



2022 Global Environmental, Social And Governance Update

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LETTER FROM OUR CEO

I am pleased to share with you our 2022 Global Environmental, Social and Governance Update. During a year of unprecedented challenges for our industry, we have continued to make progress on our environmental, social and governance (“ESG”) journey thanks to the significant contributions of our employees. In the face of supply chain disruptions, international turmoil, inflation, and a continued global pandemic, we have come together to deliver essential products to our customers and consumers and support the communities where we live and work.

Over the past year we worked hard to further our ESG objectives into our functional processes, governance structure, business decisions, and company culture. We remain committed to our three ESG pillars: healthier planet, healthier products and healthier people in order to prioritize long-term positive impacts for all.

This ESG Update details the progress we’ve made against our ESG goals with robust ESG metrics that provide transparency around where we have improved, as well as where we faced challenges this fiscal year. I am proud of our ESG achievements to date and our commitment to deliver on our ESG goals over the long-term. I look forward to making continued progress on our ESG journey.



Mark Schiller

CEO, The Hain
Celestial Group



A HEALTHIER WAY OF LIFE® SINCE 1993

TEAMWORK • INTEGRITY • ENTREPRENEURSHIP

ABOUT THE HAIN CELESTIAL GROUP

The Hain Celestial Group, Inc. is a leading organic and natural products company that has been committed to creating A Healthier Way of Life® since 1993. Headquartered in Lake Success, NY, with operations in North America, Europe, Asia and the Middle East, we are committed to growing sustainably while continuing to implement environmentally sound business practices.

Our mission is simple: inspire A Healthier Way of Life® for our employees, customers, consumers, investors, and the global communities we call home. The Hain Healthier Way comes to life through our three core pillars: a healthier planet, healthier products, and healthier people.



OUR VISION

To inspire healthier living for all.

OUR MISSION

Build enduring health & wellness brands that are known and loved by consumers and enrich the lives of employees and all of our stakeholders.



OUR VALUES

TEAMWORK

- We think and act with a broad company perspective.
- We are one team and share in success or failure.
- We focus on results.
- We celebrate the wins.

INTEGRITY

- We do the right thing.
- We are respectfully transparent and candid.
- We value diversity in all forms.
- We hold ourselves and others accountable.

ENTREPRENEURSHIP

- We think innovatively and challenge the status quo.
- We are courageous.
- We learn from our failures and continuously improve.
- We are scrappy and resilient.



HAIN BY THE NUMBERS

3,078

Global Employees

\$1.89B

Global Sales

15

Hain Celestial
Manufacturing
Facilities

49%

North American
Employees

51%

International
Employees

32

Brands Globally



HAIN 2.0 AND BEYOND

This year, we began our transition from our Hain 2.0 business strategy to our Hain 3.0 strategy, which will help us continue to shape our Company and set the vision for our future. As part of this strategy we are committed to building a global health and wellness focused company, with industry-leading top line growth.

Our Hain 2.0 strategy is focused on four key initiatives to transform our business: (1) simplify our portfolio; (2) strengthen our capabilities; (3) expand profit margins and cash flow; and (4) reinvigorate profitable top line growth. These initiatives created the foundation for us to begin our Hain 3.0 strategy. As we have reshaped our portfolio and are better positioned for sustainable growth, we begin the next chapter in the Company's history.

We believe Hain 3.0 positions us as an advantaged and differentiated company for several reasons:

- We are primarily focused on health and wellness.
- We are a global company in high-growth categories with opportunities for expansion in existing and new channels and geographies.
- We have unique and advantaged brands with strong points of difference.
- Given our size, small wins can drive material incremental growth.

Our Healthier Way ESG strategy and sustainable brand growth will be fundamental to our Hain 3.0 journey. We will continue to drive sustainable growth by (1) attracting sustainable consumers who expect us to maintain our reputation as a health and wellness company, (2) growing the sustainable attributes of our products as points of difference, and (3) promoting sustainable geographic expansion. Our ESG and 3.0 strategies will shape how we leverage our business capabilities, reputation and brand categories to strengthen our position globally. Additionally, the 3.0 strategy enables Hain to focus on investing in high-growth and innovative sustainable products (like plant-based meats and non-dairy beverages), while also supporting our overall transition to healthier and sustainable changes to our existing product portfolio.

For detailed information on our 3.0 strategy please see the 2022 [Form 10-K](#) pages 27 to 28.

