



AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Hain Celestial Group, Inc. (“Hain Celestial”) is an equal opportunity employer. To assure implementation of this policy, we will take steps to ensure that:

- a) Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity or expression, transgender status, ancestry, ethnicity, disability, protected veteran status, marital status, pregnancy, genetic information or other characteristic protected by law. This policy of nondiscrimination shall include, but not be limited to, the following employment decisions and practices: hiring; promotions; demotions; transfers; layoffs; terminations; rates of pay or other forms of compensation; benefits; access to training; tuition assistance; social recreation programs; and recruitment or recruitment advertising.
- b) Employees and applicants will not be subjected to any form of harassment, intimidation, threats or discrimination for exercising rights protected by, or because of their participation in, an investigation or compliance review related to Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state nondiscrimination law, rule, or regulation.

I have designated Mia DiBella, Senior Vice President, Human Resources as the EEO Coordinator for Hain Celestial. The EEO Coordinator is responsible for the day-to-day implementation and monitoring of the Hain Celestial’s Affirmative Action Plan. Employees or applicants who have questions about this policy or who wish to review appropriate portions of the Affirmative Action Plan may schedule an appointment to do so by contacting the EEO Coordinator during normal business hours.

As President, Chief Executive Officer and Chairman of the Board of Hain Celestial, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. I ask the continued assistance and support of all Hain Celestial employees to obtain our objective of equal employment opportunity for all.

Irwin D. Simon
*President, Chief Executive Officer
and Chairman of the Board*