



2023 Sustainability Impact Report

Inspiring Better Lives Every Day



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FORWARD-LOOKING INFORMATION



This presentation contains “forward-looking information” within the meaning of applicable securities laws. Forward-looking information may relate to our future outlook and anticipated events or results and may include information regarding our financial position, business strategy, growth strategy, budgets, operations, financial results, taxes, dividend policy, plans, intentions, beliefs, and objectives of our company. Particularly, information regarding our expectations of future results, performance, achievements, prospects or opportunities is forward-looking information. In some cases, forward-looking information can be identified by the use of forward-looking terminology such as “plans”, “targets”, “expects”, “does not expect”, “is expected”, “an opportunity exists”, “budget”, “scheduled”, “estimates”, “outlook”, “forecasts”, “projection”, “prospects”, “strategy”, “intends”, “anticipates”, “does not anticipate”, “believes”, or variations of such words and phrases or state that certain actions, events or results “may”, “could”, “would”, “might”, “will”, “will be taken”, “occur” or “be achieved”. In addition, any statements that refer to expectations, intentions, projections or other characterizations of future events or circumstances contain forward-looking information. Statements containing forward-looking information are not historical facts but instead represent management’s expectations, estimates and projections regarding future events or circumstances. In addition, our assessments of, and targets for, annual revenue, Adjusted EBITDA, Adjusted diluted earnings per share and certain other measures are considered forward-looking information. See the section titled “Outlook” in our most

recently filed annual management’s discussion and analysis (MD&A) for additional information concerning our strategies, assumptions and market outlook related to these assessments.

The forward-looking information contained in this presentation is based on management’s opinions, estimates and assumptions in light of its experience and perception of historical trends, current conditions and expected future developments, as well as other factors that we believe to be appropriate and reasonable in the circumstances. Despite a careful process to prepare and review the forward-looking information, there can be no assurance that the underlying opinions, estimates and assumptions will prove to be correct. Certain assumptions in respect of the ability to pursue further strategic acquisitions; our ability to source raw materials and other inputs from our suppliers; our ability to continue to innovate product offerings that resonate with our target customer base; our ability to retain key management and personnel; our ability to continue to expand our international presence and grow our brand internationally; our ability to obtain and maintain existing financing on acceptable terms; currency exchange and interest rates; the impact of competition; changes to trends in our industry or global economic factors; and changes to laws, rules, regulations and global standards are material factors made in preparing the forward-looking information and management’s expectations contained in this presentation.

The forward-looking information contained in this presentation represents management’s

expectations as of the date of this presentation and is subject to change after such date. However, we disclaim any intention or obligation or undertaking to update or revise any forward-looking information whether as a result of new information, future events or otherwise, except as required under applicable securities laws in Canada. The forward-looking information contained in this presentation is expressly qualified by this cautionary statement.

Forward-looking information is necessarily based on a number of opinions, estimates and assumptions that management considered appropriate and reasonable as of the date such statements are made, and is subject to known and unknown risks, uncertainties, assumptions and other factors that may cause the actual results, level of activity, performance or achievements to be materially different from those expressed or implied by such forward-looking information, including but not limited to those described under the heading “Risk Factors” in our 2023 annual MD&A for the fiscal year ended December 31, 2023 and in our most recent annual information form.

We caution that the list of risk factors and uncertainties under the heading “Risk Factors” is not exhaustive and other factors could also adversely affect our results. Readers are urged to consider the risks, uncertainties and assumptions carefully in evaluating the forward-looking information and are cautioned not to place undue reliance on such information.



Land Acknowledgment

Jamieson gratefully acknowledges that our workplace lies on the unceded territories of the First Nation, Inuit, and Métis Nations. Our facilities and head office reside in Toronto and Windsor, Canada, the traditional home of the Anishinabewaki ᐱᐸᓂᐱᐸᐸᐱᐸ, Wendake-Nionwentsïo, Ho-de-no-sau-nee-ga (Haudenosaunee), Mississauga and the Mississaugas of the Credit First Nation.

Through our dispersed team, Jamieson conducts its work on the traditional territories of several Indigenous peoples across the world. We respectfully honour all people, cultures, and traditions.

As part of our acknowledgement, we are committed to amplifying Indigenous voices and working partnership with organizations, community members and ambassadors on our purpose of Inspiring Better Lives Every Day.



At Jamieson Wellness, we are focused on supporting our consumers at every stage of their health and wellness journeys.

Our commitment to producing high-quality vitamins, minerals, and supplements our consumers can love and trust is unwavering.

At the same time, we know the world around us has changed since our humble beginnings as a family-run business with a single brand.

Much of this change is for the better. We are currently witnessing a global health and wellness megatrend, where people everywhere are prioritizing their health and wellbeing. However, issues such as climate change, loss of biodiversity, and persistent economic and social inequality pose serious challenges to our collective future.

These challenges also provide a unique opportunity for businesses around the world to drive meaningful change.

As a leading health and wellness company with a presence in over 50 countries, I firmly believe our business can be a force for good. I am optimistic about the role Jamieson Wellness can play in helping address these challenges, and that's why I am thrilled to share our company's first sustainability report with you.

Sustainability is as much a commitment as it is a responsibility—to our team members, our consumers, our partners, our shareholders, and our planet—to positively impact the greater good. Our approach to sustainability goes hand in hand with our new company purpose, Inspiring Better Lives Every Day, and this extensive report celebrates our progress to-date.

In 2023, sustainability became more tightly integrated into our culture and business operations. We made investments in new programs, policies, and partnerships to advance sustainability and wellbeing across our products, for the people we serve, and for the planet. Work on these projects has been underway for years, and I am confident we have established a strong foundation we can build on in the future.

I would like to extend a heartfelt thank you to our team members and all our stakeholders who contributed to our sustainability efforts in 2023. Guided by our new purpose and supported by our approach to sustainability, I am confident our collective future looks brighter and healthier than ever.

Sincerely,

A handwritten signature in blue ink, appearing to read "Mike Pilato".

Mike Pilato
President & CEO





At Jamieson Wellness, our board has embarked on a long-term commitment to sustainable growth by continuously reducing our environmental footprint and contributing to positive social change.

This year, management has introduced several foundational programs, policies, and initiatives that will better integrate sustainable business practices across the value chain. These include measuring where we are today so we know where the biggest opportunities lie, and continuously assuring our progress as we move forward.

While progress will take time and effort, we are committed to achieving the highest standards of excellence, which is why we have aligned our sustainability strategy and commitments with global ESG standards and science-based Net-Zero targets.

As a health and wellness company, we are dedicated to the wellbeing of all stakeholders. This includes our consumers, our customers, our team members, the communities in which our suppliers do business, and our planet. We are proud of our progress in 2023 and we expect to report significant advances next year.

I would like to thank everyone at Jamieson for their commitment to sustainability, along with our Board of Directors and management for their steadfast leadership.

Tim Penner
Chair of the Board



I am proud of the significant progress Jamieson Wellness has made in 2023 towards its sustainability commitments.

This past year, we have enhanced our governance model by introducing new policies and programs to foster greater accountability throughout our value chain.

We now have robust systems in place to measure our emissions, monitor human rights and ethical business practices throughout our supply chain, and we continue to make strides towards our 2025 diversity, equity, inclusion, and belonging targets.

Taking meaningful action throughout the next decade will be critical if humanity wants to successfully change the trajectories of the climate and biodiversity crises. At Jamieson, we are moving swiftly so we can achieve science-based Net-Zero targets in the future and uphold our commitments to circularity, protecting biodiversity, and reducing our impact on the climate.

On behalf of the Governance, Compensation and Nominating Committee, I would like to thank the entire Jamieson team for their contributions towards bolstering sustainability across our business and our brands. I look forward to accelerating this work in the critical decade ahead.

Heather Allen
Board Director
Chair, Governance, Compensation, and Nominating Committee



ABOUT THIS REPORT

This annual sustainability report provides stakeholders an insight into the environmental, social, and governance (ESG) goals and achievements at Jamieson from the reporting period of January 1, 2023 to December 31, 2023.

