

# CORPORATE RESPONSIBILITY COMMITMENT

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As leaders in health and wellness for nearly 100 years, we at Jamieson Wellness believe it is our responsibility to actively support the well-being of our employees, consumers, partners and communities.



Our corporate vision is to improve the world's health and wellness, and is rooted in 6 fundamental values:

## 1 INTEGRITY

- We do what is right even when it's not easy
- We demonstrate humility in everything we do
- We courageously stand up and support our diverse heritages, traditions, experiences, beliefs and styles
- We allow ourselves to be vulnerable, admit mistakes, learn from them and move forward

## 2 TRANSPARENCY

- We respectfully communicate honestly and directly in a timely manner
- We proactively seek diversity of ideas and provide real feedback in the interest of improvement and development
- We constructively share and respect each other's opinions and ideas to enable sound decision-making at all levels
- We encourage differing points of view and productive debate to develop the best solutions

## 3 TEAMWORK

- We constructively challenge ourselves and others to achieve desired outcomes
- We demonstrate mutual respect, inspire trust and promote equality with colleagues and partners alike
- We collaborate toward a common vision and objectives across all persons, levels, functions and locations as one company
- We recognize, celebrate and value each other's differences, styles and contributions as one of our greatest strengths
- We lead with a passion for winning together

## 4 ACCOUNTABILITY

- We take personal ownership and pride in everything we do
- We demonstrate a bias for action
- We challenge the status quo, constantly seeking to improve
- We eliminate barriers and bias to empower others to achieve our goals
- We are accountable to build and promote environments free of bias in regard to race, gender, sexual orientation, and all other types of discrimination

## 5 ENTREPRENEURSHIP

- We are empowered to pursue opportunities that will have great impact
- Our curiosity drives us to find better ways to accomplish our goals
- We are agile, embrace change and persevere through adversity
- We demonstrate initiative and take calculated risks together

## 6 EXTERNAL FOCUS

- We focus our efforts with the community, consumer and customer in mind
- We continually seek opportunities through insights that affect our business, customers, consumers, government, environment, technology, competition and suppliers
- We foster positive collaboration with external partners that promote diverse and inclusive environments

This document serves to publicly reinforce our dedication to making our vision a reality, by championing a philosophy of continuous action and improvement, further embedding our values in all aspects of our business.



# Environment

We believe our vision of improving the world’s health and wellness naturally extends to the environment in which we live. Therefore, in our operations, we have embraced a business practice that can help preserve and enhance our natural environment. Below are some of our recent and ongoing conservation highlights.

[Click here to view our Environmental Sustainability Policy Statement.](#)



## PACKAGING

Most of our Jamieson brand products have 100% recyclable bottles, cartons, and caps. We are constantly looking at ways to be sure our packaging is as responsible as possible. Some recent initiatives include:

- Removal of shrink wrap from branded products (complete)
- Working with contract customers to remove shrink wrap from their products (ongoing)
- Exploring reduction and removal of secondary packaging such as cartons (ongoing)
- Working with retail partners to reduce packaging and choose more environmentally friendly packaging (ongoing)
- Transitioned from traditional UV Flexo printing to digital printing for some label and folding carton requirements. Digital printing dramatically reduces waste by requiring less setup material and eliminates the need for printing plates and overprinting to meet minimum order quantities. (complete)
- Exploring different palletization formats and case packaging in order to maximize the pallet use, minimizing distribution and the environmental impact of travel and gas (ongoing)



## MANUFACTURING

In 2011, we installed solar panels on the roof of our main production facility in Windsor. To date, they have offset carbon emissions equivalent to planting over 100,000 trees.



