

GOALS & PROGRESS

HEALTHIER PLANET

Issue	Target	Why it's Important	Year (CY)*	Status	FY21 Progress
Climate	Develop scope 1, 2, 3 emissions targets and achieve validation by the Science-Based Targets initiative	Our commitment to address the climate crisis and set meaningful targets to ensure a Healthier Planet for future generations	2023	NEW	We collected global emissions data and published our carbon footprint in this ESG report as well as in our 2021 Carbon Disclosure Project (CDP) climate response.
	100% renewable electricity for Hain Celestial operated facilities	To support the global transition to renewable electricity, thereby reducing our scope 2 emissions	2025	In progress	We began sourcing renewable electricity for some of our manufacturing facilities and plan to purchase renewable electricity for the remaining sites.
Food Waste	Zero food waste for Hain Celestial manufactured product	To do our part to reduce food loss in our manufacturing and distribution processes and ensure all products that can be consumed stay out of the landfill	2025	In progress	We measured and reduced the products that are sent to landfill and are assessing opportunities to improve forecasting and inventory management to reduce food loss in manufacturing. We are improving the way we measure our landfill diversion rate.
Waste	Zero waste to landfill for Hain Celestial operated facilities	To support a Healthier Planet for future generations by diverting waste from landfills to recycling, composting and waste to energy	2027	In progress	5 of 14 Hain Celestial operated facilities have achieved nearly zero waste.** We are in the process of launching a zero waste initiatives for the remaining sites.

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HEALTHIER PRODUCTS

Issue	Target	Why it's Important	Year (CY)	Status	FY21 Progress
Packaging	100% of products have standardized recycling labeling	To provide a transparent recycling labeling system	2025	In progress	Our UK products include the On Pack Recycling Label (OPRL). We will begin rolling out standardized recycling labeling for North American products.
	Publish a global sustainable packaging strategy	To reduce the emissions and waste associated with our packaging materials and support the transition towards recyclable and renewable packaging	2023	NEW	We began reducing packaging materials through right sizing and material reductions, while incorporating strategies to reduce plastic usage and increase the percentage of post-consumer recycled content.
Nutrition	Adopt and implement Hain Celestial Healthier Product Standards	To increase transparency around what being a “Better for You” company means to Hain Celestial and establish clear product standards that we maintain as we grow our business	2025	NEW	We analyzed compliance with these standards across all of our global brands and identified brand-specific strategies to improve product attributes.

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HEALTHIER PEOPLE

Issue	Target	Why it's Important	Year (CY)	Status	FY21 Progress
Diversity & Inclusion	Increase female representation in leadership positions globally and diverse representation in leadership in the U.S., reporting progress annually	To develop a diverse pipeline of employees who can advance into leadership positions	Annual	NEW	We measured our employee demographics by gender globally. We are developing a roadmap to increase female representation in leadership positions globally and diverse representation in leadership positions in the U.S.
	Adopt a global volunteering program offering paid time off for all employees	To give back to the communities where we live and work and foster a culture of giving back	2022	NEW	We are developing a global charity and volunteering policy and plan to offer regional volunteering opportunities to enable employees to participate in giving back.
Community	100% of unsold food and personal care products that are fit to use goes to someone in need	To do our part by providing food and essentials to hungry children and families around the world	2025	In progress	We continuously support our charity partners and delivered over 2.4M pounds of food and personal care products to families in need.