

2025 Modern Slavery Report

Jamieson Wellness Inc.

Reporting period: January 1, 2025 to December 31, 2025

Prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada).

Draft for board approval and attestation.

2025 actions reflected in this report

- Completed ESG risk assessments for 100% of key suppliers.
- Assigned inherent risk scores across the current supplier base and used inherent risk assessment for potential suppliers and expanded business decisions.
- Prioritized modern slavery residual-risk deep dives for higher-risk suppliers and linked findings to corrective actions, deeper evidence review, on-site audits, or supplier exit where risks could not be adequately mitigated.
- Maintained the Sustainable Partner Program and human-rights framework aligned with UNGP, UDHR, ILO and OECD expectations.

This report describes the concrete steps Jamieson Wellness Inc. (“**Jamieson**”) took during the year ended December 31, 2025 to prevent and reduce the risk that forced labour or child labour is used in its business and supply chains. In this report, “modern slavery” is used as an umbrella term that includes forced labour and child labour.

The report is designed to support Jamieson’s annual filing and public disclosure obligations in Canada and to provide stakeholders with a transparent update on governance, due diligence, supplier screening, escalation pathways and next steps.

1. About Jamieson Wellness, its activities and supply chains

Jamieson is a Canadian-headquartered global health and wellness company that produces, sells, distributes and imports goods in Canada and internationally. Jamieson operates across Canada, the United States, China and other international markets, and has four manufacturing facilities within its operating footprint.

Jamieson’s value chain includes ingredients and raw materials, packaging inputs, indirect goods and services, manufacturing and quality partners, warehousing and logistics providers, and other suppliers that support the production and delivery of vitamins, minerals, supplements and related wellness products. Because Jamieson sources through multiple markets and imports certain goods and inputs into Canada, it recognizes that human-rights risks may arise in upstream tiers and in parts of the supply chain where labour conditions or transparency may be weaker.

Jamieson does not assume that any sector, geography or supplier population is automatically risk-free. Its approach is to embed forced-labour and child-labour risk screening into supplier governance, sourcing decisions and supplier follow-up, while increasing visibility over the parts of the value chain most likely to require deeper diligence.

2. Governance, accountability and strategic approach

Jamieson embeds sustainability and human-rights oversight into its governance model. The Board of Directors, supported by the Governance, Compensation and Nominating Committee and the Audit Committee, oversees corporate stewardship, enterprise risk and sustainability-related matters. A dedicated Sustainability Steering Committee supports cross-functional monitoring and implementation, and management reviews climate, social and governance risks and opportunities with the GCN on a regular basis.

Within this governance structure, Jamieson’s Sustainable Partner Program (“SPP”) is the core operating framework for responsible supply chain management. The program is intended to make sustainability and human-rights due diligence part of ordinary sourcing and supplier relationship management rather than a one-time compliance exercise.

Sustainable Partner Program strategy	How the strategy operates
Value chain improvement	Drive responsible and resilient practices across the supplier network through screening, evaluation, corrective action and ongoing supplier performance management.
Internal capacity building and adoption	Embed supplier due diligence into third-party risk screening, vendor onboarding, sourcing decisions, supplier relationship management and management oversight.
Supplier sustainability pillars	Human Rights; Environment; Biodiversity; and Diversity, Equity, Inclusion and Belonging.
Program goals	100% of suppliers progressing against the sustainability pillars, and 100% of sourcing decisions incorporating sustainability risk screening and performance evaluation.

Jamieson's human-rights approach is anchored in internationally recognized frameworks, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. These expectations are reflected in Jamieson's Human Rights Policy, Sustainable Partner Policy, Code of Ethical Conduct, and confidential ethics reporting channels.

3. Policies and due diligence processes

Jamieson's due diligence framework combines policy expectations, supplier screening, risk scoring, review of supplier evidence, escalation for higher-risk cases and governance oversight. The main policy and process components are:

- Human Rights Policy prohibiting forced labour and child labour and setting out Jamieson's human-rights commitments.
- Sustainable Partner Policy establishing expectations for suppliers and other value-chain partners.
- Code of Ethical Conduct and related ethics-reporting channels, including anonymous and confidential support.
- Third-party supplier screening through EcoVadis and inherent-risk assessment for new suppliers.
- Integration of sustainability and human-rights considerations into supplier onboarding, sourcing decisions and expanded business reviews.
- Supplier development tools, including corrective action plans, documentary review, deeper evidence audits and on-site audit escalation where warranted.

