



Justice, Equity, Diversity and Inclusion Commitment Statement



Certified



Corporation

Function	People & Culture / Global Communication and Engagement
Region	Global
SOP Owner	Chief Human Resources Officer
Approver	Chief Human Resources Officer Senior VP Global Operations Legal executive Board of Directors
Effective Date	April 2026
Review Cadence	Annual
Version	1.0
Status	Implemented (Year 0 scope)
Applies to	All Metagenics Employees Globally
Related Documents	Metagenics Global JEDI Action Plan, JEDI Steering Group Governance Materials, Engagement Survey Data Governance & Action Tracking SOP, Global Town Hall Employee Feedback & Response SOP, Annual Engagement Survey Results (Culture Amp)

Executive Summary

The Metagenics Global JEDI Commitment Statement formally sets out the organization's commitment to advancing Justice, Equity, Diversity, and Inclusion across its workforce, business practices, partnerships, and broader societal impact. It defines what JEDI means within the Metagenics context and establishes leadership accountability, stakeholder focus, and expectations for inclusive and equitable conduct.

The Statement applies globally and is operationalised through the Metagenics Global JEDI Action Plan, which translates commitment into measurable actions informed by workforce data and stakeholder feedback. Oversight sits with the Executive Leadership Team, with the Chief Human Resources Officer acting as Executive Sponsor. The commitment is reviewed annually and publicly available to ensure transparency, accountability, and continuous improvement in alignment with B Corp standards.

Metagenics Global JEDI Commitment Statement — Version 1, April 2026

Our Commitment to Justice, Equity, Diversity & Inclusion

At Metagenics, our mission is to help people live happier, healthier lives through the life-changing power of nutrition. Delivering on this mission requires more than scientific excellence — it requires a deep and ongoing commitment to Justice, Equity, Diversity and Inclusion (JEDI) in how we lead, work, innovate and serve the communities who trust us.

Guided by our vision to be the world's leading professional-grade VMS (Vitamins, Minerals & Supplements) company, we recognise that inclusive environments, diverse perspectives and equitable access to opportunity are essential to sustained performance, innovation and impact.

Our JEDI commitment is grounded in our leadership principles and reflects how we choose to show up every day — leading with respect, integrity and care; acting like owners; putting the consumer first; focusing on what really matters; continually raising the bar; being decisive with a bias for action; and investing in people to power growth.

What JEDI Means at Metagenics

For us, Justice, Equity, Diversity, and Inclusion mean: identifying and addressing unfair barriers and harms in and around our business; working toward fair access to opportunities, development, and outcomes for our people and the communities we serve; valuing a wide range of identities, experiences, and perspectives as a source of strength for our science and innovation; and creating conditions where people can participate, contribute, and speak up with dignity and without fear of retaliation.

What This Means in Practice

Our commitment to JEDI applies across our policies, behaviours and decision-making, including how we support our people, engage our customers and partners, and contribute to the communities in which we operate.

We recognise that some stakeholders — including frontline and non-employee workers, workers in our supply chain, smaller suppliers, and consumers facing structural barriers — have less power to influence our decisions or fewer alternatives. Listening to and acting on their experiences is central to how we put this commitment into practice.

Our People and Workplace

We are committed to fostering a workplace where people feel respected, included and supported to do their best work. We strive to ensure equitable access to opportunity, development and progression, and actively work to identify and reduce systemic barriers that can limit participation or belonging. In line with our leadership principles, we invest in our people, value diverse perspectives, and expect our leaders to role-model inclusive, ethical and accountable behaviours.

Our Customers and Partners

As a science first organisation trusted by healthcare professionals, we are committed to acting responsibly and inclusively in the development of our products, education and communications. We put the consumer first by striving to meet the diverse needs of the communities we serve, upholding integrity in our science, and partnering in ways that reflect shared values and respect.

Our Communities and Broader Impact

As a Certified B Corporation, Metagenics is committed to using business as a force for good. We seek to contribute positively to society through ethical operations, responsible partnerships and consideration of our social and environmental impact. Justice, equity, diversity and inclusion are integral to how we approach long-term value creation for people, communities and the planet.

Accountability and Continuous Improvement

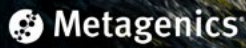
We acknowledge that advancing justice, equity, diversity and inclusion is an ongoing and evolving journey. Metagenics is committed to learning and listening through **disaggregated workforce data and structured stakeholder feedback — including worker surveys, listening sessions, and people analytics** — to identify inequities, set priorities, and guide our JEDI actions over time.

These priorities are operationalised through Metagenics' **JEDI Action Plan**, structured around three sets: **Foundation** (public commitment, leader capability, policy review through a JEDI lens), **Within the Workplace** (equitable talent practices and inclusive culture), and **Beyond the Workplace** (transparency, ethical partnerships, customer and community impact). The Action Plan is reviewed annually and updated as evidence requires. Metagenics' **Executive Leadership Team** is accountable for this commitment, with the **Chief Human Resources Officer (CHRO)** acting as Executive Sponsor.

The Executive Leadership Team oversees implementation, reviews progress at least annually, communicates updates to workers and external stakeholders, and adjusts our approach when evidence or stakeholder feedback requires it.

As a global health and wellness company, we welcome feedback and remain committed to raising the bar.

This commitment reflects our belief that how we do business is as important as the business we do.



Our Mission

To help people live happier, healthier lives through the life changing power of nutrition.

Our Vision

To be the world's leading healthcare professional-grade VMS company.

Our Leadership Principles

At Metagenics, we:

- Lead with Respect, Integrity & Care
- Act like Owners
- Put Consumers & Patients First
- Focus on What Really Matters
- Continually Raise the Bar
- Are Decisive & Have a Bias for Action
- Invest in People to Power Growth

Approved by	Metagenics Executive Leadership Team
Executive Sponsor	Tamlyn Spencer, Chief Human Resources Officer
Effective date	April 2026
Next Review	April 2027
Version	1.0
Publication	This Statement is published on Metagenics' corporate website (B Corp section) and is accessible to all workers, customers, partners, and external stakeholders.



B-Corp certification is independent and legally audited evidence that at Metagenics we truly care about our mission to help as many people as possible to live happier, healthier lives. This starts with our own people internally here at Metagenics, and flows onto our external communities of customers, suppliers and partners.

This certification grades all aspects of our business, internally and externally, and sets the standard for the way in which we operate as a business now and in the future. We have always prided ourselves on our product leadership and the B-Corp certification reflects that our leading products are created ethically and are a force for good. We are now even more proud to lead our industry, and others, in this movement.



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