




**100**  
YEARS OF  
WELLNESS



Here For 100 More  
**Environmental, Social, Governance (ESG) Update**

January 2022





# Forward-Looking Information

This report contains “forward-looking information” within the meaning of applicable securities laws. Forward-looking information may relate to our future plans, goals, strategies, intentions, beliefs, objectives, economic performance or expectations. Particularly, information regarding our beliefs and intentions, our vision and our strategic goals and priorities, including our intended actions related to climate change and sustainability, diversity, equity and inclusion and climate and governance-related disclosure is forward-looking information. In some cases, forward-looking information can be identified by the use of forward-looking terminology such as “plans”, “targets”, “expects”, “does not expect”, “strategy”, “intends”, “anticipates”, “believes”, or variations of such words and phrases or state that certain actions, events or results “may”, “could”, “would”, “might”, “will”, “will be taken”, “occur” or “be achieved”.

This information reflects the Company’s current expectations regarding future events. Forward-looking information is based on a number of assumptions and is subject to a number of risks and uncertainties, many of which are beyond the Company’s control that could cause actual results and events to differ materially from those that are disclosed in or implied by such forward-looking information. Such risks and uncertainties include, but are not limited to, the factors discussed under “Risk Factors” in the Company’s Annual Information Form dated March 30, 2021 and under the “Risk Factors” section in the Company’s MD&A dated November 3, 2021. This information is based on the Company’s reasonable assumptions and beliefs in light of the information currently available to it and the statements are made as of the date of this report. The Company does not undertake any obligation to update such forward-looking information, whether as a result of new information, future events or otherwise, except as expressly required by applicable law or regulatory authority.

The Company cautions that the list of risk factors and uncertainties is not exhaustive and other factors could also adversely affect the Company’s results. Readers are urged to consider the risks, uncertainties and assumptions associated with these statements carefully in evaluating the forward-looking information and are cautioned not to place undue reliance on such information. See “Forward-looking Information” and “Risk Factors” within the Company’s MD&A for a discussion of the uncertainties, risks and assumptions associated with these statements.

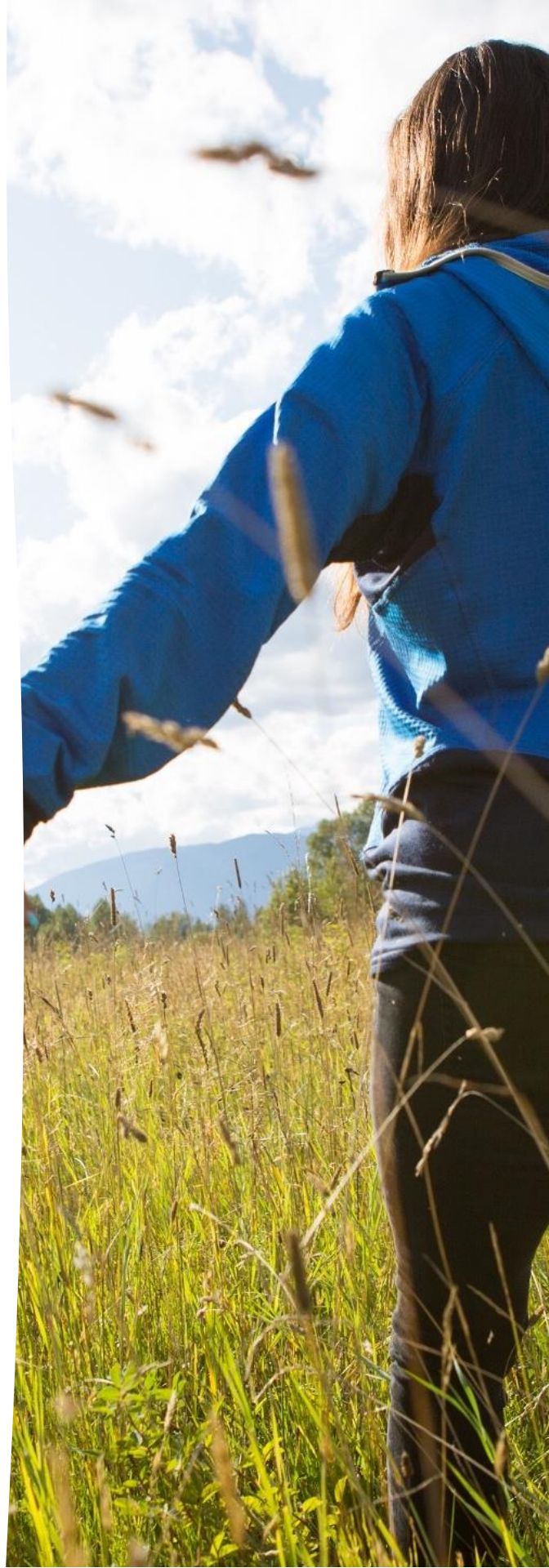




## Territorial Acknowledgement

**We respectfully acknowledge that this report has been written on the unceded and traditional territories of Anishinabewaki ᐱᐱᐱᐱᐱᐱᐱᐱ, Ho-de-no-sau-nee-ga (Haudenosaunee), Mississauga, and Mississaugas of the Credit First Nation land.**

