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**DIVERSITY AND INCLUSION POLICY**

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## DIVERSITY AND INCLUSION POLICY

### DIVERSITY STATEMENT

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 to build 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.

### DEFINITIONS

In this policy (the “**Policy**”), diversity includes, but is not limited to, the following criteria that make individuals different from one another;

**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 and Inclusion 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.

**Prohibited Grounds of Discrimination:** 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 is of the view that our diversity is 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.

## **POLICY STATEMENT**

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

### **Jamieson Wellness Employees**

- Ensure that we are living our values and our Diversity and Inclusion 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 BIPOC(Black, Indigenous and people of colour) and women within the Company
- 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 and inclusion
- Remain committed to actively recruiting new employees from BIPOC communities and women
- Ensure all company processes, practices and policies reflect and support the company's commitment to diversity and inclusion

## **MEASURABLE OBJECTIVES**

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

- Having fair representation of leadership and board roles based in Canada being held by BIPOC and women by 2025
- Ensuring that new hires are representative of the respective BIPOC and female populations

## **REVIEW OF THE POLICY**

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 have been met. 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.

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

All employees are encouraged to communicate any concerns regarding our diversity and inclusion 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 the most senior manager in their group or Chief Operations and People Officer.

Each employee who is a director or an executive officer will promptly report any violation of this Code 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**