Product formulations can also have an environmental impact. Here are some of the ways we are reducing our impact on the environment when it comes to product ingredients:

- When selecting vendors and suppliers, those that have demonstrated environmental considerations and have policies in place for waste reduction or other conservation efforts are given preference
- We hold ourselves accountable for the fish oils we use in our products, through using 3rd party certifying bodies and government standards in addition to our 360 pure promise. When sourcing fish oil suppliers, we look for those that meet, exceed, or are working towards individual international industry standards such as **GOED**, **USP**, **NSF**, **IFOS** and **FOS**.
- When developing products that include fibre gum, we have specifically chosen to source Inavea™ due to its unique commitment to sustainability. This manufacturer has been involved in sustainable development projects and is associated with the French NGO, SOS SAHEL, and its partners. This innovative and collaborative approach combines economic and social development for local populations with environmental protection to prevent deforestation.
- The Roundtable on Sustainable Palm Oil (RSPO) promotes sustainable sourcing and use of palm oil. In 2019, Jamieson switched all sources of palm oil to RSPO certified palm oil, and requires any new supplier moving forward to be RSPO certified.



## WASTE AND WATER MANAGEMENT

We continue to look for every opportunity to reduce waste, conserve water and lower our environmental impact. Some examples of this across our Windsor facilities include:

- Continued participation in Stewardship programs (CSSA and EEQ) to assist national recycling costs
- New office building built as timber-free
- Installation of low water use fixtures
- Lighting in manufacturing and office spaces replaced with high-efficiency LED lighting
- Reduced consumption of compressed air through new equipment purchases and improvements on existing equipment
- Approximately 1,248,000 lbs of metal drums, plastic drums, fibre drums, paper, and cardboard recycled annually
- Approximately 91,520 lbs of pallets recycled annually
- Approximately 35,000 kgs of waste oil sent annually to be refined into biofuel
- Whenever possible, use of reusable components (stainless tubing etc.) versus one-time use tubing or connectors
- Additional recycle bins to recycle all bottles that may be damaged or used for product testing



## CORPORATE

With 7 office locations in Canada, we do everything we can to ensure we're being as responsible as possible. We have:

- Replaced all single-use dishes and cutlery in our Mississauga office with reusable versions. When catering meetings, we refuse single-use/disposable cutlery and plates. When disposable tableware is necessary, we require it to be compostable.
- Implemented a recycling program in our Mississauga office with new bins and added composting and instructions
- Replaced single-serve water bottles in our Mississauga office with a water cooler and provided all staff with reusable water bottles
- Decreased usage of printer toners/cartridges and printing paper at Mississauga office and home offices. In the last 10 months, we ordered only 24 reams of paper (2 boxes less than the previous year).
- Reduced printing, which resulted in less paper shredding. Therefore, we decreased shredding pickup service from every 4 weeks to every 8 weeks.
- Maintained a comprehensive recycling program at our Scarborough offices (availability of 6-7 different bins for different recycling material, paper towel recycling bin in bathrooms)
- Recently added compost bins in Toronto office, encouraging recycling awareness and adoption
- Introduced a new coffee system at our Toronto office with recycled, compostable pods. This also helps encourage less waste from outside coffee vendors and throw-away cups.
- Reduced usage of single use water bottles – purchased more reusable glasses, water pitchers, and reusable dishes and cutlery



## COMMUNITY

This year we completed a 10-year partnership (2010-2020) with the Essex Region Conservation Authority to restore more than 120 acres of former Carolinian forest in the greater Windsor area to help offset our wood-fibre consumption.

[Click here to learn more about our partnership.](#)





## Product Quality and Safety

Since 1922, we have been producing natural health products the way they are supposed to be made – by combining cutting-edge science with pure, natural ingredients and manufacturing to meticulous, pharmaceutical-grade standards. Jamieson has consistently been voted Canada’s most trusted brand of vitamins, and for good reason. In a rapidly growing marketplace, we set ourselves apart with our industry-leading commitment to providing consumers with the purest, safest and most effective natural health solutions available.