Aligned with our values and new purpose of **Inspiring Better Lives Every Day**, this report exemplifies our unwavering commitment to create a sustainable future by outlining our performance, initiatives, and progress towards our sustainability goals.

In our [ESG Scorecard](#), we have sought to provide information according to the requirements of the new International Sustainability Standards Board's (ISSB) global standards that includes the Task Force on Climate Related Financial Disclosures (TCFD), our Sustainability Accounting Standards Board (SASB) metrics, and the EY's limited assurance report over Scope 1 and Scope 2 Greenhouse gas emissions.

NOTE: Any dollar figures reported are in CAD.

Inspiring Better Lives Every Day





The Jamieson Approach

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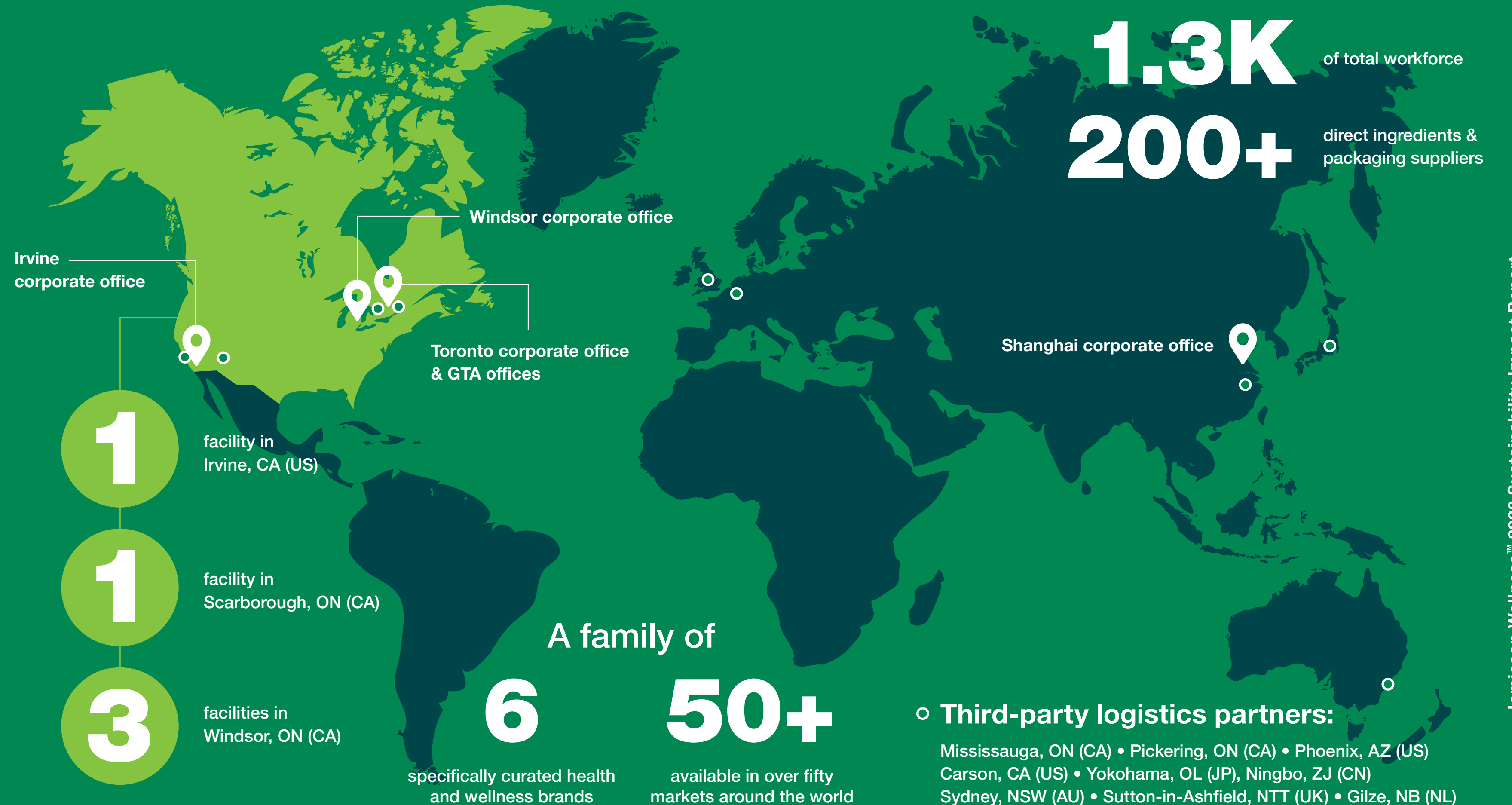


Inspiring Better Lives Since 1922

Jamieson is Canada's #1 consumer health brand and leading branded manufacturer, distributor, and marketer of high-quality natural health products.

At Jamieson, we're focused on what brings people together. Today, what unites us all is our desire to live a healthy life in the most sustainable way possible. Our physical, mental, and social wellbeing are essential elements of being human, and the pursuit of which is something we all have in common, no matter where we are in the world. Guided by our purpose and anchored by our values, we have dedicated ourselves to inspiring people around the world to live their best lives.

A snapshot of our global presence





Delivering Sustainable Health & Wellness

At Jamieson, we're fortunate to help people around the world improve their health and wellness by providing high-quality vitamins, minerals, and supplements that consumers trust throughout their health and wellness journeys.

We also know our products have an impact beyond the health benefits they deliver to our consumers. That's why our commitment to sustainability is woven into every aspect of our value chain.

From responsibly sourcing ingredients to implementing innovative packaging solutions, we strive to minimize our environmental footprint while delivering products that promote overall health and wellbeing for our people, our planet, and our collective future.



Brand Family

Our product portfolio is specifically curated to help maintain overall health with daily multivitamins for all age groups, letter vitamins, digestive, heart health, and immune support formulas.

2 Global Brands



4 Canadian Specialty Brands





Our Industry-leading Commitment to Quality & Innovation



- All products manufactured according to 360 Quality, our leading quality assurance program.
- Third-party certifications such as National Sanitation Foundation and DNA verification on herbal and probiotic products.
- Primary Canadian tablet and soft gel manufacturing facilities registered and operating at pharmaceutical standards set by Health Canada.
- Numerous manufacturing certifications including Health Canada Drug Establishment Licences, Good Manufacturing Practices certification, Australian Therapeutic Goods Administration (TGA) clearance, and are registered in highly regulated countries like China and Saudi Arabia.





A Sustainable Approach to Business

Our company's success has been guided by our vision To Improve the world's health and wellness and today as we evolve to a purpose-driven company, our future success will stem from our new purpose and positioning of Inspiring Better Lives Every Day. As a purpose driven company, our business can have a meaningful and sustainable impact on the planet and the lives of people around the globe.



