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**DIVERSITY, EQUITY, INCLUSION &  
BELONGING POLICY**

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## **DIVERSITY, EQUITY, INCLUSION & BELONGING POLICY**

### **DIVERSITY STATEMENT**

At Jamieson Wellness, we cherish diversity, equity, inclusion, and 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 are accountable to build an environment free of bias in regard to citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender orientation, gender identity, gender expression, and all other types of behaviours that are not conducive to an inclusive environment. We hold ourselves and all stakeholders to a high standard of diversity equity and inclusion, because anything else is unacceptable.

### **DEFINITIONS**

In this policy (the “**Policy**”), diversity includes, but is not limited to, the following criteria that differentiate individuals;

**Diversity:** is about the individual and the variety of unique dimensions, qualities, and characteristics we all possess.

**Inclusion:** is the collective culture in the workplace. It is about creating a culture that strives for equity and embraces, respects, and values differences.

**Diversity and Inclusion together:** Diversity Equity and Inclusion (DEI) is about capturing the uniqueness of the individual, creating an environment that values and respects individuals for their talents, skills and abilities to benefit the collective culture in the workplace.

**Belonging:** Belonging is the feeling of being in a safe and supportive space. A space when there is a sense of acceptance, inclusion, and identity for a member of a certain equity group. It allows an individual to be able to bring their authentic self to work, which ultimately liberates the conditions to do their best work.

**Prohibited Grounds of Discrimination:** United Nations international human rights legal framework contains international instruments to combat specific forms of discrimination, including [discrimination against indigenous peoples](#), [migrants](#), [minorities](#), [people with disabilities](#), [discrimination against women](#), [racial](#) and [religious discrimination](#), or [discrimination based on sexual orientation and gender identity](#).

The Canadian Human Rights Act prohibits discrimination in employment on the following grounds: citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex / pregnancy, gender identity, gender expression, family status, marital status, sexual orientation, and record of offences.

**Discrimination:** is any practice or behaviour which, whether intentional or not, treats people unequally or makes a distinction based on a prohibited ground (e.g. disability, sex, race, and sexual orientation) resulting in a disadvantage, an obligation, or a burden that other individuals or groups do not have. A decision to deny a benefit that relies on any of these grounds, unrelated to a person's abilities, is prohibited under the Code. Discrimination may result from the effect of applying general rules to everyone.

**Systemic Discrimination:** patterns of policies, practices, and procedures that are part of the structures of an organization, and which create or perpetuate discrimination.

## **OBJECTIVES**

Jamieson Wellness Inc. (the “**Company**”) recognizes the value of diversity at all levels of the organization. The Company views diversity as our greatest strength and a competitive advantage that must be fostered and protected in all company processes, programs, and policies. Further, our development, promotion and selection of employees will be based upon merit and the contribution that each employee brings to the Company, with due regard to the benefits of diversity and the needs of the Company. The Company will continue to develop programs to support and progress our DEIB efforts.

## **POLICY STATEMENT**

The Company is committed to achieving a diverse and inclusive environment for our employees, in our communications to consumers, with chosen partners and in our communities:

### **Jamieson Wellness Employees will**

- Ensure that we are living our values and our Diversity Equity, Inclusion and Belonging statement internally every day.
- Ensure diverse, equitable, and inclusive hiring, development, and retention programs to ensure fair access to all opportunities to ensure appropriate the level of representation of Racialized and Indigenous persons and women.
- Safeguard our compensation processes to ensure equivalent compensation and benefits across levels/bands regardless of identification of any prohibited ground of discrimination.
- Drive open dialogue, education, and listening forums to build trust and reinforce our commitment to inclusion.
- Seek out, interrupt and mitigate any internal, interpersonal, institutional, and ideological biases and discrimination in the organization.

- Create a Diversity Leadership Council to work with our Sr. Executive team in guiding and driving accountability to our diversity and inclusion goals.

### **Jamieson Wellness Consumers**

- Ensure branding and marketing speak to a broad and diverse audience.
- Support external conversations, actions, and collaborations on the topic of diversity and inclusion.

### **Jamieson Wellness Partners**

- Seek out, and show preference to vendors, suppliers and partners that have consistent values and are supporting Diversity and Inclusion in their organizations.

## **Our Community:**

- Support and build relationships with select community-based organization(s) that we can help have a positive impact on change around diversity equity, inclusion and belonging.
- Remain committed to actively recruiting new employees who represent racialized and indigenous persons and women.
- Ensure all company processes, practices and policies reflect and support the company's commitment to diversity equity and inclusion.

## **MEASURABLE OBJECTIVES**

The Company is committed to ensuring that diversity equity and inclusion is actively pursued. To this end, the Company has committed to:

- Having fair representation of Sr. leadership (VP level and above) and board roles based in Canada being held by racialized and indigenous persons and women More specifically the Company is committed to achieving 50% women and 25% racialized and Indigenous representation by 2025.
- Having no less than 30% women represented at the board level and 1 board member who identifies as ethnic or racialized.

Ensuring that our recruiting process is free of bias and that external candidates are representative of racialized and indigenous persons and women in our communities. Specifically, our finalist list of candidates will be 50% women and 22.5% racialized and indigenous persons.

The Company will review this Policy annually, which will include an assessment of the effectiveness of the Policy. The effectiveness of the policy will be measured by assessing whether the objectives discussed in "Measurable Objectives" above progressing. The Company will report on annual and cumulative progress in achieving the objectives of the Policy in its annual management information circular. The Company will discuss any revisions that may be required to both the policy and objectives and recommend any such revisions to the Board for approval.

Adopted by the Board as of November 4, 2020. Amended on February 21<sup>st</sup> 2024

## **Reporting Concerns and/or Violations of this Policy:**

All employees are encouraged to communicate any concerns regarding our diversity equity, inclusion and belonging policy without reprisal to their immediate supervisor or a member of the leadership team.

Each employee 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 an employee by informing their supervisor, manager, HR representative, the most senior manager in their group, Chief Operations and People Officer or the CEO.

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

Alternatively, violations of this policy may be made known confidentially as follows;

(a) by using the confidential, 24 hour toll-free hotline:

**English speaking USA and Canada: 833-900-0010**

**French speaking Canada: 855-725-0002;** or

(b) by online submission at [www.lighthouse-services.com/jamiesonwellness](http://www.lighthouse-services.com/jamiesonwellness).

The Company assures every employee that it will not carry out or, to the fullest extent reasonably within its power, permit any retribution or retaliation of any kind for reports made in good faith regarding known or reasonably suspected violations of this policy. The ability of an employee to make reports without fear of retribution or retaliation is vital to the successful implementation of this policy.

#### **RELATED JAMIESON POLICIES**

- Jamieson Wellness **Code of Conduct and Ethics Policy**
- Jamieson Wellness **Workplace Violence and Harassment / Sexual I Harassment Prevention Policy**