### EXTERNAL GOVERNANCE

Canada is widely recognized for having some of the best natural health product regulations in the world. All natural health products sold in Canada must meet Health Canada standards for identification, purity, efficacy and contaminant testing, and receive pre-approval and an NPN (Natural Product Number) before being available for sale. For products we sell outside of Canada, we work closely with the receiving country’s regulatory authority to ensure product compliance. Across our JWEL platforms, we hold CFIA (Canadian Food Inspection Agency), Health Canada, FDA (U.S. Food and Drug Administration), DEL (Drug Establishment Licence) and TGA (Therapeutic Goods Administration) site licences. We also hold several product quality certifications from organizations such as NSF (National Sanitation Foundation), IFOS (International Fish Oil Standards), FOS (Friend of the Sea), ISA (Halal) and Informed Sport.



### JAMIESON SCIENTIFIC ADVISORY BOARD

Our Scientific Advisory Board plays a large role in helping to shape the future of Jamieson product offerings. The board is comprised of carefully selected members based on their long-standing achievements and notable experiences as experts or researchers in specific fields of science and key industry areas such as herbals, omega nutrition, sports nutrition and gastroenterology. Together, they work closely with Jamieson’s innovation team to share industry insights and awareness of emerging technologies within each of their respective fields to help place Jamieson Wellness above and beyond industry trends.

[Click here to learn more about our Scientific Advisory Board.](#)



## 360 PURE

360 Pure is Jamieson's industry-leading quality assurance program. From ingredient selection, to manufacturing, packaging and shipping, it guarantees that each Jamieson product has undergone at least 360 quality control steps before being purchased by its end consumer. 360 Pure represents our commitment to exceeding industry standards to ensure our products are the safest, purest and most effective on the market.

[Click here to learn more about our 360 Pure Program.](#)



## TRU-ID

TRU-ID is a Canadian, independent DNA certification program. It uses the latest in DNA technology to trace the active ingredients in herbal and probiotic supplements right back to their specific botanical origins, thus certifying their authenticity. As an early adopter of this cutting-edge certification program, Jamieson is helping lead the way to better industry standards.

[Click here to learn more about TRU-ID.](#)



## Ethics

The Jamieson Wellness Code of Conduct and Ethics Policy is based upon our Company values of Integrity, Transparency, Teamwork, Accountability, Entrepreneurship and External Focus. It helps us ensure that our behaviours and the decisions we make are honest, ethical, and in support of our Vision and Mission.

Jamieson Wellness operates under the guiding principle that “honesty and integrity are essential in all our relationships and will never be compromised.” Our Board of Directors has adopted this Code of Conduct and Ethics Policy to provide detailed elaboration on this principle. This principle, and the express standards and procedures within this Code, are designed to promote:

- Honest and ethical conduct, integrity in all dealings, and compliance with the law
- Fair labour practices internally, of our business partners, and throughout our supply chain
- Full compliance with all regulatory disclosure requirements and similar standards for all other public disclosure
- The avoidance of actual or perceived conflicts of interest or, in cases where avoidance is not possible, the appropriate disclosure and the ethical handling of that actual or perceived conflict
- Prompt reporting of any known or reasonably suspected violations of this Code
- Accountability for adherence to this Code

At Jamieson Wellness we promote a values-based culture and expect all employees, and those that work on behalf of us, to conduct business using these principles as a guide.

[Click here to view our full Code of Conduct and Ethics Policy.](#)



## Culture



### EMPLOYEE HEALTH AND WELLNESS

We believe that operational excellence is dependant on the physical and mental health and wellness of our employees. Promoting well-being both inside and outside the working environment will have a positive impact on our employees and their families, as well as our partners and ultimately the products we produce for consumers around the world.