4. 2025 actions taken to prevent and reduce risk

During the reporting period, Jamieson continued to move from policy intent toward more systematic supplier governance. The following actions formed the core of its 2025 modern-slavery response:

- Completed ESG risk assessments for 100% of key suppliers.
- Assigned an inherent sustainability risk score to all current suppliers.
- Assessed inherent risk for all potential suppliers so sustainability risk is embedded in sourcing decisions from the outset.
- Evaluated supplier risk before awarding any additional or expanded business.
- Prioritized modern slavery residual-risk deep-dive assessments for high-risk suppliers.
- Used assessment findings to inform corrective action plans, commercial decisions and supplier exit where risks could not be adequately mitigated.
- Maintained annual sustainability risk refresh processes, supplier screening through EcoVadis, and inherent-risk assessment for new suppliers as part of Jamieson's broader enterprise risk and ESG framework.

Jamieson also set a clear forward target: by 2026, all suppliers are to be assessed for modern-slavery risk, extending the program beyond the key-supplier population and strengthening risk visibility across the broader supplier base.

5. Parts of the business and supply chain that carry risk, and how Jamieson assesses and manages that risk

Jamieson recognizes that elevated forced-labour and child-labour risks can arise in parts of the value chain that are geographically remote, labour-intensive, dependent on temporary or migrant labour, difficult to trace beyond tier one, or subject to weaker governance and lower transparency. The company’s approach in 2025 was to identify and prioritize these risks through an improved staged methodology that combined inherent-risk screening with residual-risk assessment and escalation based on severity and business impact.

Assessment step	2025 methodology and outputs
Step 1: Modern slavery residual-risk profile	Initial audits and assessment inputs, including EcoVadis and Jamieson review, are used to build a supplier risk profile. Audit data and control effectiveness are reviewed, business impact is evaluated, supplier improvements are documented and prioritized, and key recommendations are summarized.
Step 2: Weighted risk scorecard	Suppliers are scored on modern-slavery controls, assigned a High/Medium/Low risk tier, and evaluated using both business-impact risk and inherent-risk considerations. The number and priority of corrective actions also influence prioritization.
Step 3: Response pathway	The outcome of the risk assessment determines whether the appropriate next step is a corrective action plan, a deeper evidence audit, or an on-site audit. High-risk suppliers are prioritized for deeper review and follow-up.

Jamieson uses three response pathways in its governance framework, depending on the severity of the issue, the maturity of controls, the completeness of evidence available and the urgency of the risk.

Response pathway	When used	Typical risk level	Key actions
Corrective action plan (CAP)	Used after residual risk has been assessed and the supplier profile is complete, including required and prioritized improvements.	Low to medium, and/or where improvement is reasonably achievable with clear guidance.	Assign a time-bound CAP, define required evidence, conduct regular follow-up, verify closure and update the risk profile and weighted scorecard.
Deep-dive evidence audit	Used when Jamieson needs to verify documentation, assess process maturity, or scope a specific issue through a deeper paper-based review.	Medium to high, but not urgent.	Review evidence and determine whether the information demonstrates low modern-slavery risk, whether a CAP is required, or whether an on-site audit is needed; close out and update records after resolution.
On-site audit	Used when serious concerns cannot be verified through paperwork alone, when prior paper audits show inconsistencies, or when incidents or allegations indicate the need for physical verification.	High.	Conduct an internal or third-party on-site audit, determine exposure to modern-slavery risk, decide supplier relationship actions including CAPs or exit, and update the risk profile and scorecard once the issue is resolved.

6. Remediation measures and grievance mechanisms

Jamieson maintains mechanisms to receive, investigate and escalate concerns, including anonymous and confidential ethics support. The company's whistleblower line is tested numerous times during the year and the number of inquiries to the ethics compliance office was zero during the reporting period.

If a forced-labour or child-labour concern is identified, Jamieson's framework is designed to support immediate investigation, collaboration with affected parties, documentary or on-site verification, corrective action planning, commercial restriction or supplier exit where risks cannot be adequately mitigated, and reporting to authorities where required.

