](#), adopted by our Board of Directors, which provides a comprehensive framework for upholding honesty, integrity, and ethical decision-making across all relationships.

All Jamieson Wellness policies are designed with a global perspective, rooted in internationally recognized standards, including:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights
- The International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises

Since 2022, Jamieson Wellness has proudly been a signatory of the United Nations Global Compact (UNGC), aligning our business practices with its 10 principles on human rights, labour, environment, and anti-corruption. Our commitment to these standards reflects our responsibility to operate ethically, sustainably, and with respect for human rights worldwide.

2.0 GOVERNANCE

This Human Rights policy is updated annually by the Sustainability department and overseen by our Board of Directors.

3.0 Our Policies for Our People:

3.1 Human Rights Principles in the Workplace

Commitment to a Safe, Inclusive, and Respectful Workplace

Jamieson Wellness is dedicated to providing a workplace free from harassment, violence, and discrimination, where all employees feel valued, respected, and safe. We believe that every individual has the right to work in an environment that fosters mutual respect, dignity, and fairness.

All employees, regardless of their role, are responsible for demonstrating respect and professionalism in all interpersonal interactions, even in high-pressure situations. Open, direct, and respectful communication is expected, and disagreements should always be handled in a calm, thoughtful, and constructive manner. No employee should ever feel insulted, threatened, bullied, coerced, or unsafe in any way.

If an employee experiences or witnesses' behaviour that violates this policy, they are encouraged to immediately report the incident to their manager or Human Resources to ensure a fair and respectful resolution.

Diversity, Equity, Inclusion and Belonging:

At Jamieson Wellness, we cherish diversity, equity, inclusion & belonging and we know we must constantly listen, learn and take action to ensure these principles remain embedded in our culture. We encourage everyone to bring their whole selves to work and celebrate the differences that make us unique. We hold ourselves and all stakeholders to a high standard of diversity, equity and inclusion, because anything else is unacceptable.

Zero Tolerance for Discrimination

As a global organization, we are accountable to build an environment free of bias and strictly prohibits any form of discrimination, including but not limited to discrimination based on Age, Ancestry, Citizenship, Colour, Creed (Religion or Beliefs), Disability (Physical, Mental, or Developmental), Ethnic Origin, Family Status, Gender Identity or Expression, Marital Status, Race, Sex (Including Pregnancy and Gender-Related Characteristics), Sexual Orientation, Political Beliefs, Social or Economic Status, Any other ground of discrimination prohibited by law

Supporting Policies:

- Diversity, Equity, Inclusion and Belonging Policy
- Workplace Violence, Harassment & Discrimination Policy
- Accessible Employment Policy

3.2 Health and Safety:

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.

Supporting Policies:

- Health and Safety
- Confidence and Compliance Plan

3.3 Freedom of Association and the Right to Collective Bargaining:

The International Labor Organization (ILO) is a UN specialized agency that brings together representatives of governments, trade unions, and employers' associations to promote social justice and internationally

recognized human and labor rights by setting and supervising the application of conventions and recommendations, as well as promoting decent work and providing technical support to governments, trade unions, and employers. The [Fundamental Principles and Rights at Work](#) are considered the minimum enabling rights people need to defend and improve their rights and conditions at work:

3.3.1 Jamieson recognizes and respects employees' right to freely choose their representatives. Jamieson ensures that employee representatives do not suffer discrimination.

3.3.2 Collective Bargaining: Jamieson ensure that employees understand their right to collectively bargain

3.4 Fair Pay, Hours and Benefits:

At Jamieson Wellness, we are committed to upholding a best-in-class approach to employee compensation and welfare. We ensure fair, and market-competitive pay for all employees, adhere to and exceed local labour law requirements to foster a safe work environment, and maintain equitable work hours that promote work-life balance. In addition, our comprehensive benefits program is designed to support the health and wellbeing of our team members, reflecting our dedication to their overall satisfaction and success in the workplace.

