



2024 Modern Day Slavery Report

Jamieson Wellness Inc.

1 Adelaide Street East, Suite 2200
Toronto, Ontario, Canada M5C 2V9
jamiesonwellness.com

Reporting Period: January 1, 2024, through December 31st, 2024

Reporting requirements under supply chain legislation in another jurisdiction:

- The United Kingdom's *Modern Slavery Act 2015*
- Australia's *Modern Slavery Act 2018*
- California's *Transparency in Supply Chains Act*

Applicable categorizations:

- Listed on a stock exchange in Canada.
- Canadian business presence:
 - Has a place of business in Canada
 - Does business in Canada
 - Has assets in Canada
- Meets size-related threshold:
 - Has at least \$20 million in assets for at least one of its two most recent financial years
 - Has generated at least \$40 million in revenue for at least one of its two most recent financial years.
 - Employs an average of at least 250 employees for at least one of its two most recent financial years.

Applicable sectors/industries:

- Manufacturing
- Consumer package goods

Entity's Activities:

- Producing goods (including manufacturing, extracting, growing, and processing)

- in Canada
- outside Canada
- Selling goods
 - in Canada
 - outside Canada
- Distributing goods
 - in Canada
 - outside Canada
- Importing into Canada goods produced outside Canada.
- Controlling an entity engaged in producing, selling, or distributing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada.

Our Value Chain:



Purpose and Commitment:

Inspiring Better Lives Every Day—Through Sustainable Growth & Ethical Supply Chains

At Jamieson Wellness, our purpose of Inspiring Better Lives Everyday drives everything we do—from the products we create to the partnerships we cultivate. This purpose extends beyond individual well-being to include the health of our communities, the environment, and the people who power our global supply chain.

As we continue to grow and expand our impact, we recognize our responsibility to embed sustainability, equity, and inclusion across all aspects of our business. A core part of this commitment is ensuring transparency in our operations and holding ourselves and our partners to the highest ethical standards.

Sustainable Partner Program (SPP)

To advance accountability and drive meaningful change, the company launched the Sustainable Partner Program (SPP) and its accompanying policy. Rooted in their core values and aligned with the 10 Principles

of the United Nations Global Compact, the SPP ensures that sustainability is not just a goal, but a foundational part of our supply chain management.

As a proud UN Global Compact signatory, Jamieson Wellness is committed to the best international practices in business ethics, human rights, and environmental responsibility.

To measure and continuously improve supplier performance, the company partnered with EcoVadis, a globally recognized platform for corporate social responsibility (CSR) assessments. This third-party evaluation focuses on key areas such as human rights, labour practices, anti-corruption, and environmental sustainability. Participation in the SPP is mandatory for all suppliers, underscoring our firm stance on ethical and responsible sourcing.

Through this approach, the company seeks to ensure that their supply chain reflects the same values that are promoted to their consumers—reinforcing the Jamieson Wellness purpose to inspiring better lives, ethically and sustainably, every day.

Governance & Accountability

At Jamieson Wellness, the Sustainable Partner Program and Policy is overseen by the Governance, Compensation, and Nominating Committee (GCN), which reviews and monitors the program on a quarterly basis. The GCN reports key findings to the Board of Directors, ensuring strong governance and accountability at the highest levels.

As part of the company's continuous improvement efforts, we published our first Modern Slavery Report in 2024 and will continue refining our ethical supply chain management approach.

Sustainable Supply Chain Strategy

Jamieson Wellness sustainable supply chain strategy is centered around two core areas:

1. **Value Chain Improvements** – Driving responsible and resilient practices across our entire supply network.
2. **Internal Capacity Building & Adoption** – Empowering the company's teams and suppliers with tools, training, and oversight to uphold ethical standards.

These focus areas are anchored in the Jamieson Wellness **Supplier Sustainability Pillars**, which guide performance expectations and continuous improvement across:

- **Human Rights**
- **Environment**
- **Biodiversity**
- **Diversity, Equity, Inclusion and Belonging**

Sustainability Supply Chain Goals

- 100% of suppliers are progressing against our sustainability pillars.
- 100% of sourcing decisions include sustainability risk screening and performance evaluation.

