



**THE HAIN CELESTIAL GROUP**  
**HUMAN RIGHTS STATEMENT**  
**August, 2018**

The Hain Celestial Group, Inc., (“Hain Celestial”) is a leading organic and natural products company with a mission to provide consumers with “A Healthier Way of Life™”. Hain Celestial is committed to respecting and protecting human rights across our operations, extended supply chain and communities where we operate. We are dedicated to implementing a policy of support for internationally recognized human rights and complying with the laws of the countries in which we do business. We support the principles contained within the Universal Declaration of Human Rights and the International Labour Organization’s (“ILO”) Declaration on Fundamental Principles and Rights at Work.

The United Nations Guiding Principles on Business and Human Rights recommend that business enterprises undertake due diligence on their practices. Our approach to advancing human rights and mitigating adverse human rights impacts is to identify, address and manage fundamental human rights issues explicitly in our labor and business governance, practices and policies, such as our Code of Business Conduct and Ethics and Supplier Code of Conduct, to avoid involvement in human rights abuses.

We recognize that embedding the United Nations Guiding Principles on Business and Human Rights throughout our business is critical, particularly as we expand globally and our extended supply chain becomes more complex. As a consumer packaged goods company with owned manufacturing facilities located in North America and Europe with many of our direct activities related to the marketing and sales of our products, we are able to confidently control and meet our own responsibility to respect human rights with regard to our direct activities. When entering into a business relationship or embarking on a new business venture in a new country, we are aware of human rights risks.

We understand that combatting endemic human rights issues within our extended supply chain require business intervention and partnership among all stakeholders. To mitigate the human rights related risks of our activities, we actively work with third party partners to help verify social and environmental standards of producers, particularly when sourcing commodities from countries we have identified where workers face the greatest impact on human rights.

As a consumer packaged goods company that produces better-for-you products, we believe that our products should be sourced, produced and packaged in a way that respects the planet and people in it. We have expectations that all parties across our value chain, including employees and business partners, will respect human rights and adhere to our ethical business practices.

**Employees.** We recognize that employees’ safety, health, well-being, fair compensation and equal opportunity are critical for sustainable business success. We offer wellness programs to employees to support healthier living.

We respect the human rights of our employees as established in the ILO’s Declaration on Fundamental Principles and Rights at Work. In working with all internal and external business partners, we expect all employees to practice our principles of

honesty, respect, fairness and accountability. Every employee is aware of and required to comply with our Code of Business Conduct and Ethics, which addresses A Healthy Way of Dealing with Each Other, Consumers, Customers, Suppliers, Competitors, Investors and Society.

All employees have a duty to report any known or suspected violation of the Code of Business Conduct and Ethics, including any violation of laws, rules, regulations or policies that apply to Hain Celestial. We have formal mechanisms for employees to report potential violations without fear of reprisal, including our confidential and anonymous Business Conduct Hotline telephone resources and website.

**Suppliers.** At Hain Celestial we strive to work with suppliers who treat their workers with dignity and respect, adhere to applicable laws and regulations and operate in an environmentally sustainable manner. Accordingly, we require our suppliers to comply with our Supplier Code of Conduct, which includes non-discrimination, the health and safety of workers, prohibition of child and forced labor and the right to freedom of association and collective bargaining. We will not knowingly do business with any individual or company that participates in the practices that we prohibit. We ensure compliance with these policies through internal and external risk-based audits of these partners.

### **In Summary**

Our human rights statement has been reviewed and approved by senior leadership and all cross-functional experts who contributed to the development of the statement. We are committed to advancing human rights, addressing human rights concerns within our extended supply chain, engaging with internal and external experts to continue to develop our human rights program, and communicating on our progress through our annual Sustainability Report and website.