

# ESG METRICS

KEY



HEALTHIER PLANET METRICS  
THAT ALIGN WITH ESG GOALS

## HEALTHIER PLANET

Issues	Metric	Coverage	FY 2021	FY 2022
GHG Emissions <sup>8</sup>	Scope 1 GHG Emissions	Global	Not applicable	47,468 metric tons CO2e
	Scope 2 GHG Emissions (Location-based)	Global	Not applicable	22,425 metric tons of CO2e
	Scope 2 GHG Emissions (Market-based)	Global	Not applicable	18,659 metric tons of CO2e
	Scope 3 GHG Emissions	Global	Not applicable	1,720,112 metric tons of CO2e
Renewable Electricity	● Percentage of renewable electricity for Hain operated manufacturing facilities	Global	52%	63%
Zero Waste <sup>9</sup>	● Number of Hain operated manufacturing facilities that are nearly zero waste to landfill	Global	8 of 14	8 of 15
Food Waste <sup>10</sup>	● Percentage of food waste diverted from landfill via donations and liquidation (New)	North America	85%	72%/ 84%*
Water	Water Withdrawals for Hain operated manufacturing facilities	Global	1,702,401 cubic meters	1,475,925 cubic meters

<sup>8</sup> In FY 2022, Hain engaged a climate consultant to improve the GHG accounting methodology. Due to changes in the methodology, we are not able to determine year over year emissions increases or decreases for Scope 1,2 & 3.

<sup>9</sup> In our 2021 ESG we report, we listed 5 of 14 sites were zero waste to landfill and updated this metric to 8 after seeing that 3 sites achieved this goal in FY21.

<sup>10</sup> In our 2021 ESG report, we reported a 50% food waste diversion rate but restated the 2021 metric as 85% based on our improved methodology capturing not only donations but also liquidations. \*If we had donated the short-shelf life items, we would have diverted 84% of food waste. Given the quantity of this batch, it had a material impact on our overall food waste performance.



# ESG METRICS

## HEALTHIER PRODUCTS

KEY



HEALTHIER PRODUCT METRICS  
THAT ALIGN WITH ESG GOALS

Issues	Metric	Coverage	FY 2021	FY 2022
	● Percentage products promoted as non-GMO	North America	91%	92%
	● Percentage of food products that are certified organic	Global	34%	31%
	● Percentage baby and toddler food products certified organic	North America, UK	93% Earth's Best 97% Ella's Kitchen	95% Earth's Best 98% Ella's Kitchen
	Percentage of products with no artificial colors and colors from natural sources (New)	Global	Not reported	96%
Hain Healthier Products Standard <sup>11</sup>	● Percentage of eggs that are cage-free	Global	100%	100%
	● Percentage of products with meat and poultry ingredients that meet the Global Animal Partnership standard or an equivalent documented animal welfare standard <sup>12</sup> (New)	North America	Not reported	70%
	● Total volume of palm sourced <sup>13</sup> (New)	Global	3448.9 tons	3774.8 tons
	● Percentage of palm oil used that is certified through a combination of the RSPO-certified supply chains	Global	100%	100%
	Percentage of palm oil used that is covered by RSPO credits (New)	Global	23%	20%
Packaging	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable (New)	UK and Europe	Not reported	(1) 934,107 tons (2), (3) not available
	(1) Number of recalls issued, (2) Total amount of food product recalled	Global	(1) 1, (2) 0.195 metric tons	(1) 0, (2) 0
Food Quality and Safety	(1) Total number of notices of food safety violation received, (2) Percentage food safety violations corrected	Global	1	0
	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non conformances	U.S.	(1) 5.6, (2) 100%	(1) 5, (2) 100%

<sup>11</sup> For the detailed Hain Healthier Products Standard please see pages 20.

<sup>12</sup> Please see our [Animal Welfare policy](#) for Hain's broiler chicken and cage free eggs commitments.

<sup>13</sup> Reported as CY2020 and CY2021 in order to align with the RSPO Annual Communication on Progress (ACOP) reporting.

# ESG METRICS

## HEALTHIER PEOPLE

KEY



HEALTHIER PEOPLE METRICS  
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Issues	Metric	Coverage	FY 2021	FY 2022
Occupational Health and Safety	TRIR <i>(New)</i>	North America	Not reported	1.52
	LTIR <i>(New)</i>	North America	Not reported	0.59
Job Growth	Number of full-time and part-time jobs that have been added to your company's payroll in the last 12 months <i>(New)</i>	Global	Not reported	103
Community	<i>Pounds of food and personal care products donated to local communities</i>	UK, North America, and Europe	2.4M pounds	3M pounds <sup>14</sup>
	<i>Value of food and personal care products donated to local communities</i>	North America	\$6.5M	\$4.7M
Diversity and Inclusion <sup>15</sup>	Percentage female talent out of total headcount	Global	41%	41%
	<i>Percentage female talent in leadership</i>	Global	41%	38%
	<i>Percentage of talent in leadership positions that are racially or ethnically diverse</i>	U.S.	22%	21%
	Percentage of CEO Direct Reports that are female <i>(New)</i>	Global	30%	31%
	Percentage of CEO Direct Reports that are racially and/or ethnically diverse <i>(New)</i>	Global	25%	0%
	Percentage of Board of Directors that are female <i>(New)</i>	Global	25%	33%
	Percentage of Board of Directors that are ethnically or racially diverse <i>(New)</i>	Global	25%	22%

<sup>14</sup> In 2021, the 2.4M pounds of product was for North America and the UK only. Our 2022 donations increased because we collected data for North America, the UK and Europe.

<sup>15</sup> In our 2021 ESG report we combined female and ethnically and racially diverse percentages for the Board of Directors and CEO direct reports. We now calculate (1) percentage of CEO direct reports and Board of Directors that are female and (2) percentage of CEO direct reports and Board of Directors that are racially or ethnically diverse as distinct metrics.