THE REPORT

ENVIRONMENTAL SOCIAL GOVERNANCE · ENVIRONMENTAL SOCIAL GOVERNANCE · ENVIRONMENTAL SOCIAL GOVERNANCE

ESG REPORTING APPROACH

This ESG Update is intended as an update for our key stakeholders on the material progress made against our ESG goals from July 1, 2021 to June 30, 2022 (FY2022). Hain's FY2022 ESG Update includes new metrics as well as improvements to our FY2021 ESG calculation methodologies. We reviewed the B Impact Assessment from the nonprofit B Lab to help inform the ESG metrics we collect. Our reporting continues to be informed by the Sustainability Accounting Standards Board's (SASB) standards for the Processed Foods and Household & Personal Products sectors.

BOARD OVERSIGHT

The Corporate Governance and Nominating Committee within our Board of Directors oversees the Company's global ESG strategy, including evaluating the impact of Company practices on its employees, consumers, customers, and other key stakeholders. The Corporate Governance and Nominating Committee presents ESG-related recommendations to the overall Board.

All of the Directors on the Corporate Governance and Nominating Committee have ESG experience. Two Directors have prior sustainable supply chain and corporate ESG experience. The Committee is actively involved in monitoring the execution of our ESG strategy and goals for our business. In FY2022, the Committee met at least once per quarter and ESG was a regular part of the agenda, with a focus on the progress we've made towards our ESG goals. The Committee also scheduled two working sessions with the ESG leads to discuss Hain Celestial's path forward for addressing climate change with a focus on science-based targets.



OUR ESG STRATEGY

When we published our 2021 [ESG Strategy](#), we worked to develop measurable, specific and time bound goals to hold ourselves accountable and prioritize transparency. Hain is now focused on improving our metrics, further developing a culture of ESG for all functions, and bringing our regional businesses and brands together to support our ESG strategy.

We believe the key to successfully meeting our long-term ESG goals is embedding ESG criteria into every functional process so that every team is making responsible long-term business decisions shaped by our ESG priorities. We call this initiative *Better from the Beginning*.

Hain's 2022 *Better from the Beginning* projects included:

- Developing a process for collecting sustainable packaging data and prioritizing sustainable packaging projects,
- Obtaining site specific data to identify projects to meet our energy, food waste, and zero waste to landfill goals,
- Working with each location to develop our volunteering benefit, and
- Discussing our ESG goals during CEO Town Hall meetings.

We continued to engage with our key stakeholders whose ESG requests have increased in frequency and specificity. As we meet our near-term goals, we plan to update our ESG strategy to incorporate additional ESG issues that are important to our stakeholders and support business resilience.

In FY2022, we worked to implement the goals we set for each of the three pillars of our ESG strategy, Healthier Planet, Healthier Products and Healthier People.

Healthier Planet: We advanced our climate and renewable electricity goals by enhancing our greenhouse gas emissions accounting methodology and increased the percentage of renewable electricity we procure. Therefore, we have a more accurate baseline to set science based targets. In the upcoming year we expect to focus on and make more progress against our zero waste to landfill and food waste goals, and we will continue identifying opportunities to reduce waste across our operations.

Healthier Products: We advanced several recycling labeling and sustainable packaging projects, added additional Healthier Products metrics, and began identifying opportunities and challenges with respect to launching our Healthier Products Standards.

Healthier People: We launched our volunteering benefit offering eight hours of paid time off for all North American salaried full-time employees. We continued to donate food and personal care products to those in need through our charity partnerships. We prioritized developing a culture of inclusion through our D&I Council. We also took steps to increase the diversity in our pipeline of candidates to meet our diversity goals. Despite these efforts, the percentage of female and diverse employees in leadership positions did not increase and we therefore know we need to do more to meet our diversity goals.

FY 2022 PROGRESS

PRODUCTS • PEOPLE • PLANET

CLIMATE

GOAL	Develop scope 1, 2, 3 emissions targets and achieve validation by the Science-Based Targets initiative ¹
YEAR (CY)	2023
2021 METRIC	Not applicable
2022 METRIC	Scope 1: 47,468 metric tons of CO ₂ e Scope 2 (location based): 22,425 metric tons of CO ₂ e Scope 2 (market based): 18,659 metric tons of CO ₂ e Scope 3: 1,720,112 metric tons of CO ₂ e
REGION	Global

SUMMARY & NEXT STEPS

Hain engaged a climate consultant to improve the methodology for our FY2022 greenhouse gas emissions (GHGe) inventory, support the global ESG leads to develop a robust GHGe data collection process for scope 1, 2, 3 emissions, using the Greenhouse Gas Protocol Standard and following the guidance developed by the Science Based Targets initiative. Hain's climate consultant improved data capture for all geographies and emissions quantification methodology in FY2022. Because of the improved methodology used in FY2022, we are not able to determine emissions increases or decreases compared to FY2021. We will continue to refine our GHGe accounting methodologies for Scope 3 emissions as industry standards like the Science Based Targets initiative continue to evolve.

