Environmental Sustainability Policy & Commitment Statement

HSE Health Safety Environment
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Controlled Document #

At Jones Healthcare Group (JHG), we are committed to protecting the health of people and the planet through the responsible design and manufacture of advanced packaging solutions. As a company rooted in healthcare, our purpose is to enhance well-being, not exhaust resources. This policy outlines our environmental and sustainability commitments, reflecting our values, our leadership in responsible innovation, and our ambition to be a catalyst for positive change across our industry.

Our Commitment to the Planet

We recognize that environmental stewardship is essential to long-term business resilience and societal well-being. We are committed to minimizing our environmental footprint across all operations, products, and supply chains.
Our goal is to:

- Achieve Net-zero grid emissions by 2030
- Reach a 43.26% reduction in Scopes 1&2 emissions by 2030 over 2023 baseline year
- Work toward achieving EcoVadis® Gold certification in 2025/26, reflecting our dedication to responsible business practices.
- To begin the process of achieving ISO® 14001 and ISO 50001 certification, demonstrating our dedication to continual improvement.

These goals reflect our belief that sustainability is not a destination, it is a continuous journey of improvement, innovation, and accountability.

Jones HEALTHCARE GROUP

Our Environmental Focus Areas

We will act across the following key areas:

- **Climate:** Reduce greenhouse gas emissions across Scope 1, 2, and 3
- **Energy:** Improve energy efficiency and transition to renewable sources
- **Water:** Conserve and protect water resources
- **Waste:** Minimize waste generation and maximize circularity
- **Product Lifecycle:** Design for sustainability, recyclability, and reduced impact

Our Social Responsibility

We are equally committed to the health, safety, and dignity of our people and communities.

We uphold the highest standards in:

- Occupational health and safety
- Labour rights and fair working conditions
- Diversity, equity, and inclusion
- Ethical governance and transparency



Our Approach

To deliver on our commitments, JHG will:

- Create a multi-disciplinary Energy Team to focus on opportunities to reduce GHG and improve our community footprint.
- Set measurable targets and report progress transparently
- Embed environmental and sustainability criteria into capital planning, procurement, and product development
- Conduct regular audits and certifications to ensure compliance and continuous improvement
- Provide training and engagement for all colleagues to foster a culture of sustainability
- Collaborate with suppliers, customers, and industry partners to drive systemic change
- Engage Senior Leadership in a governance Committee to ensure projects and objectives set by the Energy Team are supported and remain on track
- Allocate the resources and authority needed to meet our goals

Inspired by Global Best Practices

We draw inspiration from leading organizations that have demonstrated excellence in environmental and sustainability performance, including:

- **Unilever:** Circular economy leadership and transparent reporting
- **Patagonia:** Product stewardship and regenerative practices
- **Interface Inc.:** Mission Zero and carbon-negative innovation
- **Novo Nordisk:** Science-based targets and supply chain engagement

These examples guide our ambition to be not only compliant, but exemplary.

Governance & Review

This policy is endorsed by our colleagues and senior leadership team. It will be reviewed annually and updated as needed to reflect evolving science, stakeholder expectations, and regulatory requirements.

Title	Print Name	Signature
Director, Health Safety, Environment	Jennifer Angus-Waldron	
President and CEO	Ron Harris	 Ron Harris (Dec 8, 2025 17:22:56 EST)
Principal Corporate Development	Chris Jones Harris	 Christine Jones Harris (Dec 5, 2025 13:01:57 EST)

Record of Change

Date	Revision Number	Description of Change
November 07, 2025	1.0	Document Creation
November 17, 2025	2.0	Revisions and Edits
November 22, 2025	3.0	Revisions and Edits
November 24, 2025	4.0	Executive review