



The Hain Celestial Group, Inc.  
Global Human Rights Statement  
(Effective September 2020)

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The Hain Celestial Group, Inc.'s ("Hain Celestial" or the "Company") guiding principles are that we are entrepreneurial, accountable, transparent, and act with integrity. These guiding principles are central to our business and we are committed to acting in accordance with them, and the law. We respect the communities in which we operate, and their unique cultures. Hain Celestial seeks to comply with all applicable local and/or national laws and regulations in every location where we operate. The Company supports the principles contained in the Universal Declaration of Human Rights and the International Labour Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work.

Hain Celestial's commitment to human rights is embodied in various policies and statements including our Code of Business Conduct and Ethics, Child Labor and Anti-Slavery Policy, Code of Vendor Conduct and Employee Handbooks. In the United Kingdom, in accordance with the UK Modern Slavery Act 2015, the Company's UK subsidiaries issue Anti-Slavery and Human Trafficking Statements.

For the purpose of this Statement, Human Rights is defined as the fundamental rights inherent to all human beings regardless of nationality, place of residence, gender, gender identity or expression, national or ethnic origin, race, color, religion, veteran status, age, language, sexual orientation, physical or mental disability, or any other status.

#### **GUIDELINES**

Hain Celestial strives to respect human rights in all aspects of our business including:

##### *Workplace*

Hain Celestial strives to have a diverse and inclusive workforce, focusing on safe working conditions and giving people opportunities to develop personally and professionally.

##### *Suppliers*

We will share our human rights policies and practices with our suppliers and, when possible, pursue partnership with others who share our commitment to respecting human rights in the workplace. Our specific guidelines for suppliers can be found in the Company's Code of Supplier Conduct.

## *Customers and Consumers*

We always strive to follow advertising laws and regulations by never making false statements about our products or our competitors' products. We do not promote our products in a way that could be misinterpreted or misleading to our consumers. Our labeling and marketing review processes are designed to ensure that we are transparent with all of our customers and consumers at all times.

## *Community*

We value and respect the unique communities where we live, work and do business. Hain Celestial demonstrates its community commitment through charitable donations, employee volunteerism, government relations activity and development of relationships with local stakeholders.

In all of our operations, the Company will use this Statement as a framework to guide our decision making and practical engagement on human rights issues.

## **LABOR**

### *Child Labor*

Hain Celestial adheres to age standards as covered by applicable laws and regulations. In those situations where minors may be employed, the Company will act to assure that such employment is legal and will not lead to a child losing his or her educational opportunities. Minors may not be employed in jobs that are by their nature likely to harm the health, safety, or morals of minors. Hain Celestial's position with respect to Child Labor is set forth in more detail in the Company's Child Labor and Anti-Slavery Policy. Hain is committed to the prohibition of any form of child labor. When employing minors, Hain shall observe the minimum age for admission to employment in accordance with national and local regulations.

### *Forced Labor*

All employment relationships are of a voluntary nature. Use of forced labor and/or indentured or bonded labor is not allowed under any circumstances. Hain Celestial's position with respect to Forced Labor is set forth in more detail in the Company's Child Labor and Anti-Slavery Policy.

## **EMPLOYEE DIGNITY**

### *Freedom of Association*

Hain Celestial is proud of its relationship with its employees and believes that it offers better alternatives to trade union and other types of employee representation organizations. We recognize the legal rights of workers to choose, or not to choose, to form and join trade unions and other organizations in order to bargain collectively in support of their mutual interests.

Workers who choose to form and/or join trade unions or other organizations, or those who do not, shall not be discriminated against on account of these lawful activities.

### *Non-discrimination and Harassment*

Hain Celestial is committed to providing equal opportunity in all areas of employment, including full and equal employment opportunities to all employees and potential employees without regard to race, color, religion, national or ethnic origin, veteran status, age, gender, gender identity or expression, sexual orientation, genetic information, physical or mental disability, or any other legally protected status. This nondiscrimination policy applies to all terms, conditions and privileges of employment, such as those pertaining to selection, training, transfer, promotion, compensation, and educational assistance programs. It is also the policy of Hain Celestial to prohibit all forms of sexual or other harassment.

### **WAGES, SALARIES AND HOURS OF WORK**

Wages shall be provided at least equal to the applicable legal minimum wage and in accordance with local wage and benefits laws. Where no minimum wage exists, Hain Celestial will seek to pay salaries and wages in accordance with relevant industry / geographical levels. Working hours shall respect applicable legal norms, and, when overtime hours are required, every effort shall be made to minimize the impact on workers.

### **HEALTH AND SAFETY**

Hain Celestial is committed to operating facilities that are safe for workers, visitors and local communities. We seek to prevent all occupational accidents and injuries by: setting health and safety goals and integrating them into business planning; establishing safety procedures and training programs for workers; and assessing and controlling potential workplace hazards.

### **ACCOUNTABILITY**

Hain Celestial recognizes the need to ensure that the guidelines in this Statement are practiced throughout our Company and to support consistent improvement in compliance with its terms and principles. To do this, Hain Celestial will communicate with and educate employees; monitor and evaluate the level of compliance through self-assessments, on-site audits, employee surveys, and develop corrective action plans if deviations are found.

### **COMPLIANCE HOTLINE AND ONLINE REPORTING**

Violations of this Statement may be reported using Hain Celestial's anonymous hotline number (800) 461-9330 or online at [ethicshelpline.hain.com](https://ethicshelpline.hain.com). For employees outside of the U.S. and Canada, they must go to the website first and select the country in which they are located. Once they do that, their International Toll-Free Service (ITFS) number for their specific location will appear.