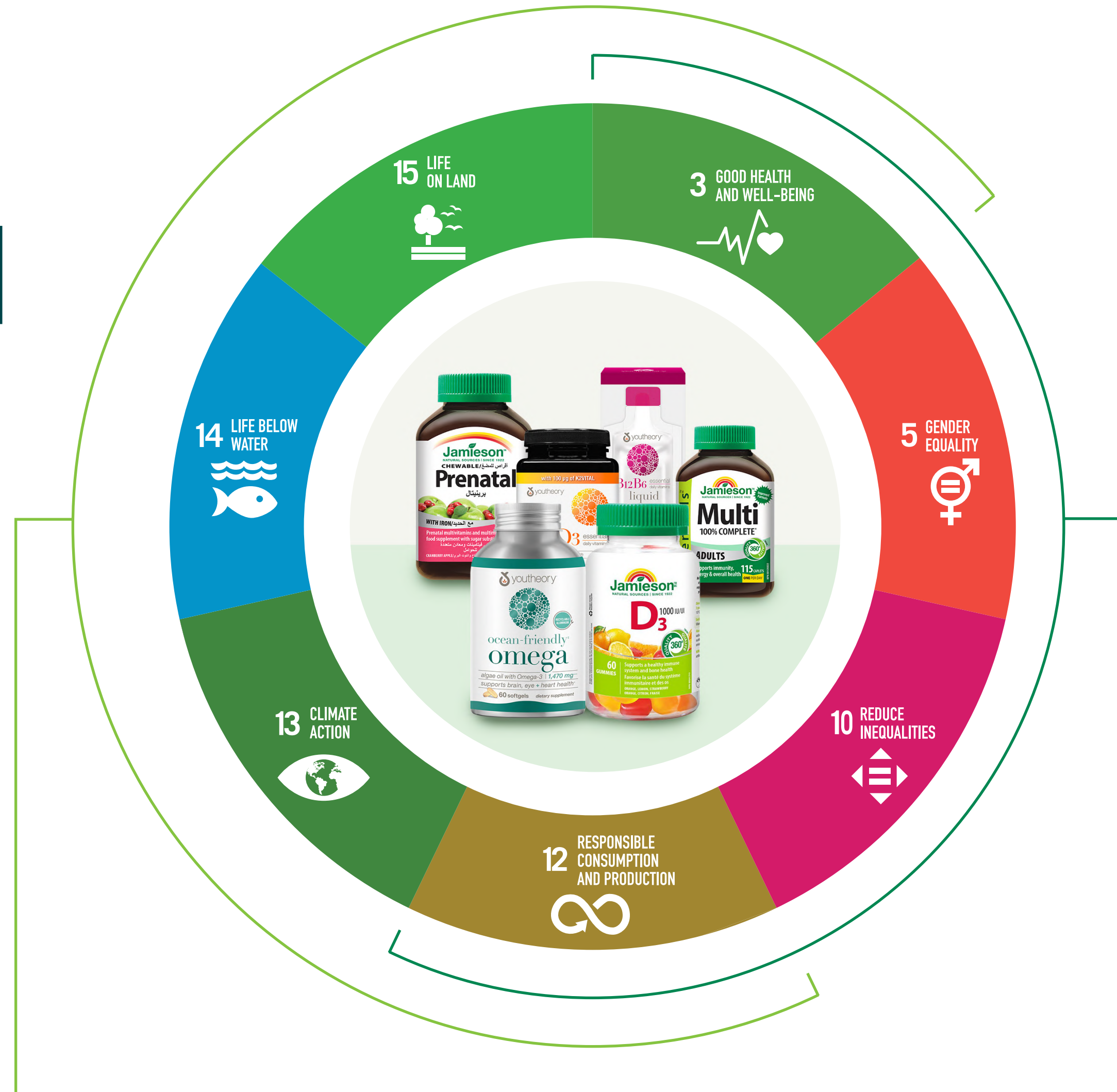


Doing Our Part for a Better World

At Jamieson, we're proud to answer the call to unite with other businesses around the globe for a better world.

We have been an active participant of the United Nations Global Compact (UNGC)—the world's largest corporate sustainability initiative—since 2021. We hold ourselves accountable by aligning our operations and business strategy with the Ten Principles in the areas of human rights, labour, environment, anti-corruption, and the UN Sustainable Development Goals (SDGs). The following chart outlines our sustainability targets, connecting them with the seven most relevant SDGs where we aim to have the greatest impact as we advance sustainable health and wellness for our stakeholders.

****Per GHG Protocol: Our goal is based on location-based emissions with 2023 as our base year that progress will be measured from. Jamieson chose this base year to correspond with the implementation of its environmental management system. Jamieson has listed in its inventory manual a 5% recalculation policy.**



People

Short-term Targets

- Annual mandatory diversity, equity, inclusion, and belonging (DEI&B) and bias training with more than 90% compliance.
- Leadership and board roles are held by minimum 50% women and 25% racialized persons.
- Maintain representation of women at 50% and racialized persons at 22.5% for new hires at the managerial level and above.

Planet

Medium-term Targets

- 50% emissions reduction on Scope 1 and Scope 2 (location-based) emissions by 2030**
- 75% reduction of landfill waste.
- 50% increase of recycled content in all branded packaging.
- 50% reduction in packaging cartons by 2030.

Long-term Target

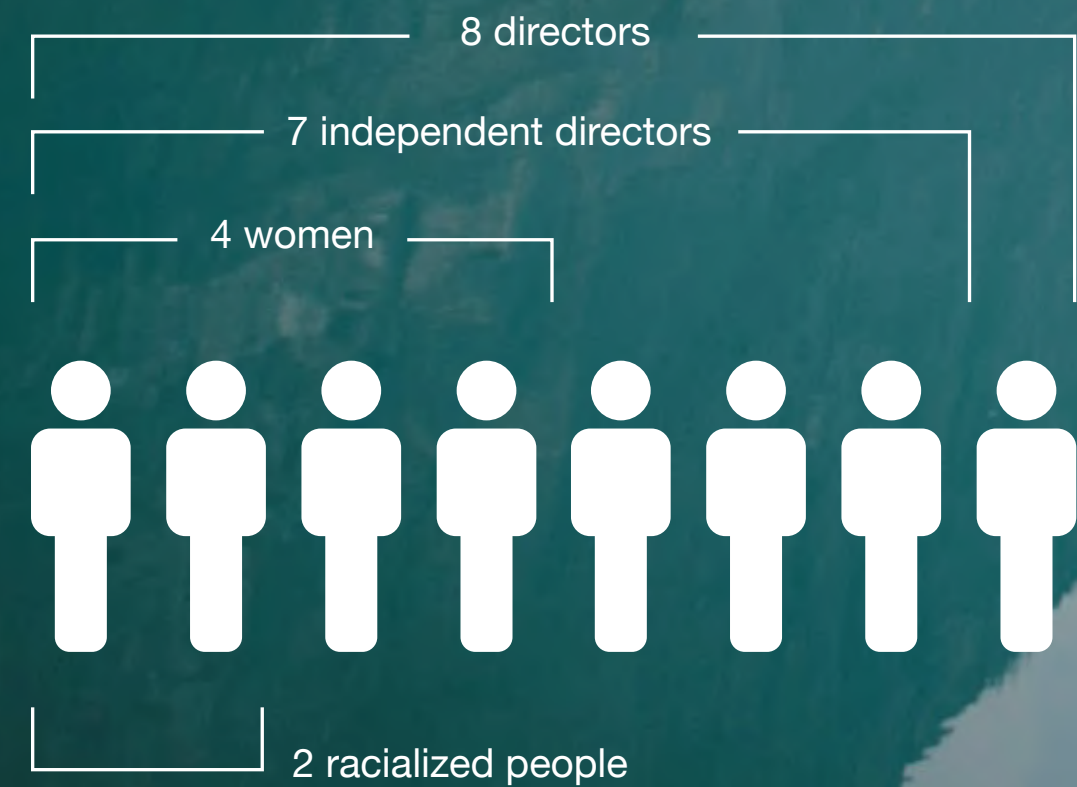
- Net-Zero by 2050.



Governance

As a global organization with facilities across North America and offices on two continents, we have established a robust sustainability governance structure that works to further develop our strategies and ensure the seamless integration of our sustainability practices.