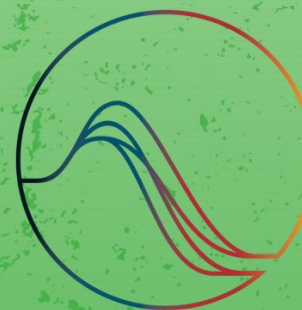
Hain's Scope 3 emissions methodology improvements included more robust activity data for Direct Purchased Goods and Services (Category 1) and Upstream Transportation and Distribution (Category 4). Direct purchased goods data involved more accurate emissions factors for ingredients and lifecycle analysis calculations for finished goods.

[View global environmental, social and governance Update](#)

Upstream transportation and distribution emissions (Category 4) were previously based on spend data; in FY2022 we were able to calculate emissions based on distance traveled and weight of products shipped.

We engaged our regional ESG leads in the data collection process and worked collaboratively to identify potential emissions reduction opportunities. We also conducted interviews with individuals in key functional areas of the business including transportation, procurement, and packaging to develop a pipeline of emissions reduction ideas that will inform our supply chain (scope 3) emissions' reduction target.

Hain will continue to work with our climate consultant to assess the science-based target options, submit them to the Science Based Targets Initiative for validation in CY2023, and publish the approved targets.



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

¹ FY2021 emissions were reported in our 2021 ESG report and in our CDP climate response. The FY2022 Scope 3 data does not include end of life (Category 12) and downstream transportation (Category 9), which we will measure to meet the Science Based Targets initiative criteria.



CLIMATE

SCOPE 1 & 2 EMISSIONS (MARKET-BASED)

66,127
Metric Tons of CO₂e

Other Fuels
1%

Refrigerants
7%

Market-Based
Electricity
28%

Natural Gas
64%

Scope 1,
3%

Scope 2,
1%

Scope 3,
96%

OVERALL EMISSIONS BREAKDOWN

1,786,239
Metric Tons of CO₂e

RENEWABLE ELECTRICITY

GOAL	100% renewable electricity for Hain Celestial operated facilities
YEAR (CY)	2025
2021 METRIC	52%
2022 METRIC	63%
REGION	Global

SUMMARY & NEXT STEPS

In FY2022, we expanded our renewable procurement from the UK to also include North America and therefore the percentage of renewable electricity increased. We purchased Green-e® Certified Renewable Energy Certificates (RECs) and Renewable Energy Guarantees of Origin (REGO) to meet this target. We also upgraded our UK facilities Combined Heat and Power Plant and Anaerobic Digester systems to enable maximum onsite generation of heating, electricity and natural gas.

Hain plans to assess the feasibility of impactful energy efficiency projects and renewable energy for our factories and offices. We endeavor to continue to increase the percentage of renewable electricity each year until we meet our 2025 commitment and incorporate this goal into our science-based emissions targets.

FOOD WASTE

GOAL	Zero food waste for Hain Celestial manufactured product ²
YEAR (CY)	2025
2021 METRIC	85%
2022 METRIC	72% / 84%*
REGION	North America, food products, excludes personal care products

SUMMARY & NEXT STEPS

Our FY2021 food waste metric captured food waste diverted via donations. In FY2022, we improved our measurement calculating the percentage of food waste that was diverted via donations and liquidation.

We continued to improve our process for validating inventory and ensuring all finished goods are responsibly consumed or donated. While we are proud of our progress to date, we were hoping to exceed our FY21 progress of 85% food waste diversion or more. The decline in percentage of waste diverted in FY22 is because we produced a single batch of a perishable item that could not be sold to a customer. Because of the item's short shelf-life, it also could not be donated in time.

*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. We now have a better processes for preventing short shelf-life items from going to waste. But we know we have more to do to meet our zero food waste goal, including improving our inventory process and engaging new donation partners.

² We previously reported a 50% diversion rate in our FY2021 ESG Report that calculated percentage of products diverted through donations. We restated the FY21 metric based on our improved methodology capturing donations and liquidations.



WASTE

GOAL	Zero waste to landfill for Hain Celestial operated facilities ³
YEAR (CY)	2027
2021 METRIC	8 of 14
2022 METRIC	8 of 15
REGION	Global

SUMMARY & NEXT STEPS

In FY2021, we partnered with waste vendors in Europe and the UK in order to divert as much of our manufacturing waste as possible. Our waste partners enable us to maximize the percentage of waste that is sent to recycling facilities and to compost, and that is used as animal feed.