Supporting Policies:

- Right to Disconnect from Work Policy
- Travel Safety and Security Policy
- Summer Hours Policy
- Retirement Policy

3.5 Commitment to Ethical Labour Practices

We are committed to upholding and promoting fundamental human rights across our operations and value chain. We firmly adhere to Principle 4 & Principle 5 of the UNGC:

- **Principle 4:** Businesses should uphold the **elimination of all forms of forced and compulsory labour.**
- **Principle 5:** Businesses should uphold the **effective abolition of child labour.**

To ensure compliance, we:

- Prohibit all forms of forced, bonded, or involuntary labour in our operations and supply chain.
- Do not tolerate child labour and require all employees & business partners to adhere to the International Labour Organization (ILO) Minimum Age Convention (C138) and Worst Forms of Child Labour Convention (C182).
- Conduct due diligence and risk assessments to identify and mitigate risks related to child and forced labour.
- Engage in partnerships and advocacy to support responsible labour practices globally.
- Ensure accountability through supplier audits, employee training, and grievance mechanisms to uphold our human rights commitments.

4.0 OUR PARTNERS

Human Right Principles with our partners

All Jamieson Wellness partners must support and respect the protection of internationally proclaimed human rights as expressed in our [Sustainable Partner Program and Policy](#).

5.0 DUE DILIGENCE AND REPORTING

Reporting of Violations

Each Covered Person who is not a director or an executive officer will promptly report any violation of this policy which is known to or reasonably suspected by that Covered Person by informing the most senior manager in their group or the Chief Operations and People Officer.

Each Covered Person, who is a director, or an executive officer will promptly report any violation of this Code which is known to or reasonably suspected by that Covered Person by informing the Company's Chair of Governance, Compensation and Nominating Committee.

Alternatively, violations of this Code may be made known confidentially and anonymously as follows (this method of reporting goes directly to the Chairman of the Board & Chair of the Governance, Compensation and Nominating Committee:

- **Confidential & Anonymous Whistle-blower Support Line:** Use the organization's confidential and/or anonymous reporting line (via phone or web) as per the contact details below, where permitted by law.
 - 24-hour toll-free hotline: All countries: 1-833-900-0010
 - by online submission at www.lighthouse-services.com/jamiesonwellness.

To the fullest extent of its ability, Jamieson Wellness will ensure that no Covered Person will face retribution or retaliation for making good faith reports of known or reasonably suspected violations of this Code. Jamieson Wellness will also take all reasonable steps to prevent such retaliation. Ensuring that Covered Persons can report concerns without fear is essential to the effective implementation of this Code.

5.1 Training

Jamieson Wellness requires that 100 percent of employees read and sign the Code of Ethical Conduct and our Human Rights Policy each year. Jamieson Wellness also provides annual training for our employees and suppliers on Modern Day Slavery, that includes our Sustainable Partner program and policy.

6.0 Our Performance: Disclosure Statements

6.1 Canada's Modern Slavery Act

Jamieson Wellness complies with the Canadian Modern Slavery Act. For full disclosure details, please see our most current report Fighting Against Forced Labour and Child Labour in Supply Chains Act on our website under Governance documents.

6.2 California Transparency in Supply Chains Act

Jamieson Wellness complies with the California Transparency in Supply Chains Act. This statement serves to meet disclosure requirements.

6.3 UK Modern Slavery Act

Jamieson Wellness complies with the UK Modern Slavery Act. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Jamieson Wellness Company's anti-slavery and anti-human trafficking statement for 2024 and has been approved by the Board of Directors of Jamieson Wellness Corporation on February 21st, 2024

COMMUNICATION


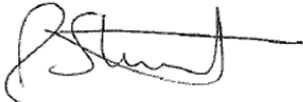
The Sustainability department is responsible for the administration of this policy.

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.

If you have any questions regarding this Policy, please contact the Sustainability Department.

POLICY REVIEW AND APPROVAL

This policy was reviewed and approved by:

Name	Title	Signature	Date
Mike Pilato	President and Chief Executive Officer		22/02/2024
Regan Stewart	Chief Operations and People Officer		22/02/2024
Shawna Ketter	Senior Director ESG & Culture	<i>Shawna Ketter</i>	22/02/2024

REVISION HISTORY

Revision	Date Released	Comments / Changes to the Policy
03/05/2025		Amended statement 3.6 Commitment to Ethical Labour Practices