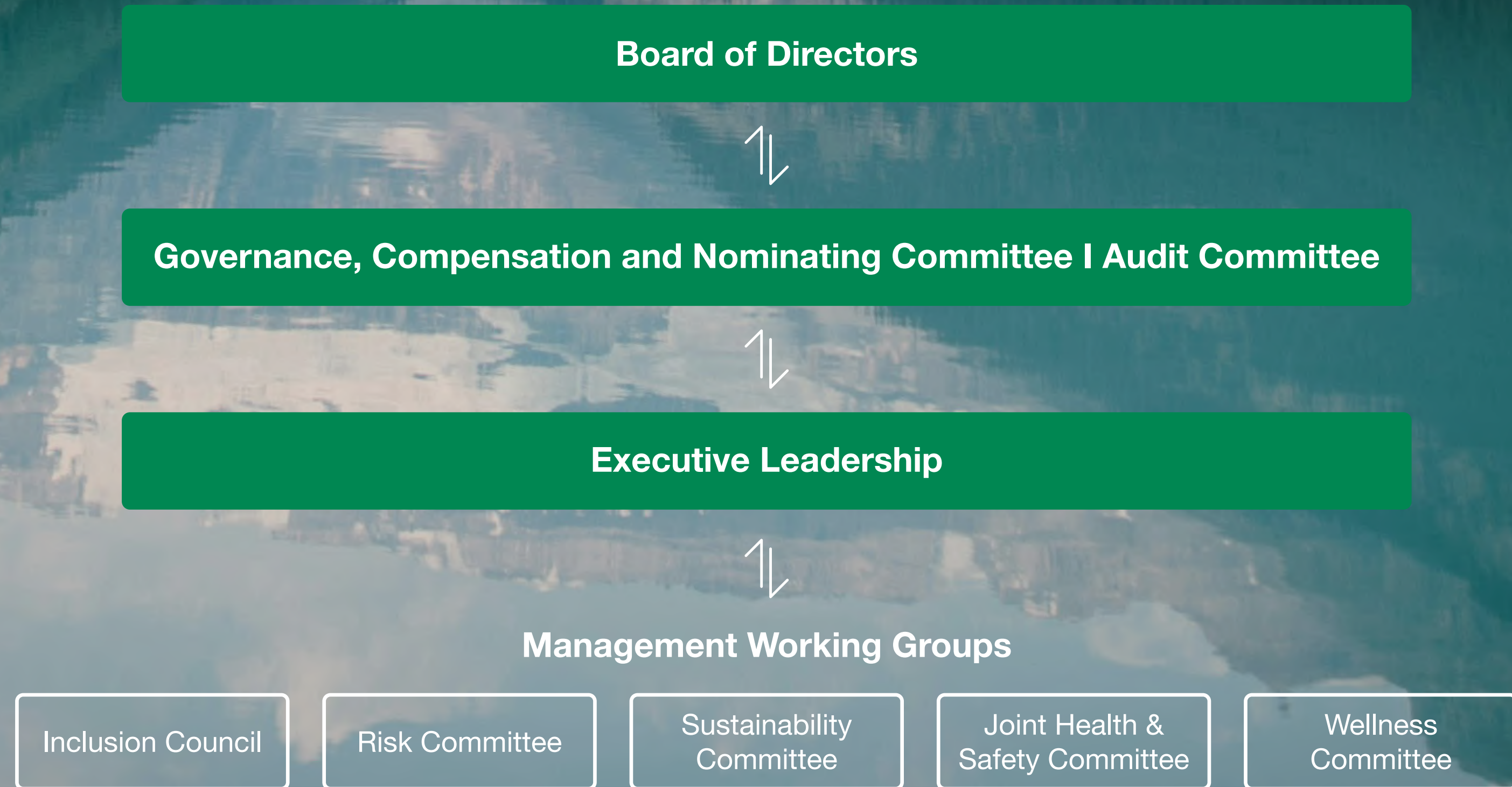
BOARD COMPOSITION:



[OUR AUDIT COMMITTEE CHARTER](#)

[OUR GCN COMMITTEE CHARTER](#)

ESG Governance





Our 2023 Impact



Implemented
Environmental Management System

and new policy aligned to the [GHG Protocol](#)

Launched
Ocean-friendly Omega

1.28
Health & Safety:
Total recordable injury rate

50%
women on our
Board of Directors

ISO **27001**
certification for Cybersecurity

6.7
acres of prairie/pollinator habitat created

12.3
acres of forest habitat created

Invested in
14
community organizations
with grants ranging
from \$500-\$10K

Invested
\$175K
yearly with our corporate
community partners with
a 3-year commitment

Became one of the first major brands
in Canada to remove cartons across
the multivitamin portfolio
950K+
cartons removed, saving the
equivalent of 373,000 lbs of CO2

6,480
square feet of Pacific Ocean restored



Progress for Our People

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At Jamieson, everything starts with people.

Wellbeing is an essential element of our humanity, and the pursuit of wellbeing is something we all have in common—no matter where we are in the world. We know business can be a force for good and that’s why we are committed to making decisions and using our influence to improve the lives of everyone connected to our global presence.



Protecting Human Rights

At Jamieson, we firmly believe in the fundamental dignity and equality of all people, and we're committed to upholding and promoting human rights across all facets of our operations.

As a participant of the United Nations Global Compact, the principles of our Human Rights strategy are rooted in internationally recognized standards and are designed using a global lens that aligns with:

- **The United Nations Guiding Principles on Business and Human Rights**
- **The United Nations Universal Declaration of Human Rights**
- **The International Labour Organizations 1998 Declaration on Fundamental Principles and Rights at Work**
- **OECD Guidelines for Multinational Enterprises**

Alongside our new [Sustainable Partner Policy](#) the Board of Directors of the company has adopted a [Code of Business Conduct and Ethics Policy](#) to elaborate on these principles.



OUR HUMAN RIGHTS POLICY





Nurturing Our Workforce

We believe that to nurture our team members' Wellbeing we need to look at each individual aspect. To achieve this, we've established three pillars of wellbeing—physical, social, and mental—with unique initiatives that collectively contribute to a holistic approach to employee wellbeing.

As we continue our journey to make Jamieson a diverse, engaging, and inclusive workplace, we partner annually with a third-party consulting firm to conduct a confidential and anonymous survey to help us understand the impact of our programs, policies, and practices. With an **86% participation rate**, the information gained allows us to improve employee wellbeing going forward.



Physical Wellbeing

Jamieson provides comprehensive benefits coverage, encompassing health, dental, life, AD&D, and disability insurance.

Our Health & Wellness Committee promotes healthy living through initiatives like Team Sweats, Walking Club, and lifestyle reminders. We also offer company-wide educational sessions and wellness events such as Ride for Charity and Employee Resource Group (ERG) Runs.

Social Wellbeing

Jamieson fosters an inclusive workplace through our Inclusion Council and ERGs. We actively engage in community giving and host social events such as BBQs and holiday parties to promote connection and fun.

Additionally, we recognize achievements through programs like the Milestone Award Recognition Program and the Values, Mission & Vision Award Program.

Mental Wellbeing

Jamieson prioritizes team member mental wellbeing by offering enhanced mental health coverage through our benefits plan. Through our partnership with GreenShield, team members receive access to a digital clinic that offers virtual mental health care support.

Our Employee and Family Assistance Program (EFAP) includes counseling, mental health resources, and toolkits.



Embracing Diversity in Our Workplace

At Jamieson, we cherish diversity, equity, inclusion, and belonging (DEI&B) 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, inclusion, and belonging because anything else is unacceptable.



OUR DIVERSITY, EQUITY, INCLUSION AND BELONGING POLICY

Employee Resource Groups

- Black Guidance and Support Network (BGSN)
- East Asian Support Network (EASN)
- South Asian Support Network (SASN)
- The Pride Network
- Women's Alliance for Voice and Empowerment (WAVE)