We maintained our waste diversion rates for 8 of our 14 global facilities since FY2021. We had hoped to make more progress towards increasing our waste diversion in North America but, given our diverse portfolio of products each with its own waste stream and manufacturing process, we faced difficulties launching zero waste initiatives at our North American sites that were primarily focused on addressing supply chain challenges, meeting customer needs and improving plant efficiencies.

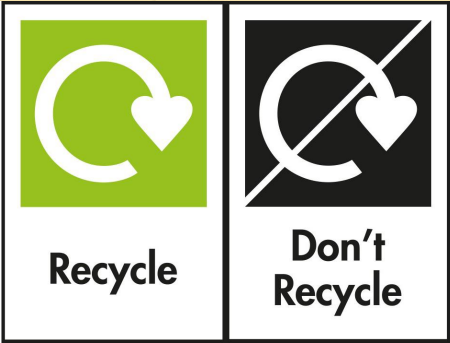
We plan to focus on identifying ways to better track and measure our waste diversion across the seven remaining facilities in North America in order to increase waste diversion.

³ Our FY2021 report stated that 5 of 14 sites were zero waste to landfill. 8 sites had already met the 90% diversion rate or higher in FY2021 and therefore we corrected the FY2021 metric. In FY2022, [Hain acquired That's How We Roll](#), the producer and marketer of ParmCrisps® and Thinsters®. Therefore, the number of manufacturing sites increased from 14 to 15.



RECYCLING LABELING

GOAL	100% of products have standardized recycling labeling
YEAR (CY)	2025
2021 UPDATE	Hain became a member of How2Recycle® in North America.
2022 UPDATE	Hain began incorporating the How2Recycle® tile into our packaging design process for the U.S. and Canada. Approximately 90% of our UK manufactured products have the On-Pack Recycling Label (OPRL®).
REGION	U.S., Canada, and the UK



SUMMARY & NEXT STEPS

We incorporate the How2Recycle® and OPRL® tiles into most packaging redesigns and when we develop new products. For example, we changed the majority of our virgin PET personal care bottles to 100% post-consumer recycled content PET bottles, and incorporated the How2Recycle tile into that process.

North America: When we submit product packaging to How2Recycle® for approval, they include in their response potential areas of improvement regarding packaging sustainability. We are tracking the recommended improvements and incorporating them into our sustainable packaging strategy.

United Kingdom: We have added the OPRL® tile to 90% or more of our UK products and, as a result, have a good understanding of which products and product components are recyclable at curbside. We are using this information to increase the recyclability of our packaging.

We plan to continue to increase the number of products that have the How2Recycle and OPRL tiles.

SUSTAINABLE PACKAGING

GOAL	Publish a global sustainable packaging strategy
YEAR (CY)	2023
2021 UPDATE	We began collecting global packaging data in order to set meaningful sustainable packaging goals for all of our products. We currently measure the percentage of recycled content for each packaging material and whether the packaging is made of recyclable or renewable materials, in order to align with the U.S. Plastics Pact targets.
2022 UPDATE	We improved our packaging data collection in each region and engaged with the packaging teams to implement sustainable packaging initiatives like increasing the percentage of recycled content in paperboard and plastic packaging in North America and removing unnecessary plastic packaging in Europe and the UK.
REGION	Global



SUSTAINABLE PACKAGING

SUMMARY & NEXT STEPS

We made significant progress improving our packaging data collection, incorporating recycled content and discussing the importance of sustainable packaging criteria with a variety of functions. We also received a variety of sustainable packaging requests from our customers and other stakeholders and are working to incorporate those into our sustainable packaging strategy as we continue to chart our path forward.

Our FY2022 sustainable packaging initiatives included incorporating more recycled content into our packaging and removing unnecessary plastic packaging.

- In North America, we launched a project to transition from virgin to 100% recycled content in paperboard packaging for our meat-free brand, Yves®.
- We began to convert MaraNatha® nut butter jars from glass to plastic made of 50% recycled content, which will reduce the packaging and transportation greenhouse gas emissions for this product.
- Our UK jelly pot brand, Hartley's® saved 41.8 tons of plastic labels per year by removing the individual labels on their multi-pack product.

The main challenge with respect to our sustainable packaging strategy is ensuring we identify innovative packaging while continuing to prioritize product quality and maintain the shelf-life of our products. For example, we'd like to identify a more sustainable format for our multi-layer bags and pouches that are used for snacks and baby food products, since many of the alternatives available are not recyclable or reusable.

We are working to streamline our packaging data collection process in order to align on a global sustainable packaging strategy, so that we can publish sustainable packaging targets next year.