As a result, Jamieson Wellness is committed to:

- Maintaining our Confidence and Compliance plan, which ensures the absolute health and safety of all employees, especially during unprecedented times such as the COVID-19 pandemic. [View our full Confidence and Compliance plan here.](#)
- Supporting Joint Health and Safety committees in our manufacturing and distribution facilities
- Investing in health and wellness employee activities such as quarterly group fitness activities and motivational speakers
- Investing in a healthy workspace for our employees including ergonomic workstations and fresh fruit provided in some office locations
- Providing substantial employee discounts on Jamieson Wellness products and gym memberships
- Supporting employee-led efforts including Wellness committees, healthy lunch programs and group exercise programs



### DIVERSITY, EQUITY AND INCLUSION

At Jamieson Wellness, we cherish diversity, equality and inclusion 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 our table and celebrate the differences that make us unique. We are accountable for building an environment free of bias in regard to race, gender, sexual orientation, and all other types of discrimination. We hold ourselves and all stakeholders to a high standard of diversity and inclusion because anything else is unacceptable. To further demonstrate this, we are supporting our employees, consumers, partners and communities by committing to:



- Promoting inclusive and equitable workplace policies and practices
- Ensuring equitable and inclusive compensation and benefit practices, and best diversity practices in recruiting, promotions, etc.
- Celebrating diversity across race, gender, sexual orientation and all that face discrimination to build continual awareness and understanding of our differences
- Interrupting and mitigating any internal, interpersonal, institutional, and ideological biases in the organization
- Ensuring branding and marketing speak to a broad and diverse audience
- Giving preferential treatment to vendors, suppliers and partners that have values aligned with ours and are systemically practicing and supporting diversity and inclusion in their workforces and businesses
- Supporting and building collaborative relationships with community-based organizations in order to have a positive impact on the world around us, and internally

Our Diversity and Inclusion Policy outlines specific actions and targets to monitor our progress and hold us accountable, including:

- We have a goal of, at a minimum, fair representation of leadership and board roles based in Canada being held by BIPOC (Black, Indigenous, People of Colour) and female leaders by 2025
- At a minimum, new hires will be representative of the respective BIPOC (Black, Indigenous, People of Colour) populations
- Training on discrimination and unconscious bias — annual mandatory participation by all employees. Target is 100% by end of 2021 and annually from there
- Addition of a diversity and inclusion leader to drive action, hold us accountable, and ensure we meet our commitments
- Ensuring that 100% of top key strategic partners, and +80% of all partners show they are practicing and supporting a diversity and inclusion strategy by 2025

[Click here to view our full Diversity and Inclusion Policy.](#)



## EMPLOYEE RESOURCE GROUPS AND MENTORSHIP PROGRAMS

We recognize the need for employees to be actively involved in steering the culture of the organization. With that in mind, we formed the Advancement of Diversity & Inclusion Council (ADIC) in August 2020. ADIC is an employee-run group with the mission “to cultivate and action meaningful change towards diversity, inclusion and equality at Jamieson Wellness and our surrounding communities.”

ADIC organizes and provides support to all Employee Resource Groups (ERGs) within the company, beginning with our newly formed Black ERG (Black Guidance and Support Network), Women’s ERG and our Pride ERG which is in the early stages of forming.

Each group has support from the Board and executive level sponsorship. To further support our employees within this mandate, we implemented a senior leadership mentoring program for high potential BIPOC (Black, Indigenous, People of Colour) and female team members to ensure continued development and progression within the organization.



## BLACKNORTH COMMITMENT

We are proud to support the BlackNorth Initiative. Our CEO Mark Hornick, along with CEOs from more than 300 other organizations, has signed the pledge to take action to help end anti-Black systemic racism.

[Click here for more about the BlackNorth Initiative and details on the pledge.](#)



## Community

The health and wellness of the communities we serve have always been important to us. Whether it's donating to local charitable organizations, partnering with international non-profits, or supporting the causes of our employees and business partners, we are committed to helping make a difference.

In 2020 alone we are proud to have supported the below local, national and international charitable associations and initiatives.