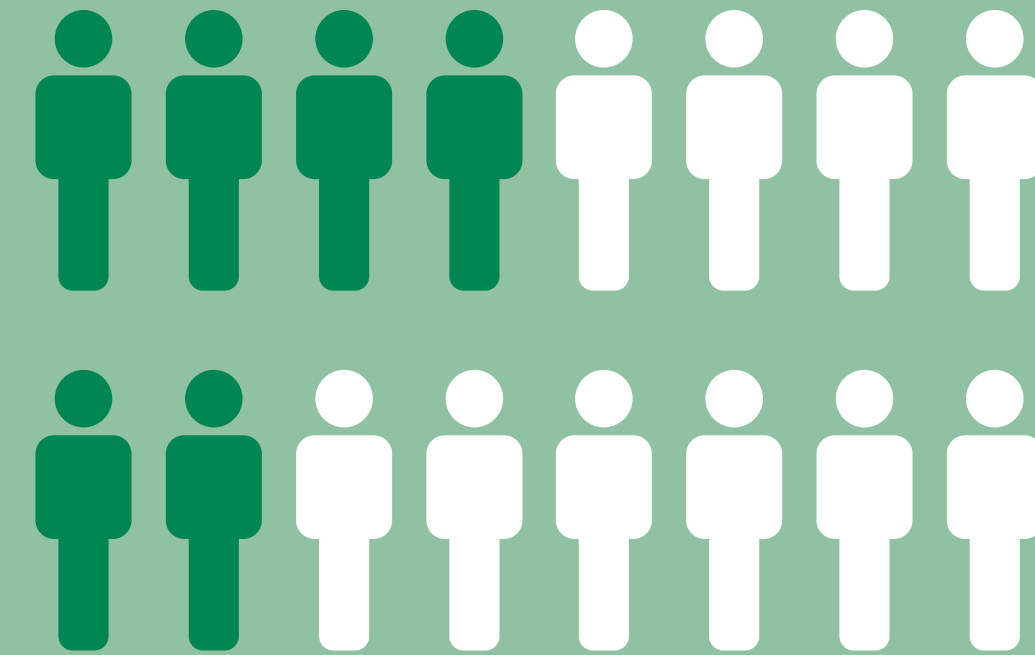
Supported Programs + Partners

- Black Talent Initiative
- BLAXPO Career Fair
- North American Association of Asian Professionals
- Pride at Work
- Pride & Remembrance Run
- Run for Women



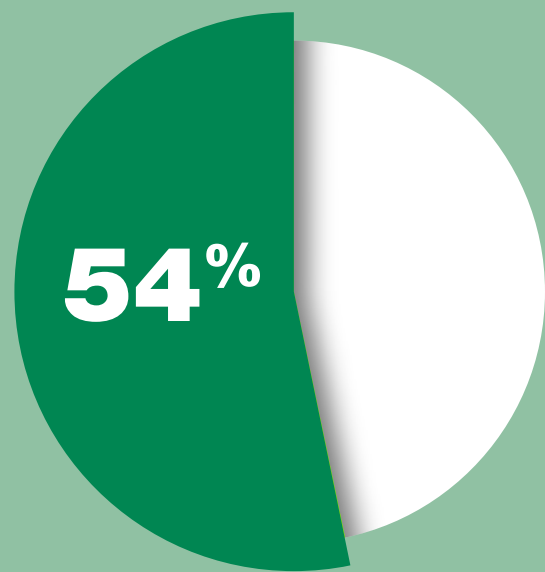
Embracing Diversity in Our Workplace

Board of Directors representation



50% women

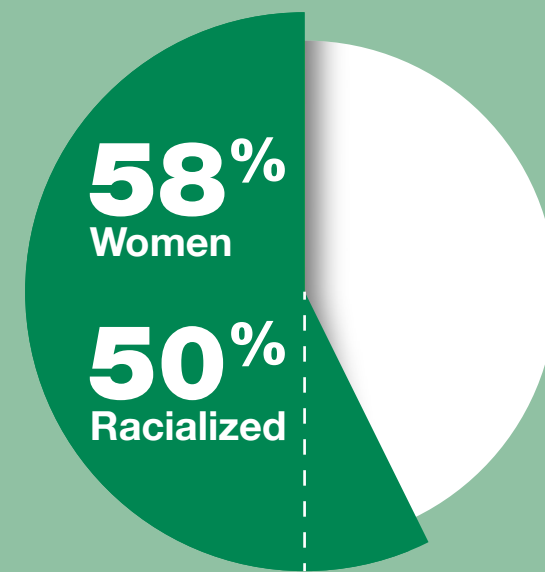
25% racialized people



Global Gender by Level (% of Women)

Target 50% | Total 54%

- Executives Target: 50% | Actual: 36%
- Management (Directors & Managers): 60%
- Salaried: 67%
- Hourly: 46%



Fair Representation Through New Hires

Ensure a diverse candidate and interview slate for all our external job postings for Manager and above roles.

Target (Women): 50% | Achieved: 58%
Target (Racialized): 22% | Achieved: 50%



Inclusion and Equitable Workplace Training

Workplace DEI&B training — for all team members.

Achieved: 98%



Development

Development Action Plans for all team members with 3+ months of service.

Target: 100% | Achieved: 100%



Inclusive Leadership
DEI&B Training — for all people leaders.

Target: 95% | Achieved: 100%





Our Commitment to Health & Safety

Protecting the health and safety of our team members is the number one priority at Jamieson.

All our facilities have established safety committees that meet quarterly. All team members, including senior leaders and line management, are in attendance for each meeting. Additionally, 100% of our workforce takes safety, health, and environment training.

Total recordable injury rate (TRIR): TRIR gives companies a snapshot of their safety performance over a one-year time period by calculating the number of recordable incidents per 100 full-time employees.

The lower your TRIR, the fewer work-related injuries and illnesses experienced by your team.

TRIR: Our TRIR rate has improved from 2.80 in 2020 to 1.28 in 2023 below the industry average of 3.5.

Over the last few years, we've made the following advancements:

- Invested in top health and safety talent with a continuous improvement mindset to integrate health and safety across the organization.
- The adoption of an advanced reporting and material safety data management system working with Contractor Compliance Inc. to give us greater visibility into our contractor's health and safety performance.
- Joining the Workplace Safety and Insurance Board (WSIB)'s Ontario Safety Excellence program to expand our internal programs.
- Working with our Joint Health and Safety Committees in each of our facilities on initiatives to prevent incidents before they happen.



OUR HEALTH & SAFETY POLICY





Investing in Our Community

In line with our purpose of Inspiring Better Lives Every Day, we have developed a community giving strategy focused on sustainable collaboration with organizations and our team members.

Working to improve the physical, mental, and social wellbeing of people around the world, our funding focuses on select community-based organizations that can have a positive impact on change around diversity, equity, inclusion, belonging, and the wellbeing of the planet.

List of supported initiatives, programs, and partners

- Asian Community AIDS Services
- Black Coalition for AIDS Prevention
- Black Talent Initiative
- Buddies in Bad Times Theatre
- Caldwell First Nation and Essex Regional Conservation Authority
- Jesse Rees Foundation – NEGU (Never Ever Give Up)
- Kim's Swim
- Latino Health Access
- Nutrition International
- Park Street Education
- Princess Margaret Ride to Conquer Cancer
- The 519 Community Centre
- The Fauna Foundation
- The Giving Tree
- The Pride & Remembrance Foundation
- Yellow Brick House

Corporate Community Giving Strategy

Community Partner Engagement

Corporate Community Partners: 3-year commitment.
Community Grants: given on annual basis.



Team Member Community Engagement

ERG Community Giving Program.



Humanitarian Engagement

Engagements that impact our Team Members, consumers, and communities; where we can meaningfully influence the issue.

What we fund

Jamieson supports programs and initiatives with partners that align with our purpose, values, and definition of health and wellness (mental, physical, and social wellbeing).

What we don't fund

Jamieson does not support organizations that discriminate against a person or group due to race, sexuality, gender, disability, political, or religious belief.





Supporting Global Nutrition

Since the year 2000, global efforts to scale up Vitamin A Supplementation (VAS) programs have yielded dramatic improvements in coverage, contributing to drops in child mortality.

For 30 years, Nutrition International (NI) has been leading the global fight against malnutrition. Each year, NI's supplementation program reaches between 100–200 million children across 60 countries with vitamin A capsules.

Vitamin A supplementation boosts immunity and provides life-saving protection



12,442,500

doses of vitamin A donated in 2023





Increasing Black Equity

Black professionals can experience the workplace differently and by partnering with Black Talent Initiative (BTI), Jamieson is increasing career development opportunities and career access for Black professionals both within and outside our walls.

In 2023, our partnership dollars went to supporting BTI's mission through the following:

Programming/Talent Support

- Provided content for "The Wellness of Diversity & Inclusion, Guelph University Men's Football Program" session that included 50 Black athletes.

- Supported the 7-week Black Beyond Sport 2023 Spring Cohort.
- Supported a series of four development workshops for Jamieson's Black Guidance and Support Network Employee Resource Group (BGSN).