HAIN CELESTIAL HEALTHIER PRODUCTS STANDARDS

During FY2021, we defined the healthier product issues we have prioritized for our global brands. We plan to further embed the brand-specific product standards into our R&D, innovation and procurement processes to support better health and nutrition for our consumers, in order to meet our goal of implementing the Hain Celestial Healthier Product Standards by 2025. We continue to evaluate emerging ingredients of concern to maintain our commitment to clean-label personal care ingredients.

⁴ For more information on palm oil usage, please see the [Annual Communication of Progress Reports on the RSPO website](#).

⁵ Please see our [Animal Welfare policy](#) for more information.

FOOD PRODUCT STANDARDS

- Nutritionally advantaged (more fiber, protein, or critical vitamins and minerals, lower sodium, saturated fat or added sugar)
- No artificial flavors
- Colors from natural sources
- No Monosodium Glutamate (MSG)

PERSONAL CARE STANDARDS

- No Animal Testing, Cruelty-free
- Vegetarian Ingredients
- No Phthalates, Parabens or Petrolatum
- No SLES, MEA/DEA/TEA, Synthetic Dyes, Microbeads

BRAND SPECIFIC STANDARDS

- Organically Grown or USDA Organic
- Responsibly Sourced priority ingredients (tea and botanicals, soy and palm oil) ⁴
- Promoted as Non-GMO or Non-GMO Project Verified
- Animal Welfare ⁵

HEALTHIER PRODUCTS

GOAL	Adopt and implement the Hain Celestial Healthier Product Standards
YEAR (CY)	2025
2021 METRICS	<ul style="list-style-type: none"> 91% of North American food products promoted as Non-GMO 34% of global food products are Certified organic 90% of North American personal care products made with no parabens, petrolatum and phthalates
2022 METRICS	<ul style="list-style-type: none"> 92% of North American food products promoted as Non-GMO 31% of global food products are Certified organic 96% of global food products have no artificial flavors and colors from natural sources 92% of North American personal care products made with no parabens, petrolatum and phthalates
REGION	Global, North America



HEALTHIER PRODUCTS

SUMMARY & NEXT STEPS

In FY2021, we assessed all of our products globally and identified product and nutrition attributes that are consistent with our founding as a health and wellness company. We published the criteria we aspire to adopt and implement across all products and those that are relevant for specific brands in our 2021 ESG report.

In 2021, we established a North American Healthier Products Standards and Sustainable Packaging working group to foster more collaboration between the R&D, packaging and ESG teams. The working group measured our progress towards achieving the Healthier Product Standards, and identified key challenges for implementation. For example, 96% of the products we sell globally have no artificial flavors and colors from natural sources, but we need to transition additional items by 2025 so that 100% of products meet this standard.

In FY2022, our R&D team needed to focus on maintaining product pricing and availability in the face of significant supply chain disruptions and unprecedented ingredient inflation. Therefore, we plan to review and refresh our Healthier Products Standards as needed, so that we can maintain these standards even in the face of supply chain disruptions.



DIVERSITY & INCLUSION

GOAL	Increase female representation in leadership positions globally and diverse representation in leadership in the U.S., reporting progress annually ⁶
YEAR (CY)	Annual
2021 METRIC	Global: Female in leadership: 40% U.S. Diverse representation in leadership: 22%
2022 METRIC	Global: Female in leadership: 38% U.S. Diverse Representation in leadership: 21%

SUMMARY & NEXT STEPS

In 2021, we measured and publicly reported our global employee demographics for the first time. We identified opportunities for increasing female representation in leadership positions globally and diverse representation in leadership positions in the U.S. We also worked with our D&I Council to further develop our culture of inclusion, and we conducted unconscious bias training for all North American employees for the first time.

In 2022, our D&I Council continued promoting diversity and inclusion internally by celebrating Pride and Hispanic Heritage Month as well as featuring employee interviews for a variety of cultural holidays. We engaged network partners, like the HireBlack initiative, to assist increasing diversity in our employment pipeline.

We continued to promote female and diverse candidates internally. We also worked to recruit and interview diverse Directors for our Board of Directors. We recently appointed a female Director to our Board, thereby increasing the percentage of Board of Directors that are female from 25% in FY2021 to 33% in FY2022.

We will continue to publish our Equal Employment Opportunity (EEO-1) data to provide detailed demographic data on the ethnic and racial diversity of our employees.

Given the difficult labor market, and challenges across the workforce attracting and retaining talent, we were not able to make the progress we had anticipated to increase female and diverse representation in leadership during FY2022. We will continue our efforts to attract a diverse slate of candidates for every role by, among other initiatives, further developing our partnerships with additional networks to improve our performance in the years to come.

⁶ For international employees, leadership is considered all employees that have management or team leadership responsibilities or above. While, in North America, leadership is considered employees with Manager titles and above.



