

Hain Celestial UK Gender Pay Gap Report 2025



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We are a leading health and wellness company whose purpose is to inspire healthier living for people, communities, and the planet through better-for-you brands. Hain UK operates as part of our global parent company - Hain Celestial.

We are extremely proud of our brands, that include Hartley's, Sun-Pat, New Covent Garden Soup Co., Linda McCartney's Meat Free (under licence), Ella's Kitchen and Yorkshire Provender. We are also a large supplier of own brand products to our retail, wholesale and foodservice customers.

Our Company Values underpin the commitment of our team to develop a strong culture within the business where we Win Together, Own It, Be Curious and Foster Inclusion. We believe this enables our team to thrive and bring the best version of ourselves every single day.

We consistently review and benchmark our pay and benefits offering as we strive to ensure that we reward our team based on performance and contribution, which enables us to attract and retain the best talent within our teams.

When comparing average hourly pay, women's hourly pay is 5.65% higher than men's in 2025. The gap that does exist is not caused by women and men being paid differently for the same role, rather it is a result of more women than men holding more senior roles in the team.

One of our consistent priorities is to ensure we continue to develop the talent within our business, and we remain committed to closing the gender pay gap in the coming months and years as part of our People Strategy.

Wolfgang Goldenitsch

Chief Executive Officer
Hain International

Jack Hall

Head of Global HR Operations
Hain Celestial



Our Gender Pay Statistics

	Mean (Average)	Median (Mid Range)
Hourly Pay Gap	-5.64%	-1.74%
Bonus Pay Gap	-20.81%	0%

Gender Bonus Pay



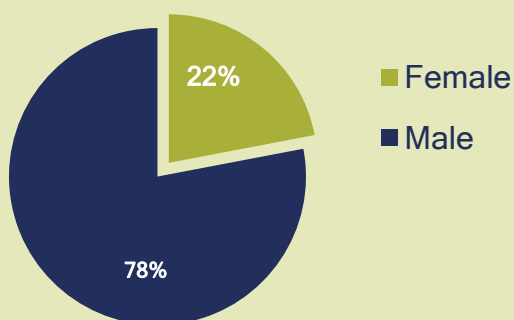
83% of women received a bonus



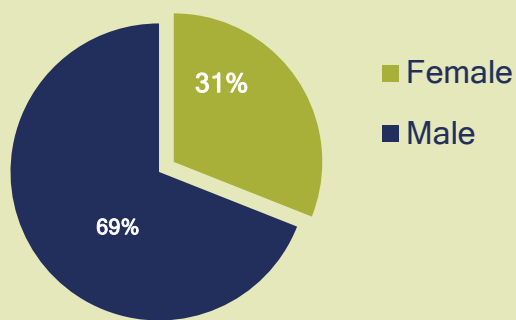
86% of men received a bonus

Salary Quartile by Gender

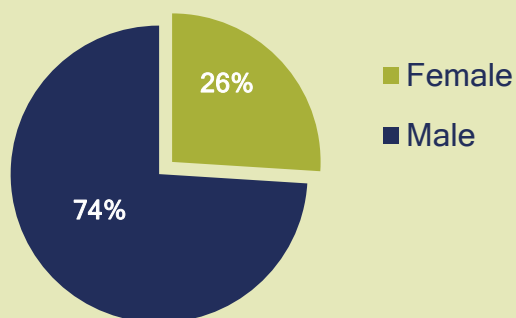
Lower



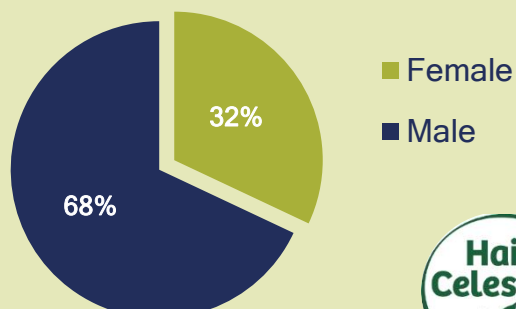
Lower Middle



Upper Middle



Upper



Gender Pay Statistics for Hain Daniels Group Ltd by Company Entity

Hain Daniels Group company entity of 250 or more employees	Hourly gender pay difference - Mean (%)	Hourly gender pay difference - Median (%)	Bonus gender difference - Mean (%)	Bonus gender difference - Median (%)
Daniels Chilled Foods Limited	-2.37	-15.66	2.30	23.09
Hain Celestial UK Limited	-8.83	-2.30	-59.94	0

Hain Daniels Group company entity of 250 or more employees	Proportion of men/women in Lower quartile pay band (M%/F%)	Proportion of men/women in Lower middle quartile pay band (M%/F%)	Proportion of men/women in Upper middle quartile pay band (M%/F%)	Proportion of men/women in Upper quartile pay band (M%/F%)	Proportion of employees receiving bonus (M%/F%)
Daniels Chilled Foods Limited	70/30	86/14	57/43	64/36	84/83
Hain Celestial UK Limited	76/24	76/24	77/23	72/28	87/82