Based on the supplier assessment, ethics and governance processes described in this report, Jamieson did not identify any confirmed instances of forced labour or child labour in its operations or supply chains during 2025 that required formal remediation under this report. Accordingly, Jamieson did not take any specific remediation measures in 2025 to address confirmed forced labour or child labour, and it did not identify any resulting loss of income to vulnerable families requiring remediation.

7. Training and awareness

Jamieson's approach to training and awareness combines employee expectations, procurement capability-building and supplier engagement. The company's program framework includes annual education on the Code of Business Conduct and related policy expectations, sustainable-procurement awareness for relevant employees, and supplier education sessions that explain why sustainable procurement matters, modern-slavery risks, the Sustainable Partner Program and policy, and the responsibilities of both Jamieson and its suppliers.

Training and awareness-raising are intended to help employees and suppliers identify risk indicators earlier, understand Jamieson's escalation process, and support better documentation, control maturity and corrective action when issues are found.

8. How Jamieson assesses effectiveness

Jamieson assesses the effectiveness of its forced-labour and child-labour response through governance review, portfolio coverage and supplier follow-up rather than relying on a single metric. In 2025, the company measured and monitored effectiveness through the following processes and indicators:

- Coverage of ESG and inherent-risk assessments across the supplier base, including the completion of ESG risk assessments for 100% of key suppliers.
- Assignment of inherent-risk scores to the current supplier portfolio and use of inherent-risk assessment for potential suppliers and expanded business decisions.
- Completion of modern-slavery residual-risk profiles and weighted scorecards for suppliers requiring deeper review.
- Tracking of corrective action plans, supporting evidence, escalation decisions and issue closure.
- Use of ethics and grievance channels, including monitoring inquiries and escalation signals.
- Quarterly and periodic oversight by management and governance bodies over supplier and sustainability risks.
- Forward-looking targets, including the 2026 goal to assess all suppliers for modern-slavery risk.

Supplier screening through EcoVadis, inherent-risk assessment for new suppliers and annual sustainability risk refresh processes are part of its broader risk-management system. These mechanisms help Jamieson

assess whether its supply-chain controls are strengthening year over year and where additional due diligence or supplier support is required.

9. Looking ahead

Jamieson's 2026 priorities are to extend modern-slavery assessment coverage to all suppliers, continue risk-based supplier engagement and follow-up, and deepen value-chain visibility as part of its broader supplier-engagement work. The company also intends to keep refining its assessment methodology, escalation pathways and supplier development approach as more data becomes available and as expectations under responsible business conduct frameworks continue to evolve.

10. Approval and attestation

This report is intended to be approved by the Board of Directors of Jamieson Wellness Inc. pursuant to section 11(4)(a) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act. A signed attestation should be inserted in the final PDF version before filing and publication.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"), and in particular section 11 thereof, I, in the capacity of [title], attest that I have reviewed the information contained in this report on behalf of the governing body of Jamieson Wellness Inc.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Full name: _____

Title: _____

Date: _____

Signature: _____

I have the authority to bind Jamieson Wellness Inc.

DATED as of May____, 2026



Michael Pilato
29 May, 2026 7:56:14 AM EDT




Timothy Penner
29 May, 2026 3:48:37 AM EDT



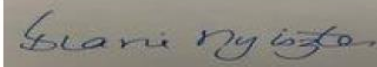
Dr. Louis Aronne
29 May, 2026 11:23:16 AM EDT



Mei Ye
29 May, 2026 10:00:30 AM EDT



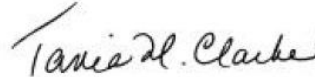
Heather Allen
29 May, 2026 4:28:37 AM EDT



Diane Nyiszta
29 May, 2026 7:23:33 AM EDT



François Vitaro
29 May, 2026 9:45:03 AM EDT



Tania Clarke
29 May, 2026 11:42:42 AM EDT



Gayle Tait
29 May, 2026 11:50:17 AM EDT

References:

- [Jamieson Wellness Sustainable Partner Policy](#)
- [Jamieson Wellness Human Rights Policy](#)
- [Jamieson Wellness Code of Ethical Conduct](#)