DIVERSITY & INCLUSION

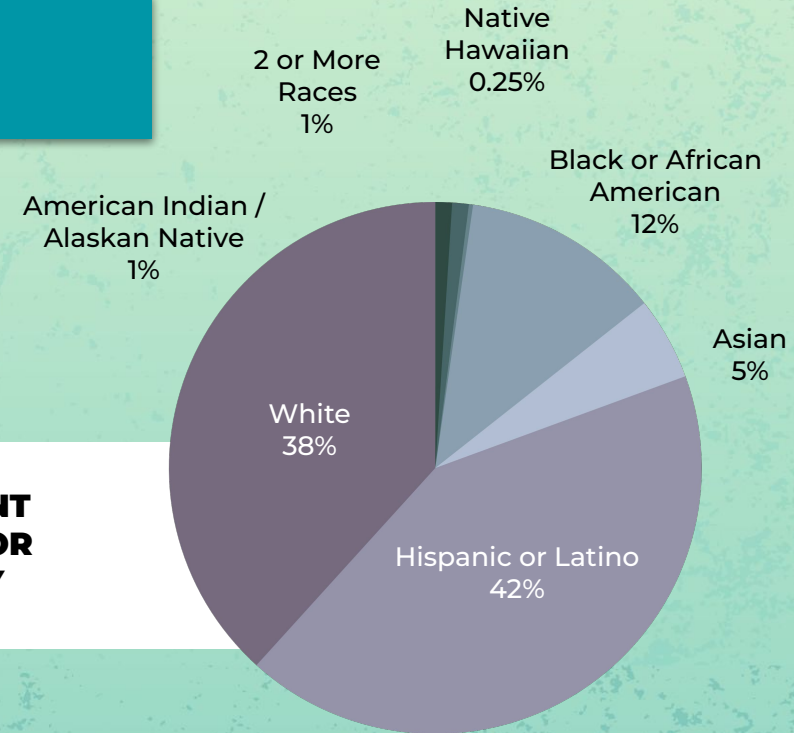
EMPLOYEE DEMOGRAPHICS

The demographic data in this report shows where we are today as well as where we need to progress to in order to increase female representation in leadership and increase diverse representation in leadership in the U.S. (where we are able to track race and ethnicity).

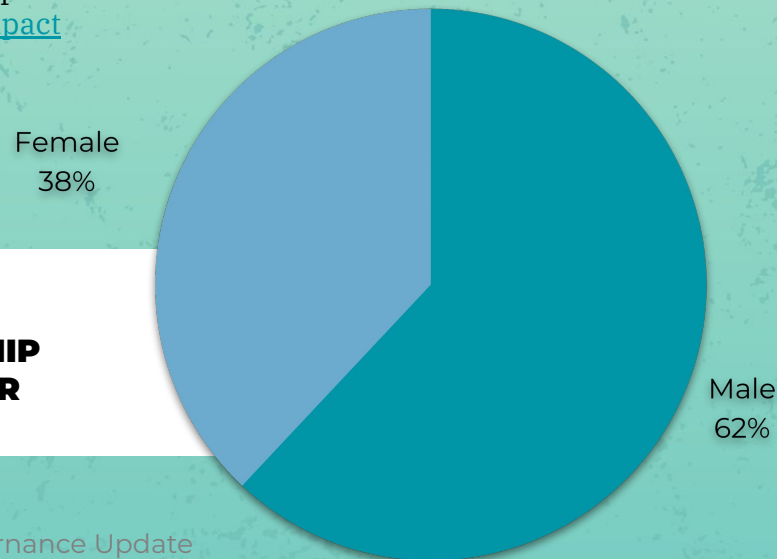
In FY2022, our global workforce was 41% female and 59% male while 38% of talent in leadership is female and 62% is male.

The U.S. Talent by Race or Ethnicity chart is based on self-reported data for U.S. employees. Our Federal Employer Information Report EEO-1 filing is also published on our [Impact webpage](#).

U.S. TALENT BY RACE OR ETHNICITY



TALENT IN LEADERSHIP BY GENDER



COMMUNITY

GOAL	Adopt a global volunteering program offering paid time off for all employees
YEAR (CY)	2022 ⁷
2021 PROGRESS	In 2021, we committed to developing a global volunteering benefit program. Historically, our volunteering initiatives had been location-specific. For example, our Hain Ireland team participated in a the Big Beach Clean, and our Boulder team sponsored and participated in the B-Strong charity bike ride. We worked with our local teams to leverage our existing charity initiatives and build on these to develop a comprehensive volunteering policy.
2022 PROGRESS	In 2022, we aligned on several causes that are relevant to our business and our mission, vision and values (like hunger, homelessness, and health and environmental causes) in order to contribute more time to our community partners and have a greater impact. We offered 8 hours of paid time off for volunteering to all North American salaried employees, adding to the already offered 8 hours of paid time off for volunteering to all salaried employees in the UK.
REGION	Global

⁷ We met this goal for employees in North America and the UK in 2022. We are working to offer paid volunteering time off to employees in all regions.

