



Sustainable Partner Policy

SCOPE

This policy applies to all stakeholders of Jamieson Wellness Inc. as well as all of 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.

PURPOSE

All aspects of this program and associated policy are designed to support our vision of improving the world's health and wellness, and are rooted with our values of Integrity, Teamwork, Entrepreneurship, Accountability and External Focus.

As a global organization, we believe in being globally consistent along the value chain while also preserving local relevance. As such, our Sustainable Partner Principles (hereafter known as ‘SPP’) and policy are rooted in internationally recognized standards and are designed using a global lens.

We are a United Nations (UN) Global Compact participant and endorse its principles on business and human rights.

We have made a commitment to advancing sustainable and equitable access to health and wellness for all our stakeholders and where we operate.

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 with our business partners to collectively realize our sustainable business ambitions.

OUR SPP GUIDING PRINCIPLES

Human Rights

Our SPP Human Rights Guiding Principles communicates Jamieson's support for the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights.

Principle 1: Partners support and respect the protection of internationally proclaimed human rights.

1.1. Freedom of Expression: Partners must recognize that everyone has a right to freedom of opinion and expression.

1.2. Health & Safety: Partners are committed to maintaining a safe, healthy, and secure work environment. Employees operate in a work environment that is free of harassment, violence, intimidation or any other unsafe behaviours or conditions. Partners identify and reduce risks to prevent accidents, illnesses, and injuries.

1.3. Drinking Water & Sanitation: Partners must provide employees with, at minimum, drinking water and sanitation within the work environment.

1.4. Wages & Working Hours: Partners must comply with all wage and working time laws, ensuring that legal restrictions on working hours, including overtime, maximum hour rules, meals, and rest periods are adhered to.

1.5. Digital Security & Privacy: Partners must respect personal data privacy and uphold digital security of their employees and consumers.

1.6. Migrant & Refugee Rights: Partners will comply with all legislation and other globally recognized forms of migration governance that are consistent under international human rights law and ensure that all migrants and refugees enjoy all their human rights and fundamental freedoms.

1.7. Indigenous Peoples' Rights: Partners will foster an enabling environment for Indigenous Peoples to advocate for and exercise their human rights in alignment with the UN Declaration on the Rights of Indigenous Peoples.

1.8. Access to Grievance Mechanisms & Remedies: Partners ensure that all employees have access to grievance mechanisms with fair procedures and remedies.

1.9. Land Rights: Partners recognize the rights and title to property and ensure that the land of individual and local communities are respected.

1.10. Diversity, Equity & Inclusion: We encourage our partners to align with our [Diversity, Equity & Inclusion Policy](#), and our values. Jamieson believes that health and wellness is a human right; it that it is to be inclusive to serve all communities with an expectation that partners actively practice this inclusivity.

Principle 2: Partners make sure they are not complicit in human rights abuses.

Labour

Our SPP Labour Guiding Principles communicates Jamieson's support for the International Labour Organization (ILO), a UN agency for the world of work.

Principle 3: Partners should uphold the freedom of association and the effective recognition of the right to collective bargaining.

3.1. Freedom of Association: Partners recognize and respect employees' right to freely choose their representatives. Partners ensure that employee representatives do not suffer discrimination.

3.2. Collective Bargaining: Partners ensure that employees understand their right to collectively bargain.

Principle 4: Partners uphold the elimination of all forms of forced or compulsory labour.

4.1. Forced Labour: Partners do not use forced or compulsory labour, meaning any work or service performed under threat or that is not consented to by the employee. Partners align with the prohibition of forced labour as outlined under the ILO Forced Labour Convention (No.29) and the Abolition of Forced Labour Convention (No. 105).

Principle 5: Partners uphold the abolition of child labour.

5.1. Child Labour: Partners do not employ children under the age of fifteen. If the law sets a higher minimum working age, this limit applies. Partners ensure compliance under the ILO, International Labour Standards on Child Labour.

Principle 6: Partners uphold the elimination of discrimination in respect of employment and occupation.

6.1. Discrimination: Partners refuse to engage in discriminatory practices. Discrimination based on sex, gender, sexual orientation, race, ethnicity, language, religion, or belief, political or other opinion, social origin, disability, nationality, marital status, veteran status, migration or residence status, age, or any other considerations will not be tolerated. Partners are expected to have systems in place to prevent, detect, and resolve unacceptable employee harassment, discrimination, physical or mental punishment.

Environment

Our SPP 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.

Anti-Corruption

Our SPP Anti-Corruption Guiding Principles communicates Jamieson's support for the United Nations Convention against Corruption (UNCAC).

Principle 10: Partners work against corruption in all its forms, including extortion and bribery.

10.1. Partners must uphold business practices with integrity and compliance with the law. Partners must develop and maintain processes & training to prevent and detect bribery.

10.2. Partners ensure that their employees do not accept gifts and hospitality that are excessive, demonstrate improper advantage or create a conflict of interest.

REPORTING ON BREACHES

Failure to comply with the principles of this program and associated policy of which a team member or a partner is aware, are to be reported immediately to the Jamieson Wellness team:

sustainablepartners@jamiesonlabs.com

We live by our value of transparency and expect our partners to align with this value as well. We strive to create a psychologically safe space for our team members and our partners; therefore, reports can be submitted confidentially and anonymously (where permitted by law).

Jamieson Wellness will investigate all concerns brought forward and will discuss findings with the supplier. We ask that the supplier assists in any such investigations and collaborate on required information needed to complete the assessment.

Upon review, if remediation is required, the supplier will formulate a corrective action plan and communicate to the Jamieson Wellness team. The plan is to ensure to include all corrective actions, timelines, and plan to resolve the breach.

For any questions regarding our Sustainable Partner Program: sustainablepartners@jamiesonlabs.com

COMMUNICATION

The ESG & Sustainable Procurement departments are 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 sustainablepartners@jamiesonlabs.com

POLICY REVIEW AND APPROVAL

This policy was reviewed and approved by:

Name	Title	Signature	Date
Regan Stewart	Chief Operations and People Officer		
Shawna Ketter	Senior Director ESG & Culture		
Sean Doyle	Senior Director Procurement		08/21/2023

REVISION HISTORY

Revision	Date Released	Comments / Changes to the Policy
1.0		