



Sustainability Policy

Part One: Purpose

The Sustainability Policy outlines our commitments related to environmental, social, and governance issues. MJ's sustainability program aims to:

- 1) Reduce, mitigate, and manage sustainability risks and impacts.
- 2) Create meaningful environmental, economic, and social value for stakeholders through education and awareness, community investment, people development, strategic alliances and partnerships for collaborative action, and business opportunities that support climate, ecosystem, and circular economy objectives.

We focus our efforts on:

- Conducting our business responsibly via our governance processes
- Contributing to a more just, equal, and inclusive society
- Protecting the environment for people, ecosystems, and climate
- Enabling a more circular economy

Part Two: Scope

This policy applies to all MJ entities and MJ-operated ventures. Joint ventures not operated by MJ are expected to apply equally stringent sustainability standards and principles. The policy is reviewed annually.

We use the term corporate "sustainability" to refer to our company's delivery of long-term value in financial, environmental, social and ethical terms. This policy also addresses social responsibility (based on ISO 26000) and environmental, social, and governance (ESG) frameworks.

Part Three: Responsibilities

All employees are responsible for abiding by this policy and helping MJ become a more sustainable company, contributing to a more circular, net zero, and inclusive economy.

Part Four: Measure Progress

We measure improvement in sustainability by tracking indicators across our goals and objectives and based on international standards and frameworks, as outlined in the Sustainability Reporting Methodology.

Part Five: Sustainability Commitment

1. Governance

Sustainability Governance

Sustainability at MJ is governed by an integrated management system, for which this policy creates the foundation. The Chief Sustainability Officer, reporting to the GM, is responsible for the sustainability strategy and execution, with direction from the Sustainability Committee and executive and board accountability.

MJ is committed to:

- Maintaining the highest standards of integrity and corporate governance practices.
- Measuring and reporting our sustainability performance.
- Assessing and mitigating environmental, social, and governance (ESG) risks and impacts in our operations.
- Integrating sustainability considerations into financial and non-financial decision making.

Stakeholder Engagement

As a global supplier and purchaser of product worldwide, MJ operates across a diverse range of cultures and international markets and is committed to engaging all stakeholders responsibly. We participate in various industry and external organizations to collaborate on sustainability and other issues relevant to our business. Our commitment to sustainability includes considering environmental, social, and governance factors into our evaluation of these relationships.

Ethics and Compliance

Our strength lies in working effectively with others to source and deliver products in ways that create value. We believe in conducting our business ethically, in compliance with applicable laws, and with consideration for social, environmental, and economic value. Our compliance program lays out our commitments to good governance, including data privacy, anti-corruption and transparency, regulatory compliance, and risk management.

2. Social

Human Rights

MJ is committed to protecting the health and safety of individuals affected by our activities and to respecting human rights in our operations and relationships with third parties. This includes conducting our business in a manner consistent with applicable laws and international standards, including:

- United Nations Guiding Principles on Business and Human Rights
- United Nations Global Compact
- Universal Declaration of Human Rights
- International Labour Organization's core conventions and Declaration on Fundamental Principles and Rights at Work
- Voluntary Principles on Security and Human Rights

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Worker Welfare

We believe every person should be treated with dignity, respect, and fairness and provided with quality work conditions, including:

- Non-discrimination and freedom from all forms of harassment
- Prohibition of child labor, forced labor, human trafficking, and modern slavery
- Freedom of association
- Promotion of health and welfare, including both physical and mental health
- Safe and secure work environment and facilities
- Opportunities for training and career development

Respect for Indigenous Peoples

MJ respects the rights of Indigenous Peoples and, where potential impacts exist, expects employees and business partners to engage in consultation and meaningful engagement, cultural awareness and cultural heritage protection, and opportunities for economic and social benefits.

Community Engagement

MJ believes healthy, safe, and inclusive communities create a better environment for our business and our people. MJ supports social investment projects with meaningful local impacts, in partnership with non-governmental, governmental, and other organizations. We also encourage employees to contribute their time and energy to local communities through the “MJ Cares” program.

3.Environment

We value the natural environment and its significance to people, the role of ecosystems in our society, and the importance of climate action for our future. For MJ, we seek to avoid, reduce, and mitigate our impacts but also to invest strategically in environmental protection, ecosystem restoration, and/or climate solutions in ways that support people and communities.

Environmental risk and Impact

MJ is committed to complying with applicable environmental laws and regulations, identifying and addressing environmental impacts from our operations, promptly reporting spills or other environmental incidents related to our work, and promoting resource efficiency.

While our direct environmental impacts are limited, we expect all employees to consider ways to reduce their waste, water, and energy footprint and take steps to promote more sustainable work environments.

We also recognize and seek to reduce value chain environmental impacts, including GHG emissions, waste, air pollution, biodiversity loss, and spills, that maybe linked to our business relationships.

Climate Action

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We are committed to measuring and reducing the carbon content of our trading portfolio and to achieving net zero emissions in scope 1 and 2. We aim to collaborate across the value chain to innovate, enable, and promote climate action and a just transition.

Circular Economy

MJ believes in the principles of a circular economy, defined as:

- Designing out waste and pollution
- Keeping products and materials in use
- Regeneration of natural systems

We aim to help develop the circular economy by:

- Applying our knowledge, expertise, and logistical capabilities to play our part in a circular value chain.
- Supporting producers to market circular products and enabling users to source the circular products they need.
- Creating a financially profitable trading and distribution portfolio of more sustainable products, such as recycled, renewable, compostable, and/or biodegradable products.
- Helping to accelerate solutions by investing in circular infrastructure and capabilities in communities.
- Building awareness around circularity both with our customers and suppliers as well as with our communities and families.