



The Hain Celestial Group, Inc.
Supplier Code of Conduct
(Effective September 2020)

At The Hain Celestial Group, Inc., we strive to work with suppliers who uphold human and workplace rights, adhere to applicable laws and regulations and operate in an environmentally sustainable manner. Accordingly, we require each of our suppliers to comply with the following Supplier Code of Conduct (the “Code”). This Code takes into consideration the eight fundamental International Labour Organization (ILO) conventions.

1. COMPLIANCE WITH LAWS

Suppliers shall comply with all requirements of applicable laws, rules, orders, regulations and ordinances in effect in any jurisdiction in which it operates, along with the Foreign Corrupt Practices Act of 1977 and the UK Bribery Act of 2010 (“**Laws**”). Each supplier shall ensure that its subcontractors comply with the provisions in this Code.

2. CHILD LABOR

Suppliers shall adhere to the minimum employment legal age limit defined by national law or regulation, and comply with relevant International Labor Organization (ILO) standards. In no instance, shall a supplier permit children to perform work that exposes them to undue physical risks than can cause physical, mental, or emotional harm or improperly interfere with their schooling (except as may be permitted under apprenticeship or similar programs in which the minor is lawfully participating).

3. FORCED LABOR

Suppliers shall not use forced or involuntary labor, whether in the form of slave labor, indentured labor, bonded labor, involuntary prison labor or otherwise. No supplier shall engage in or support trafficking in human beings. The ability of workers to move freely shall not be restricted by suppliers through abuse, threats and practices such as retention of passports or valuable possessions in an unlawful manner and without their consent. Workers shall work freely, aware of the terms and conditions of their work in advance and must be able to voluntarily end their employment without any restriction or substantial fine for terminating their employment. Workers shall not be required to pay fees and costs associated with their recruitment.

4. HEALTH AND SAFETY

Suppliers shall provide a safe and healthy workplace environment and take effective steps to prevent potential accidents and injury to workers’ health arising out of, associated with, or occurring in the course of work. Suppliers shall comply with all applicable Laws

regarding working conditions and living conditions (to the extent applicable).

5. FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING

Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. Employees must not be subject to harassment or intimidation in the exercise of their right to join or refrain from joining any organization.

6. DISCRIMINATION, HARASSMENT AND ABUSE

Suppliers shall not engage in or support discrimination in hiring, compensation, benefits, access to training, promotion, termination, or retirement based on race, color, religion, sex, national origin, gender identity or expression, transgender status, ancestry, ethnicity, sexual orientation, age, disability, marital status, protected veteran status, marital status, pregnancy, genetic information or other characteristic protected by Law. Suppliers shall treat all employees with dignity and respect. Suppliers shall not subject any employee to physical, sexual, psychological or verbal harassment or abuse or any form of coercion.

7. WORKING HOURS

Employees shall not be required to work more than 60 hours per week or the maximum allowed by Law. Employees must be properly compensated for overtime work. Employees shall be provided with at least one day off following every six consecutive days of working.

8. COMPENSATION AND BENEFITS

Suppliers shall pay employees at the least the minimum wage required by Law, or the prevailing industry wage if no minimum wage applies, and shall provide legally mandated benefits.



9. ENVIRONMENTAL PROTECTION

Suppliers must comply with all environmental laws, including those related to waste disposal (including hazardous waste), air emissions, wastewater and effluents and toxic substances. Suppliers are encouraged to go above and beyond the legal requirements and implement plans focused on reducing their use of natural resources. Suppliers shall obtain and keep current all environmental permits and ensure the safe handling, movement, storage and disposal of hazardous materials. They shall optimize consumption of natural resources including energy and water and demonstrate sound measures to prevent pollution and generation of solid waste, wastewater and air emissions. Suppliers will strive to help us meet our long-term sustainability goals applicable to each supplier within the Healthier Way strategy, and will hold their own suppliers to the same standards.

10. ANIMAL WELFARE

If applicable to its business, each supplier shall respect animal welfare and adopt humane practices towards animals, including, but not limited to, an environment that is free from thirst, hunger and malnutrition, discomfort, pain, injury, disease and distress. These freedoms are the minimum basis for monitoring and improving animal welfare within the Hain Celestial supply chain.

11. AUDITS & INSPECTIONS

Suppliers should conduct audits and inspections to ensure their compliance with the Code. Hain Celestial reserves the right to conduct audits and inspections of supply partners and their facilities to verify compliance with the Code, including for human rights, product quality and safety, and environmental protection.

12. COMPLIANCE

Each supplier shall acknowledge and certify, in writing, that it is and shall continue to be in compliance with the Code. If it is determined, whether by audit and inspection as described in Section 11 or otherwise, that a Supplier is not in compliance with the Code, the supplier will work with Hain Celestial to develop and implement a corrective action plan. Failure to meet a corrective action plan or failure to adhere to the Code may result in the termination of the business relationship.



I attest to the best of my knowledge that Supplier is in compliance with the Supplier Code of Conduct

Company Name

Signature

Date (Month Day Year)