This land was never surrendered, relinquished, or handed over in any way. We acknowledge that Indigenous communities are disproportionately impacted by the climate crisis and that Indigenous leadership, and the inclusion of all voices are integral to climate justice.





# From Our President & CEO

Dear Valued Stakeholders,

Our vision at Jamieson Wellness is to improve the world's health and wellness. We are very fortunate to manufacture and sell products that have a positive impact on physical health, but our definition of wellness also includes mental and social well-being. As a global organization, we believe it is our responsibility to help drive positive change in all these areas for our team members as well as our consumers, stakeholders, partners, and communities around the world.

We continue to challenge ourselves to do more around environmental, social, and governance issues, striving to be best in class in these areas because it is the right thing to do. Collectively, the business world can achieve great things by driving material positive change in these areas in need of significantly more attention. As a global leader in vitamins, minerals, and supplements, we are accountable to ensure we have clear targets, clear commitments, and clear plans for a healthy and sustainable future.

Our team is energized, passionate, and driven to continue bringing positive change to the world, while also delivering best in class, high quality vitamins, minerals, and supplements to our loyal and growing consumer base. I am extremely proud of the ESG work our team has done to date, and even more excited about the work we will do in the years ahead.

As we reach our 100th year as an organization, I am pleased to share this update with you, including our targets and progress towards reducing our environmental footprint, impacting social change, and improving our governance model as we continue to demonstrate our leadership, globally.

Thank you for your continued support as we work towards improving the world's health and wellness.



*"As a global leader in vitamins, minerals, and supplements, we are accountable to ensure we have clear targets, clear commitments, and clear plans for a healthy and sustainable future."*

*Mike Pilato*



# Creating Sustainable Growth For The Next 100 Years:

**Our Planet**

**Our People**

**Our Communities**

This is our commitment to sustainability and DE&I through fully acknowledging that our environmental footprint and social handprint are critical elements in our quest to truly improve the world's health and wellness.

Every decision we make will be assessed through this lens, as this commitment reflects both who we are as an organization and how we operate in all markets and across all functions.





# Creating Sustainable Growth For The Next 100 Years:

## **Our Planet**

As we enter our 100<sup>th</sup> year as a leading health and wellness organization, we are aligning our sustainability goals to the United Nations Sustainable Development Goals.

As a science-based company, we will pursue science-based targets, in-line with the UN Paris Agreement goals, which provide a clearly defined pathway to help reduce greenhouse gas emissions (GHG), prevent the worst impacts of climate change, and future-proof business growth.





# 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

	COMMITMENTS	PROJECTS FOR COMPLETION BY 2030
<b>SCOPE 1 &amp; 2</b>	Emissions reduction of 50%	<ul style="list-style-type: none"> <li>• Energy conservation, electricity and gas reduction in all facilities</li> </ul>
<b>SCOPE 3</b>	Ongoing projects to support emissions reduction	<ul style="list-style-type: none"> <li>• <b>50%</b> increase of recycled content in all branded packaging</li> <li>• <b>50%</b> reduction in packaging cartons</li> <li>• <b>20%</b> reduction of shipper corrugate content</li> <li>• <b>50%</b> reduction of employee travel post-pandemic</li> <li>• <b>10%</b> ingredient conservation</li> <li>• <b>75%</b> reduction of landfill waste</li> </ul>

\*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.





# Creating Sustainable Growth For The Next 100 Years:

## **Our People, Our Communities**

What began in 2020 as a commitment to fight anti-Black racism has become a diversity, equity and inclusion movement within the Jamieson Wellness organization.

We are proud to report the progress we have made, and will continue to make, towards ensuring diversity, equity and inclusion at Jamieson Wellness and within our communities.