### LOCAL (OUR HOME BASE OF ONTARIO)

- Donation of 58,000 surgical masks for the Windsor region frontline healthcare workers
- Donation of 27,000 surgical masks to the hospitals in the Scarborough health network
- Substantial donation of vitamins and nutritional supplements for healthcare staff and their families in Windsor, Scarborough and Toronto
- We Care for Kids - Windsor Essex
- Autism Ontario
- OFSAA-Ontario Federation of School Athletic Association
- Autism Ontario - Windsor Essex
- LaSalle firefighters
- Windsor Regional Hospital Charity GOLF Tournament
- Building Blocks for Better Babies
- Canadian Mental Health Association of Windsor and Essex County



### NATIONAL

- Canadian Cancer Society: An ongoing partnership including a substantial annual donation in 2020 and the prior three years



## INTERNATIONAL

- Vitamin Angels: An ongoing partnership in which we make an annual donation to support this charity and their work providing vitamins to children around the world
- Nutrition International: Donated 17,200 bottles of 200,000 IU vitamin A capsules to the global vitamin A supplementation (VAS) program to be delivered to the most vulnerable children globally



## RETAIL PARTNERS

- Donation in support of the LOVE YOU women's health program by Shoppers Drug Mart
- Donation to Sobeys in support of the Special Olympics
- Donation to Costco in support of the Children's Hospital of Eastern Ontario



## Partners / Suppliers

We acknowledge that we can help further drive change by encouraging vendors, suppliers and partners to join us in upholding our values. When sourcing suppliers and partners, we look for those that demonstrate commitment and continued improvements in areas such as:

- Fair working conditions
- Facility, process and material safety
- Environmental sustainability
- Supply chain transparency
- Anti-corruption commitment



## Governance

Our values of integrity, transparency and accountability are particularly evident in the corporate governance we have established and maintained. Our corporate governance policies and procedures demonstrate our commitment to sound, ethical business practices that guide company operations and facilitate long-term business success.

Our governance practices include the following policies and objectives:

- Our chairperson of the board and all of our board members, with the exception of Mark Hornick, our Chief Executive Officer, are independent. We have also split the role of chairperson and Chief Executive Officer. Our high director independence standards give rise to superior board performance by increasing the independence of decision-making and enabling effective management oversight.
- Our board maintains an entirely independent: (i) governance, compensation and nominating committee to facilitate the board's governance and supervisory responsibilities, including oversight of succession planning and executive pay; and (ii) audit committee to facilitate the board's supervision of financial and accounting matters. All members of our audit committee are financially literate and understand the internal controls and procedures necessary for financial reporting. We have also established and publicly disclosed defined mandates for the board and each of these independent committees to ensure the board is well organized to provide effective strategic oversight for our management team.
- Our board is committed to ensuring its corporate governance practices are aligned with and promote shareholder interests. To achieve continuous improvement, the board periodically reviews the size, composition and compensation of the board, the effectiveness of the board and its individual members, and appropriate committee structures, mandates, composition, membership and effectiveness. Under our share ownership policy, independent directors are required to acquire common shares of the company with a value equivalent to at least three times their annual total retainer. We believe that share ownership by the board is a hallmark of strong corporate governance by aligning individual director wealth with shareholder interests and the long-term performance of the company.
- Despite no formal requirement to do so, Jamieson intends to provide shareholders with the opportunity to review and endorse or not endorse our approach to executive pay practices by including an advisory (non-binding) say on pay vote with respect to such approach beginning with the annual meeting of shareholders in 2021.



- Our board practices support effective oversight. No director serves on more than one other public company board which enables directors to devote sufficient time to discharging their directorship duties at Jamieson. The independent directors also meet regularly in private sessions, without any members of management present.

[Click here to view our key governance policies](#), including but not limited to our:

- Board Mandate
- Chair of the Board Description
- Audit Committee Charter
- Governance, Compensation and Nominating Committee Charter
- Code of Conduct and Ethics Policy
- Diversity and Inclusion Policy
- Majority Voting Policy