Organizational Expansion

- Supported the expansion of BTI's internal team that performs the daily work towards its mission of empowering its community of Black talent and creating opportunities to advance their journeys forward.

Community Outreach

- Supported the ability for BTI to host two in-person observance and commemorative events for Juneteenth and Emancipation Day.
- Supported the running of BTI's community Friday Meetups, a safe space of information and inspiration for community members that provides them a platform to learn and connect with each other.



At BTI we are looking to empower Black leaders of today and tomorrow and for champions who will advocate alongside us. We seek to partner with people and organizations that can help to facilitate change, access, and connections to aspiring Black Talent in business. We have found that in Jamieson Wellness and we are honoured they are joining our movement.”

– Hildah Juma,
Executive Director,
Black Talent Initiative



Honouring Truth and Reconciliation

Jamieson recognizes the historic and ongoing injustices faced by Indigenous peoples worldwide and we acknowledge the importance of promoting justice, equality, and respect for Indigenous communities.

We commit to recognize, support, and adopt the United Nations Declaration on the Rights of Indigenous peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources.



We are so thankful to Jamieson for its longstanding partnership and commitment to sustainability in the Essex region. In addition to creating the 121-acre Jamieson Forest on former agricultural lands owned by ERCA, its current collaboration in the restoration of 40 acres of forest and prairie habitat on lands owned by the Caldwell First Nation in Leamington is a testament to this ongoing commitment. The Essex Region Conservation Authority is honoured and thankful to both Jamieson and the Caldwell First Nation for allowing us to facilitate this important work.”

– Claire Wales,
President,
Essex Region Conservation Foundation





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At Jamieson, our unwavering dedication to sustainability not only reflects our corporate responsibility but also underscores our profound belief in the interconnectedness of human health and the health of our planet.

From responsibly sourcing our ingredients to minimizing our environmental footprint across all facets of our operations, we recognize the urgent need to preserve our planet for future generations and are dedicated to leading by example in creating a sustainable future.



Committed to Protecting Our Planet

In the last United Nations Intergovernmental Panel on Climate Change Sixth Assessment Report (AR6), new evidence states that the impacts of climate change will continue to be one of the most significant challenges that corporations, society and natural ecosystems will face.

At Jamieson, our purpose is to Inspire Better Lives Every Day, so we cannot ignore the interdependence of climate, ecosystems, and biodiversity with human societies.

We have ambitious ESG goals that will require support and alignment across our stakeholders to collectively realize our sustainable business ambitions. Our Environmental Strategy is based on the three pillars of **Climate, Circularity, and Biodiversity**.

Aligned with the United Nations Global Compact, we have made the commitment to align to the following principles:

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- **Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Businesses should encourage the development and diffusion of environmentally friendly technologies.



OUR ENVIRONMENTAL POLICY



Our Progress on Climate

At Jamieson, our ambition is to reduce our full value chain emissions to Net-Zero by 2050.

Achievement of this will greatly reduce our exposure to climate-related risks and maximize our potential to take advantage of climate-related opportunities. In particular, the reduction of both direct and indirect emissions will reduce our exposure to the carbon pricing increases that would be required to limit global temperature rises to sustainable levels.

As a global organization, we respect the importance of internationally recognized standards and have established an environmental



management system according to the internationally recognized Greenhouse Gas (GHG) Protocol Corporate Standard. Using this system, our footprint is captured; this information allows us to look at our organization by assessing each facility's use of electricity, and other critical components of our operations emissions.

Currently, we are not using direct renewable energy, however we have started reporting to the Carbon Disclosure Project (CDP), with plans to discuss GHG emissions in 2024. Our commitment is to align to the Science Based Targets Initiative (SBTI) 1.5°C pathway. The SBTI guidance recognizes that offsetting may be appropriate to use for residual emissions. Once all reasonable and practicable opportunities to reduce greenhouse gas emissions have been implemented, we will use offsets from our biodiversity projects.

Our Carbon Reduction Initiatives:

Short-term (2025)

1. Upgrade the boiler and economizer for better efficiency.
2. Introduce CO2 capture system to recover heat and promote a circular economy.
3. Optimize air compressor operations and overall efficiency.
4. Install a more efficient dust collection system.
5. Reduce energy by installing light sensors and smart thermostats.

Medium-term (2025–2030)

1. Implement heat recovery systems throughout plant operations.
2. Upgrade and install solar panels across all plants.

Long-term (2030–2050)

1. Achieve Net-Zero through sustainable tech adoption and reforestation drives.

Greenhouse Gas Emissions (GHG)

Performance Measure

	2023	2030 Goal
Total Scope 1 and Scope 2 location based GHG emissions	3,270	1,635
Scope 1: Direct GHG emissions (tCO2-e)	2,581	1,291
Scope 2: Indirect GHG emissions (location-based) (tCO2-e)	689	345
Total energy use - electricity and natural gas (GJ)	99,330	49,665
Total electricity use (MWh)	14,157	7,079
Total natural gas use (M3)	1,296,623	648,312

For detailed climate data please see [ESG Scorecard](#)



Our Progress on Circularity

In Canada, only 9% of all the materials recycled in the country are really recycled, while the rest ends up in our landfills, waste-to-energy facilities, or the environment.

As a province, Ontario generates nearly one tonne of waste per person each year. Every 1,000 tonnes of waste diverted from landfills generated 7 full-time jobs, \$360,000 in wages and more than \$700,000 in GDP.

At Jamieson, we pride ourselves on committing to constant safe, pure, and effective products under our 360 Quality Promise. Our packaging is crucial to the overall quality of our products; therefore, we use the Ellen MacArthur Foundation principles, implementing the application of eco-conscious packaging while considering the performance and quality requirements for consumers.

Jamieson Carton Removal

975K+

cartons being removed each year



Our Jamieson Vitamins brand is leading the category in sustainability by being one of the first major brands in Canada to remove cartons across the multivitamin portfolio. This will result in almost one million cartons being removed each year, saving the equivalent of 373,000 lbs of CO2.

This move aligns with one of our sustainability targets, to reduce 50% of our carton packaging.

Jamieson Circularity Impact

1.91K

Total 2023 plastic volume (tonnes) / 4.21M total 2023 plastic volume (lbs)

1.767K

Total 2023 Canadian Operational Waste to Landfill (metric tonnes)

Jamieson Circularity Commitments

50%

Increase of recycled content in all branded packaging by 2030

75%

Reduction in landfill waste by 2030





Our Progress on Biodiversity

At Jamieson, we recognize that our entire value chain is embedded in nature, not external to it.

We understand that the wellness of society and the planet depends on the resilience and health of the ecosystem. A strong and healthy ecosystem is imperative for the health of communities and for business. Our proactive approach to sustainability extends beyond compliance. Through various initiatives and partnerships, we actively promote biodiversity, the reduction of GHG emissions, and water stewardship to create a healthier planet for current and future generations.



ERCA & Caldwell

Caldwell First Nation was recently granted Reserve Status in Leamington, Ontario following a 230-year quest to regain their ancestral grounds. The Nation is hoping to restore 40 acres (35,000 trees) of former agricultural land to natural habitat through a partnership with Jamieson and the Essex Region Conservation Authority/Foundation (ERCA/ERCF).

This partnership brings the potential to offset **1,680,000 lbs of CO2/year.**



veritree

We've teamed up with veritree and their partners to plant 60,000 kelp off the Pacific Coast of British Columbia. Kelp holds great cultural and ecological significance for Indigenous communities in the Pacific Northwest. These towering underwater forests provide a habitat for thousands of marine species and are excellent carbon sinks.

As of 2023, we have helped restore **6,480 square feet of ocean area thus far.**



1% for the Planet

Our Iron Vegan™ brand is part of 1% for the Planet, a global network of businesses, individuals, and environmental organizations, dedicated to tackling our planet's most pressing environmental issues. As a member of 1% for the Planet, Iron Vegan has committed to donating 1% of sales to environmental causes and to help make the world #BeOnePercentBetter.