## We've set the foundation for our DE&I journey with the following actions:

- Conducted 22 identity-specific Brave Space feedback sessions with team members to learn about past and present discrimination/inequality experiences and gather recommendations for Jamieson Wellness
- Held 1<sup>st</sup> senior leadership anti-racism training session
- Established our team member-led Advancement of Diversity and Inclusion Council (ADIC)
- Established four Employee Resource Groups: Black Guidance and Support Network (BGSN), Pride Network, Women's Alliance for Voice and Empowerment (WAVE), and East Asian Support Network (EASN)
- Established an official Diversity, Equity and Inclusion Policy
- Signed the Black North Pledge
- In conjunction with the Black North Initiative (BNI), reached out to key suppliers requesting support with the BNI pledge
- Incorporated ESG goals into annual bonus determinations at the director level and above
- Established 2 new supplier diversity partnerships to foster diversification within our supply chain: The Canadian Aboriginal and Minority Supplier Council (CAMSC) & Canada's LGBT+ Chamber of Commerce (CGLCC)
- Established 3 new identity-focused community partnerships: The Network of Executive Women, WEST of Windsor and Pride at Work Canada
- Completed 7 inclusive policy reviews
- Completed an equitable compensation review
- Conducted our first team member demographic data, inclusion, values and engagement survey, resulting in an 84% participation rate
- JWEL Parental Leave Policy revised to include parental leave top-up in response to the feedback from our Brave Space and WAVE sessions





# Our 2025 Diversity, Equity and Inclusion Commitments

COMMITMENTS	ACTIONS
<p>Addition of a diversity and inclusion leader to drive action, hold us accountable, and ensure we meet our commitments</p> <p><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li>Hired a Senior Manager of Talent, Equity and Development</li> </ul>
<p>Team member training on workplace equity with annual mandatory participation by all team members</p> <p><b>ONGOING</b></p>	<ul style="list-style-type: none"> <li>Conducted a series of team member training workshops throughout 2021 with an 88% participation rate in initial year</li> </ul>
<p>At a minimum, new hires will be representative of women and racialized populations</p> <p><b>ONGOING</b></p>	<ul style="list-style-type: none"> <li>Implemented process to ensure that candidate slates for all open roles are of proportionate representation</li> <li>Inclusion of identity-specific community organizations within our recruitment activities</li> </ul>
<p>At a minimum, fair representation of leadership and board roles based in Canada will be held by women and racialized persons</p> <p><b>ONGOING</b></p>	<ul style="list-style-type: none"> <li>Implemented process to ensure that candidate slates for all open roles are of proportionate representation</li> <li>Inclusion of identity-specific community organizations within our recruitment activities</li> <li>Established a mentorship program for team members who identify as racialized persons, women and LGBTQ2S+</li> <li>Proudly welcomed two new directors to our Board in 2021, now comprised of 44% women and 22% racialized persons</li> </ul>
<p>Ensuring that 100% of top key strategic partners, and +80% of all partners show they are practicing and supporting a diversity and inclusion strategy</p> <p><b>ONGOING</b></p>	<ul style="list-style-type: none"> <li>Updated our supplier audit questionnaire to include additional environmental, ethical responsibility, and DE&amp;I requirements</li> </ul>





# Good Governance

In our 2020 annual filings, filed in March 2021, we updated and expanded our disclosure surrounding our corporate governance practices to provide even further insight into our business.

This enhanced disclosure describes our adoption of and commitment to, among others, the following practices:

- The inclusion of an annual advisory say-on-pay vote, to allow our shareholders the opportunity to review and endorse or not endorse our approach to executive pay practices
- Encouraging shareholder engagement with the board of directors beyond routine contact including enabling shareholders to contact the chair of the board directly with respect to governance and compensation-related matters
- Regularly performing formal evaluations of the board and individual directors including peer reviews to evaluate the contribution and performance of each individual director to promote board accountability
- Maintaining and upholding a comprehensive succession planning strategy with a formal process to manage succession planning for the company's senior executive officer positions and other key leadership roles
- As of 2021, incorporating into annual bonus determinations certain environmental, social and governance goals using established key performance indicators aligned to the company's values

These additional disclosures resulted in Jamieson Wellness receiving a **2021 Globe and Mail Board Games score of 86%**, a 69% increase over our score of 51% in 2020.






**Environmental, Social,  
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**RUTH WINKER**  
rwinker@jamiesonlabs.com

1 Adelaide St E, Suite 2200,  
Toronto, ON., M5C 2V9

<http://www.jamiesonwellness.com>

 [linkedin.com/company/jamieson-wellness](https://www.linkedin.com/company/jamieson-wellness)

 [twitter.cm/JWEL\\_Canada](https://twitter.com/JWEL_Canada)

