

Issue Date: October 27, 2021

Next Review Date: December 1, 2022

SUSTAINABILITY POLICY

At Jones Healthcare Group (JHG), we manufacture advanced packaging that helps enable good health and wellness. We recognize and embrace our responsibilities to the sustainability of the environment and our society, in our pursuit of the financial sustainability of our business. We define sustainability as ensuring we are responsibly making use of financial, human and environmental resources so as not to compromise any one of them during the operation of our business. We recognize the need for ongoing sustainable development, by optimizing our business in line with the significant environmental and social challenges we face as a society. We aspire to drive positive impact by creating shared value for all of our stakeholders including our shareholders, colleagues, customers, consumers, business partners, suppliers, industry associations, regulators and the communities in which we operate.

JHG believes that the long-term economic wellbeing of our company and its stakeholders, means protecting the future by making the right decisions in the following areas:

- **Environment:** climate, water, waste, and product lifecycle
- **Society:** health, safety, labour, human rights, and ethics

For the areas listed above, Jones Healthcare Group is committed to:

- setting measurable targets that will minimize our environmental impact;
- ensuring relevant, transparent and accurate disclosure about our products, activities and services at the corporate, market and product level;
- operating with the highest ethical standards to provide a safe, inclusive and diverse environment for our colleagues;
- adhering to all applicable legal requirements and adherence to internal requirements, where legal requirements are non-existent or insufficient;
- regular auditing, verification and certification of our practices, internal processes and supply chain;

- awareness training and education for our colleagues, alongside effective communication with colleagues and recognition of initiatives and achievements;
- building environmental sustainability into key business processes and systems, including embedding environmental impact considerations in capital approval cases, procurement strategies, production activities, and product innovation;
- supporting proactive engagement and partnerships with all our stakeholders in order to define, implement and evaluate solutions;
- provision of resources and authority required to make improvements in the areas above and to meet the commitments of this policy

Our sustainability policy is supported by our shareholders and senior leadership team. This policy and other internal guidance and will be regularly reviewed and updated as required.

A handwritten signature in black ink, appearing to read "Ron Harris". The signature is fluid and cursive, with the first name "Ron" being more prominent than the last name "Harris".

Ron Harris
President & CEO
October 27, 2021