Ocean-Friendly Omega

Derived from plants, youtheory® Ocean-Friendly Omega provides the same brain, eye, and heart benefits as fish-based omegas in a sustainable way that prevents overfishing and stripping our oceans of important marine life including sharks, whales, dolphins, and sea turtles.





Our Sustainable Partner Program

According to a survey conducted by the UNGC, 70% of businesses' social and environmental impacts occur because of their supply chain.

At Jamieson, we believe that everything that supports our products—from raw materials to packaging and everything else in between—should come from good sources. This means doing business with suppliers that treat workers fairly, respect our environment, and follow ethical operations.

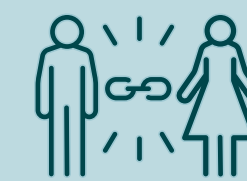
That's why we've introduced a new Sustainable Partner Program and Policy to help us create greater transparency and accountability around our suppliers' sustainability practices. This ensures that we are building long-term relationships with supplier partners who support our standards and share our values—as well as our commitment to sustainability. With this program we aim to foster equitable and inclusive economic impact for positive contribution to the wellbeing of people around the world and the communities that we serve.

All Supplier Partners



Self-certify to the Jamieson Sustainable Partner Principles through new procurement process.

All Key Direct & Indirect Partners



Will be asked to sign up to our third-party risk-based management program (EcoVadis).

All High Risk Partners



Will be asked to provide or complete an audit for verification of compliance with Jamieson Sustainable Partner principles.

Evaluation & Assessment



OUR SUSTAINABLE PARTNER POLICY



Our ESG Scorecards

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ESG Scorecard 2023

Topic	Boundary	FY23	Assurance Obtained	2023 Response
OUR PEOPLE				
Total workforce	Global	1,303		
Workforce by gender				
Men	Global	46%		
Women	Global	54%		
Workforce by region				
	Canada	1,075		
	US	186		
	China	44		
Total employees covered under benefits	Global	100%		
Total employees under performance management	Global	100%		
Workforce Gender Diversity (Women / Men)				
Board diversity %	Global	50:50		25% Racialized Women.
Executive team diversity %	Global	36:64		
Other management role diversity	Global	60:40		
Non-management role diversity - salary	Global	49:51		



ESG Scorecard 2023

Topic	Boundary	FY23	Assurance Obtained	2023 Response
Non-management role diversity - hourly	Global	63:37		
Total workforce diversity	Global	54:46		
Total workforce gender pay gap	Global			
Workplace Health & Safety (H&S)				
Total number of employees who completed safety, health and environment training	Global	100%		
H&S governance - meetings and frequency - attendance	Global	Quarterly meetings		All Jamieson facilities have established safety committees that meet quarterly. Senior leaders, line management and employees are all in attendance each meeting.
Total recordable injury rate (TRIR)	Global	1.28		
Total number of injuries among contractors	Global	0		
Occupational Health & Safety (OH&S) fatality metrics	Global	0		
OH&S fatalities among contractors	Global	0		
Cybersecurity				
Information Security Management Systems (ISMS)	Global	ISO27001 Certification		The scope of the ISMS includes the cybersecurity and IT infrastructure teams processes and procedures, including their working environment. Certificate # IS 792156.



ESG Scorecard 2023

Performance Measure	Boundary	FY23	Assurance Obtained	2023 Response
OUR PLANET				
Greenhouse Gas Emissions (GHG)				
Total Scope 1 and Scope 2 location based GHG emissions (tCO2-e)	Global	3,270		Total Scope 1 and Scope 2 location based GHG emissions include electricity, vehicular, natural gas, and refrigerant emissions. Breakdown of Scope 1 and Scope 2 emissions by gas type is not deemed material and therefore not disclosed.
Scope 1: Direct GHG emissions (tCO2-e)	Global	2,581	Y	Scope 1 emissions comprise vehicular (5.28 tCO2e), natural gas (2535.85 tCO2e), and refrigerant (39.94 tCO2e) emissions. Primarily actual data is used from invoices/utility bills.
Scope 2: Indirect GHG emissions (location-based) (tCO2-e)	Global	689	Y	Scope 2 emissions comprise electricity (689.48 tCO2e) emissions.
Total energy use - electricity and natural gas (GJ)	Global	99,330		Electricity consumption totaled 50,862.84 gigajoules (GJ), while natural gas consumption amounted to 48,029.25 GJ.
Total electricity use (MWh)	Global	14,157		
Total natural gas use (M3)	Global	1,296,623		
Plastics				
Total packaging material (metric tonnes)	Canada	1,910.59		4.21M lbs of total plastic volume, inclusive of only Canada packaging.
High Density Polyethylene (HDPE)	Canada	1,098.3		
Polypropylene (PP)	Canada	384.81		
Polyethylene (PET)	Canada	382.06		
Silica	Canada	41.31		
Low Density Polyethylene (LDPE)	Canada	2.38		
Polyvinyl Chloride (PVC)	Canada	1.72		



ESG Scorecard 2023

Performance Measure	Boundary	FY23	Assurance Obtained	2023 Response
Waste				
Total waste generated (metric tonnes)	Canada	1,760.52		Total waste generated, inclusive of Canadian operational waste.
Total non-hazardous waste generated - solid	Canada	1,760.32		
Non-hazardous waste landfilled	Canada	1,071.47		
Non-hazardous waste waste-to-energy	Canada	50.91		
Non-hazardous waste recycled	Canada	726.98		
Total non-hazardous waste generated - liquid (L)	Canada	3,840		
Total hazardous waste generated	Canada	0.21		
Biodiversity				
Total water consumption (M3)	Global	64,316.03 M3		
Windsor sites	Canada	61,563 M3		
Scarborough site	Canada	2,725.45 M3		
Irvine site	US	27.58 M3		



Qualitative Climate Disclosures

Climate Data	
Time Frame	All emissions data provided is for the calendar year ending December 31, 2023.
Methodology	Jamieson captures, calculates and reports direct and indirect (Scope 1 and 2) GHG emissions in accordance with the Greenhouse Gas Protocol. Primarily actual data is used from invoices/utility bills.
GHG Emission Factor and GWP Sources	<p>Global Warming Potentials (GWP) Global https://www.ipcc.ch/report/ar6/wg1/ (IPCC AR5 – Chapter 7 – Supplementary Material, Table 7.SM.6)</p> <p>Natural Gas ON, Canada https://publications.gc.ca/site/eng/9.506002/publication.html (National Inventory Report [Most Recent Year]; part 2, Table A6.1-1, Table A6.1-3)</p> <p>CA, USA https://www.epa.gov/climateleadership/ghg-emission-factors-hub (GHG Emission Factors Hub [Most Recent Year], Table 1)</p> <p>Electricity ON, Canada https://publications.gc.ca/site/eng/9.506002/publication.html (National Inventory Report [Most Recent Year]; part 3, Table A13.-7, “Generation Intensity”)</p> <p>CA, USA https://www.epa.gov/system/files/documents/2023-03/ghg_emission_factors_hub.pdf (Table 6, CAMX)</p> <p>Shanghai, China Ecoinvent https://ecoinvent.org/</p> <p>Vehicle Fuel Efficiency Canada https://natural-resources.canada.ca/energy-efficiency/transportation-alternative-fuels/fuel-consumption-guide/21002</p> <p>USA http://www.fueleconomy.gov/</p> <p>Market-based emission factor https://www.green-e.org/2021-residual-mix</p>
Organizational Boundary	Jamieson uses the operational control approach in conformance with the GHG protocol to report energy consumption, and direct and indirect GHG emissions for all facilities and leased vehicles, where Jamieson has operational control. There are no sources excluded from our selected reporting boundary for direct and indirect GHG emissions.
GHG Emissions Baseline	After the development of an environmental management system and policy, Jamieson has chosen 2023 as the baseline emissions year for reporting towards our goal of 50% reduction on Scope 1 and Scope 2 (location-based) emissions by 2030. If Jamieson locations are acquired six months before year-end, they will not be captured in that year’s GHG report. Newly acquired Jamieson companies will be captured in the following year’s report if the acquisition meets the materiality threshold of 5%. We will re-baseline material changes due to structural changes, methodology or discovery of significant errors.
Market-based emissions	Market-based emissions according to the GHG Protocol Scope 2 Guidance is calculated as 749 tCO2e (this performance indicator is within the scope of the limited assurance report).