COMMUNITY



Photo Provided By: Trees For Life ©

SUMMARY & NEXT STEPS

Hain has always prioritized supporting the communities where we operate by working with charities that align closely with our ESG goals, including volunteering locally and using our time and skills to strengthen our community impacts. In the past, our regional businesses coordinated local activities for employees, and now we want to encourage more employees to participate. That's why we launched a volunteering benefit for all full-time salaried North American employees in June 2022.

Thus, we achieved our goal for North American salaried employees. Our UK business already offered 8 hours of volunteering time off for full-time salaried employees, and we will now work to offer paid volunteering time off for every location.

We encourage employees and team leads to use the benefit in order to increase the number of volunteering hours logged by employees over the next several years. We plan to collaborate with our offices and manufacturing locations to organize in-person volunteering opportunities. We are also looking to facilitate local and virtual opportunities for remote employees.

COMMUNITY

GOAL	100% of unsold food and personal care products that are fit to use go to someone in need
YEAR (CY)	2025
2021 METRIC	2.4M pounds of food and personal care products donated to families in need Region: North America and the UK
2022 METRIC	3M pounds of food and personal care products donated to families in need Region: North America, the UK and Europe

SUMMARY & NEXT STEPS

This goal directly links to our food waste goal and we plan to continue to engage our supply chain team to reduce upstream and downstream food waste and improve the efficiency of all the resources we use. We have excelled at validating all of our inventory in North America and finding ways to expedite product shipment so that more items go to those in need.

In 2022, we expanded the scope of our program to include European donations. We donated over 3M pounds of products to our main North American charity partners including Feed the Children, Convoy of Hope, and Feeding America. We donated the majority of UK food products to FareShare and we donated the most European products to Caritas and the Red Cross.

We plan to increase the percentage of food and personal care products that go to people in need by improving our process with respect to donating short shelf-life products prior to expiry.



CLOSING THOUGHTS

This year we learned a lot about implementing our ESG strategy and making progress toward achieving our long and short term goals. We have a passionate workforce that deeply cares about their impact on the planet and surrounding communities.

We also prioritized stakeholder engagement. We met with and listened to our key stakeholders including stockholders, customers, consumers, non-profit and advocacy organizations so that we can continue to incorporate the feedback we have received into our future plans and strategy.

I am proud of the progress we have made so far towards achieving our ESG goals, including launching our first North American volunteering benefit, developing a culture of inclusion through our D&I Council, reducing direct emissions through renewable electricity, and working to set science-based emissions targets and sustainable packaging goals. I am also excited to see the cultural transformation and impact our ESG strategy has had on our employees and their engagement with the Company.

We made progress against many of our ESG goals while facing a variety of macroeconomic challenges, like supply chain issues, unprecedented inflation, and labor shortages. Despite such challenges, we remain committed to implementing our ESG goals by incorporating consideration of the long-term environmental and social impacts of our business decisions into everything that we do.

We are excited about our ESG journey and our ability to impact the Company's 3.0 strategy more broadly.



A handwritten signature in dark ink that reads "Kristy Meringolo". The signature is written over a large, stylized green leaf graphic that occupies the bottom right portion of the page.

Kristy Meringolo

Executive Sponsor of ESG
EVP, General Counsel, Chief Compliance
Officer and Corporate Secretary

INDEX

ESG METRICS

HEALTHIER PLANET

KEY



HEALTHIER PLANET METRICS
THAT ALIGN WITH ESG GOALS

Issues	Metric	Coverage	FY 2021	FY 2022
GHG Emissions ⁸	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 ⁹	● Number of Hain operated manufacturing facilities that are nearly zero waste to landfill	Global	8 of 14	8 of 15
Food Waste ¹⁰	● 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

⁸ 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.

⁹ 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.

¹⁰ 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
Hain Healthier Products Standard ¹¹	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%
	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 ¹² (New)	North America	Not reported	70%
	Total volume of palm sourced ¹³ (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%
Packaging	Percentage of palm oil used that is covered by RSPO credits (New)	Global	23%	20%
	(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%

¹¹ For the detailed Hain Healthier Products Standard please see pages 20.

