

The Hain Celestial Group, Inc.'s Disclosure Pursuant to California Transparency in Supply Chains Act of 2010 (SB 657)

Effective November 2020

Effective January 1, 2012, the California Transparency in Supply Chains Act of 2010 requires manufacturers doing business in California to disclose their efforts to eradicate slavery and human trafficking in their own direct supply chain. The Hain Celestial Group, Inc. ("Hain Celestial") is a manufacturer of food and personal care products and is committed to meeting the requirements of the Act and expects its suppliers to as well. The following is Hain-Celestial's disclosure under the Act:

Commitment to Social Responsibility

Social responsibility is a core value of The Hain Celestial Group, Inc. As a leading organic and natural products company dedicated to A Healthy Way of Life™, sustainability is part of our business strategy and extends to our consumers, business partners, shareholders and employees. Our attention to corporate social responsibility includes increasing our facility and supplier audits and partnering to ensure reliable and traceable sources of supply and managing and documenting our labor practices across our business. This commitment extends to our supply chain. Suppliers and business are required to comply with Hain Celestial's Supplier Code of Conduct with respect to fair labor practices and prohibit slavery and human trafficking.

The following includes information on how we monitor our suppliers for human trafficking and slavery, and on how we are working to improve our monitoring in this area.

Adherence to Codes of Conduct

In 2020, Hain Celestial updated its Code of Business Conduct and Ethics (the "Code of Conduct") and The Hain Celestial Group Supplier Code of Conduct ("Supplier Code of Conduct"), to reflect certain principles pertaining to corporate social responsibility long adhered to by Hain Celestial including the express prohibition of practices relating to the exploitation of children, such as child labor; physical punishment; forced or compulsory labor; and unlawful discrimination in employment. The Code of Conduct further expressly states that Hain Celestial will not knowingly do business with any individual or company that participates in such practices.

Monitoring Supplier and Co-Packer Compliance

We seek to verify compliance by our co-packers with these principles by requiring new co-packers to undergo an initial assessment, which evaluates the conditions of the plant, manufacturing processes, and safety and health risks and includes such co-packer's social responsibility policies and practices.

Hain Celestial requires that its suppliers warrant that the products supplied to Hain Celestial on an ongoing basis are manufactured in compliance with all federal, state and local laws, rules and regulations including the Fair Labor Standards Act. In the event that Hain Celestial becomes aware of any actions or conditions not in compliance with the Code of Business Conduct and Ethics and The Hain Celestial Group Supplier Code of Conduct, Hain Celestial reserves the right to demand corrective measures, to conduct audits and inspections of supply partners and their facilities to verify compliance with the Code, or to terminate an agreement with such supplier.

We have adopted The Hain Celestial Group Supplier Code of Conduct, which embodies our minimum guidelines for all Hain Celestial suppliers in the areas of Labor Standards Environment and Health and Safety. Hain Celestial also implemented an

updated supplier assessment form which clearly and directly requires suppliers to certify that all materials incorporated into a product comply with applicable slavery and human trafficking laws in addition to other human rights standards including no child or forced labor, no intimidation, discrimination, or harassment, maximum working hours and days of rest.

Standards of Behavior and Compliance for Employees

Since our inception, our business practices have been governed by integrity, honesty, fair dealing and full compliance with all applicable laws. Our Code of Conduct embodies these core values and principles and assists with the continued implementation of such core values and principles by establishing certain nonnegotiable minimum standards of behavior in key areas including human rights, health and safety, anticorruption and business conduct, and conflict of interest. Employees failing to implement our core values and principles are addressed by our Human Resources team in concert with their supervisors with measured steps taken for correction or termination as appropriate.

At the commencement of employment, Hain Celestial requires that each employee acknowledge that he or she has received and read the Code of Conduct and certify that he or she will comply with its provisions at all times during his or her employment. On an annual basis, Hain Celestial requires that each employee in a key management position recertify his or her compliance with the Code of Conduct and to verify that he or she is not aware of any noncompliance. As stated above, Hain Celestial has updated its Code of Conduct, which is being provided to each of our employees globally with learning and training tools.

Source: <http://www.hain.com/california-transparency-in-supply-chains-act/>