Enablers to Achieve These Goals

To meet the objectives, the company has embedded the following enablers into their procurement and supplier management processes:

- Supplier development through corrective action plans, 1:1 engagement, and site audits
- Training 100% of buyers on sustainable procurement practices
- Monitoring supplier KPIs aligned with our carbon reduction and ESG goals.
- Clear communication of resources, expectations, and tools to drive corrective actions
- Integration of sustainability due diligence into third-party risk screening, vendor onboarding, and supplier relationship management (SRM)
- Maintenance of a whistleblower hotline to report any suspected violations or misconduct, including modern slavery concerns

Policies, Due Diligence, and Risk Assessment

Jamieson Wellness is committed to upholding human rights and ethical labour practices across its operations and supply chains. The company has implemented several policies to support this commitment:

- **Human Rights Policy:** Aligns with international standards, including the United Nations Guiding Principles on Business and Human Rights, and outlines the company's dedication to a workplace free from harassment, violence, and discrimination. jamiesonwellness.q4cdn.com
- **Sustainable Partner Policy:** Applies to all stakeholders and emphasizes the importance of ethical conduct, environmental stewardship, and social responsibility throughout the value chain. jamiesonwellness.q4cdn.com
- **Code of Ethical Conduct:** Provides a framework for honesty, integrity, and ethical decision-making, reinforcing the company's values and expectations for all employees and partners. jamiesonwellness.q4cdn.com+1seonaidhjamieson.com+1

Due diligence processes include supplier assessments, contractual obligations to adhere to ethical standards, and mechanisms for reporting and addressing potential violations.

Risk Assessment and Management

Recognizing that some regions and sectors present a higher risk for forced or child labour, the company takes a proactive approach to identifying and managing those risks. The strategy includes:

- Performing risk-based supplier assessments by geography and sector
- Prioritizing sourcing from jurisdictions with strong labour protections

- Including contractual obligations around compliance with labour and human rights laws
- Ongoing monitoring and evaluation of supplier performance
- Maintaining an internal scorecard that tracks:
 - Assessment completion rates
 - Audit results
 - Implementation of corrective measures

In **2024**, the company achieved:

- **98% supplier participation** in our Sustainable Partner Program (SPP)
- **78% of Target 1 suppliers** completed EcoVadis self-assessments.
- Full integration of SPP assessments into our **new supplier qualification process**

Remediation Measures

To date, Jamieson Wellness has not identified any confirmed instances of forced or child labour within its operations or supply chains. However, the company has established procedures to address such issues should they arise, including:

- Immediate investigation of reported concerns.
- Collaboration with affected parties to remediate issues.
- Termination of supplier relationships if violations are substantiated and unaddressed.
- Reporting to relevant authorities as required.

Measuring Effectiveness

The company evaluates the effectiveness of its efforts to combat forced and child labour through:

- Monitoring supplier compliance with ethical standards.
- Tracking the number of employee trainings conducted.
- Assessing the outcomes of audits and investigations.
- Reviewing feedback from stakeholders and partners.

These metrics inform continuous improvement of policies and practices.

COMMUNICATION & EDUCATION:

Mandatory annual education on our Code of Conduct, including signing off for our Sustainable partner and Human Rights policy is required for all Jamieson Wellness team members. Jamieson also facilitates supplier education sessions that explain in detail:

- Why Sustainable procurement matters
- Modern Day slavery statistics and risks
- Our Sustainable Partner program and policy
- Responsibilities for both team members and suppliers

Approval and Attestation

This report has been reviewed and approved by the Jamieson Wellness Board of Directors:

**INSERT ATTESTATION AT MAY
BOARD MEETING**

DATED as of May____, 2025



Michael Pilato, 2025 11:09:02 AM EDT



Timothy Penner, 2025 1:37:01 PM EDT



Dr. Louis Aronne, 2025 9:51:15 AM EDT



Mei Ye, 20 May, 2025 8:56:45 PM EDT



Heather Allen, 20 May, 2025 2:15:59 PM EDT



Diane Nyisztor, 2025 2:15:35 PM EDT



François Vimar, 2025 2:57:51 PM EDT



Tania Clarke, 20 May, 2025 12:43:04 PM EDT



Catherine Potekin, 2025 2:20:32 PM EDT