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

¹³ 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
THAT ALIGN WITH ESG GOALS

Issues	Metric	Coverage	FY 2021	FY 2022
Occupational Health and Safety	TRIR (New)	North America	Not reported	1.52
	LTIR (New)	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 (New)	Global	Not reported	103
Community	 Pounds of food and personal care products donated to local communities	UK, North America, and Europe	2.4M pounds	3M pounds ¹⁴
	Value of food and personal care products donated to local communities	North America	\$6.5M	\$4.7M
Diversity and Inclusion ¹⁵	Percentage female talent out of total headcount	Global	41%	41%
	 Percentage female talent in leadership	Global	41%	38%
	 Percentage of talent in leadership positions that are racially or ethnically diverse	U.S.	22%	21%
	Percentage of CEO Direct Reports that are female (New)	Global	30%	31%
	Percentage of CEO Direct Reports that are racially and/or ethnically diverse (New)	Global	25%	0%
	Percentage of Board of Directors that are female (New)	Global	25%	33%
	Percentage of Board of Directors that are ethnically or racially diverse (New)	Global	25%	22%

¹⁴ 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.

¹⁵ 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.

HAIN CELESTIAL SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE

SASB PROCESSED FOODS STANDARD					
TOPIC	ACCOUNTING METRIC	SASB CODE	COVERAGE	FY 2022	ADDITIONAL CONTEXT AND REPORT REFERENCE
Energy & Fleet Fuel Management	(1) Total energy consumed, (2) Percentage grid electricity, (3) percentage renewable	FB-PF-130a.1	Global	(1) 1,,175,929 (2) 28% (1) 11%	
Water Management	(1) Total water withdrawn (2) total water consumed, percentage of each in High or Extremely High Baseline Water Stress	FB-PF140a.1	Global	(1) 1,475,925 cubic meters (2) 2%	Water withdrawals for Hain operated manufacturing facilities
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	Global	See P. 26 of the 2021 ESG Report	
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non conformances	FB-PF-250a.1	North America	(1) 5; (2) 100%	See P. 33 of the 2021 ESG Report
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-PF-250a.2	North America	—	See P.33 of the 2021 ESG Report for information on our GFSI certification program
	(1) Total number of notices of food safety violation received, (2) Percentage food safety violations corrected	FB-PF-250a.3	Global	0	
	(1) Number of recalls issued, (2) Total amount of food product recalled	FB-PF-250a.4	Global	(1) 0; (2) 0	
Product Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF260a.2	Global	See P. 21 to 23	

HAIN CELESTIAL SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE

SASB PROCESSED FOODS STANDARD					
TOPIC	ACCOUNTING METRIC	SASB CODE	COVERAGE	FY 2022	ADDITIONAL CONTEXT AND REPORT REFERENCE
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-PF270a.1	Global	0	Hain Celestial is responsible for marketing two baby brands, Earth's Best® and Ella's Kitchen®. Brand advertising and communications are directed to the adults who make the household purchasing decisions.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF270a.2	North America	—	92% of North American food products sold in 2022 were promoted as non-GMO
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	FB-PF-270a.4	North America	—	Please see the Legal Proceedings section of our most recent Annual Report on Form 10-K
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	FB-PF-410a.1	UK and Europe	(1) 934,107 tons (2), (3) not available	This excludes total weight of packaging for North America
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF410a.2	Global	See Sustainable Packaging Goal progress on P. 18 to 20	
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third- party environmental and/or social standards, and percentages by standard	FB-PF-430a.1	Global	31% of food products are certified organic	
Activity Metrics	Weight of products sold	FB-PF-000.A	Global	606,102 metric tons	
	Number of Hain operated manufacturing facilities	FB-PF-000.B	Global	15	



FORWARD LOOKING STATEMENTS

Certain statements contained in this ESG report constitute “forward-looking statements” within the meaning of federal securities laws, including the Private Securities Litigation Reform Act of 1995. Forward-looking statements are predictions based on expectations and projections about future events and are not statements of historical fact. You can identify forward-looking statements by the use of forward-looking terminology such as “plan,” “continue,” “expect,” “anticipate,” “intend,” “predict,” “project,” “estimate,” “likely,” “believe,” “might,” “seek,” “may,” “will,” “remain,” “potential,” “can,” “should,” “could,” “future” and similar expressions or words. Forward-looking statements involve known and unknown risks and uncertainties, and they should not be relied upon as predictions of future events. We do not guarantee that the goals or events described will happen as described or that they will happen at all. For information on certain factors that could cause actual events or results to differ materially from our expectations, please see our filings with the Securities and Exchange Commission, including our most recent annual report on Form 10-K and subsequent reports on Forms 10-Q and 8-K. All forward-looking statements apply as of the date hereof. We undertake no obligation to publicly update or revise any forward-looking statement to reflect new information, future events or other changes.