GHG Assurance



Independent practitioner’s assurance report

To the Management of Jamieson Wellness Inc.

Scope

We have been engaged by Jamieson Wellness Inc. (“Jamieson”) to perform a ‘limited assurance engagement’, as defined by Canadian Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Jamieson’s Scope 1 and Scope 2 Greenhouse Gas (“GHG”) emissions (the “Subject Matter”) for the year ended December 31, 2023, contained in Jamieson’s 2023 Sustainability Impact Report (the “Report”).

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Jamieson

In preparing the Subject Matter, Jamieson applied The Greenhouse Gas Protocol (“GHG Protocol”): A Corporate Accounting and Reporting Standard and Scope 2 Guidance (the “Criteria”).

Jamieson’s responsibilities

Jamieson’s management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.



EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the Canadian Standard for Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements* (“CSAE 3410”). This standard requires that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our independence and quality management

We have complied with the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been



GHG Assurance



performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The GHG quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

A limited assurance engagement consists of making inquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- ▶ Conducting interviews with relevant personnel to obtain an understanding of the business and process for collecting, collating and reporting on the Subject Matter;
- ▶ Undertaking analytical procedures, making inquiries with relevant personnel, comparing data to underlying source information on a limited a sample basis, and reperformance of select calculations;
- ▶ Reviewing the presentation and disclosure of the Subject Matter in the Report.

We also performed such other procedures as we considered necessary in the circumstances.



Inherent limitations

Non-financial information, such as the Subject Matter, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the Subject Matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques which can result in materially different evaluation and can impact comparability between entities and over time.

Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter for the year ended December 31, 2023, is not prepared, in all material respects, in accordance with the Criteria.

Chartered Professional Accountants
Licensed Public Accountants

March 26, 2024
Toronto, Canada



GHG Assurance

Schedule

Our limited assurance engagement was performed on the following Subject Matter for the year ended December 31, 2023:

Subject Matter	Criteria ¹	Unit	Reported Value	Report page(s)
Scope 1 GHG emissions	The GHG Protocol: A Corporate Accounting and Reporting Standard	tCO2e	2,581	30, 37
Scope 2 GHG emissions (location-based)	The GHG Protocol: A Corporate Accounting and Reporting Standard and Scope 2 Guidance	tCO2e	689	30, 37
Scope 2 GHG emissions (market-based)		tCO2e	749	39

¹ Significant contextual information necessary to understand how the data has been compiled has been disclosed within Section 4, *Qualitative Climate Disclosures*, of the Report.



TCFD Report

Topic	Accounting Metric	Page/ Performance Metrics Reference	2023 Response
Governance	Board oversight of climate-related risks and opportunities	Page 14 2023 Sustainability Impact report - Governance	
	Management's role is assessing and management of climate-related risks and opportunities		The Senior Management team is collectively responsible for overseeing company risk management, that includes ESG.
Strategy	Climate-related risks and opportunities the organization has identified over the short, medium, and long-term		The organization has engaged in a third-party consulting firm for a thorough materiality assessment of both risks and opportunities, to over the short, medium and long-term.
	Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning		The risk that failure to integrate ESG into our business strategy and operations may lead to reputational damage, increase in legal and regulatory risks due to non-compliance with evolving ESG-related laws and standards, and financial risks arising from impact on investor confidence potentially limiting our access to capital.
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree or lower scenario		Jamieson plans on conducting climate-related scenario analysis in the future.
Risk Management	Processes for identifying and assessing climate-related risks		The Board has overall responsibility for stewardship of the company, which includes risk oversight and management. The Board recognizes how critical ESG matters are to the execution of its mandate and to the company's purpose of Inspiring Better Lives Every Day. The Board strives to ensure Jamieson operates as a sustainable business while effectively managing risks, including climate-related risks. To that end, the Board has established clear oversight of Jamieson's ESG practices by ensuring primary accountability at the committee level. The Board exercises its oversight of assurances and enterprise risk management (ERM) to the Audit committee and relating to environment, social and governance matters to the Governance committee.
	Processes for managing climate-related risks		Jamieson has a dedicated Sustainability Steering Committee that assesses, monitors and manages climate-related risks. Furthermore, climate-related risks are integrated into Jamieson's business units for management on a day-to-day basis in accordance with Jamieson's ERM policy.
	How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management		
Targets and Metrics	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Page 30 2023 Sustainability Impact report - Climate	
	Scope 1, 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Page 30 2023 Sustainability Impact report - Climate	
	Approaches and projects supporting emission reduction	Page 30 2023 Sustainability Impact report - Climate	



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Code	2023 Response
	Weight of products sold	Quantitative	Metric tonnes (t)	FB-PF-000.A	Jamieson does not currently collect this data in an appropriate way for disclosure.
	Number of production facilities	Quantitative	Number	FB-PF-000.B	Four manufacturing facilities.
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-PF-130a.1	Page 30 2023 Sustainability Impact report.
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High baseline water stress	Quantitative	Thousand cubic meters (m3), Percentage (%)	FB-PF-140a.1	Page 38 2023 Sustainability report - ESG Scorecard - Water.
	Number of incidents of non-compliance associated with water quality and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2	Zero.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-PF-140a.3	Environmental Policy.
Food Safety	Global Food Safety Initiative (GFSI) audit: (1) non-conformance rate and (2) associated corrective actions rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-250a.1	100% of Jamieson facilities are certified by third party for Good Manufacturing Practice (GMP).
	Percentage of ingredients sources from Tier 1 supplier facilities certified to a GFSI recognized food safety certification program	Quantitative	Percentage (%) by cost	FB-PF-250a.2	Jamieson does not currently collect this data in an appropriate way for disclosure.
	(1) Total number of notices of food safety violation received, (2) percentage covered	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Jamieson has not received notices of food safety violations.
	(1) Number of recall issues and (2) total amount of food product recalled	Quantitative	Number, Metric tonnes (t)	FB-PF-250a.4	(1) zero, (2) zero.



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Code	2023 Response
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	FB-PF-260a.1	Almost all of Jamieson brand portfolio products (95%+) labeled and/or marketed are to promote health and nutrition attributes.
	Discussion of the process to identify and manage products and ingredients related to nutrition and health concerns among consumers	Discussion and Analysis	n/a	FB-PF-260a.2	Page 10 & 11 2023 Sustainability Impact report - The Jamieson Approach.
Product Labelling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	Percentage (%)	FB-PF-270a.1	(1) & (2) 0%
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting currency	FB-PF-270a.2	(1) Jamieson does not have products labeled with GMOs (2) Jamieson has products within its brand portfolio with non-GMO labeling that have relevant material ingredients.
Packaing Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metrics tonne (t) Percentage (%)	FB-PF-410a.1	Page 31 2023 Sustainability Impact report.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	Page 31 2023 Sustainability Impact report.
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sources that are certified to third-party environmental and/or social standards, and percentages by standard	Quantitative	Percentage (%) by cost	FB-PF-430a.1	Jamieson does not currently collect this data in an appropriate way for disclosure.
	Suppliers' social and environmental responsibility audit: (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-430a.2	Jamieson will be producing the 2023 Modern Day Slavery report in May 2024. In 2023 Jamieson launched it's Sustainable Partner Program that includes a policy - Page 33 Sustainable Impact report.
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High baseline water stress	Quantitative	Percentage (%) by cost	FB-PF-44a.2	Jamieson does not currently collect this data in an appropriate way for disclosure.
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-44a.2	Jamieson is in the process of working with an external management system to better understand sourcing risks due to environmental and social considerations - see page 33 Sustainable Impact report - Sustainable Partner Program and policy.



References

ISSB (International Sustainability Standards Board)

[ISSB S1 Standards](#)

[ISSB S2 Standards](#)



<https://sdgs.un.org/goals>



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