

Annual Report for Fiscal Year 2025 Pursuant to the
Fighting Against Forced Labor and Child Labor in Supply Chains Act

Introduction

Hain-Celestial Canada, ULC. (“Hain-Celestial Canada”) is committed to preventing the occurrence of forced labor and child labor in our operations and supply chains. Hain-Celestial Canada does not tolerate child labor, forced labor or any other form of slavery and we expect that our suppliers share our commitment to ethical and responsible business practices and support our values.

This report has been prepared pursuant to Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and outlines the actions taken during the 2025 financial year (July 1, 2024 – June 30, 2025).

Structure, Activities, and Supply Chain

As of May 2026, Hain-Celestial Canada, located at 5675 Keaton Crescent, Mississauga, Ontario L5R 3G3, is a manufacturer, marketer, and seller of better-for-you brands that inspire healthier living with approximately 115 employees. Hain-Celestial Canada is an indirect, wholly-owned subsidiary of [The Hain Celestial Group, Inc.](#) (“Company,” “We,” “Us,” “Our”) which is headquartered in Hoboken, New Jersey. We are committed to growing sustainably while continuing to implement ethical business and manufacturing processes. We sell products through specialty and natural food distributors, supermarkets, natural food stores, mass-market and e-commerce retailers, food service channels and club, and drug and convenience stores.

In financial year 2025, we sold products in Canada under brands including Yves Veggie Cuisine® refrigerated and frozen meat-alternative snacks and meals, vegetables and lentils, Earth’s Best® baby and toddler food and beverage products, MaraNatha® nut butters, Spectrum® cooking and culinary oils, Imagine® aseptic soups, The Greek Gods® Greek-style yogurt and Robertson’s® marmalades, Celestial Seasonings® teas, Terra® chips and Garden Veggie™ and Sensible Portions® snack products. Our personal care products include skin, hair, oral care, and sun care products, and deodorants under the Alba Botanica®, Avalon Organics®, JASON®, and Live Clean® brands. We manufactured certain of the foregoing products in Canada, and other products were acquired from our parent company, The Hain Celestial Group, Inc., or other affiliated entities. Our products were sold throughout Canada. Our customer base consisted principally of grocery supermarkets, club stores, mass merchandisers, natural food distributors, drug store chains, personal care distributors, and food service distributors. Our products were sold through our own retail direct sales force and distributors. We also utilized third-party brokers who received commissions and sold to food service and retail customers. We utilized a third-party merchandising team for retail execution.

Our supply chain included suppliers of finished goods and services that contribute to the production of goods produced, sold, distributed and imported by Hain-Celestial Canada,

from sourcing the raw materials to the final product. A majority of our suppliers, responsible for providing raw materials, finished goods, and packaging used in products sold by Hain Celestial Canada, were based in North America. Agricultural commodities and ingredients, including vegetables, fruits, oils, grains, beans, nuts, tea and herbs, spices, and dairy products, are the principal inputs used in our food and beverage products. Plant-based surfactants, glycerin and alcohols were the main inputs used in our personal care products. Our primary packaging supplies were cartons, pouches, printed film, paper, paperboard and jars. We worked to maintain a global supplier base that provided innovative ideas, sustainable packaging alternatives, and adherence to human rights. We did not knowingly use forced labor or child labor in any of our operations, nor did we knowingly accept goods or services from third parties that employ force labor or child labor.

Steps Taken to Prevent and Reduce Risks of Forced Labor and Child Labor

Our approach to prevent and reduce the risk of forced labor and child labor in our supply chain is multifaceted.

We take a comprehensive approach to preventing and reducing the risk of forced labor and child labor across our supply chain and at our manufacturing facilities. Our global policies and procedures strictly prohibit all forms of forced labor and child labor and apply to our operations and business partners worldwide. We provide training to employees to raise awareness of these risks and reinforce expectations for ethical conduct. We maintain a confidential, anonymous reporting hotline that enables employees and third parties to report concerns or suspicious activity without fear of retaliation, and we actively promote a culture that encourages speaking up about violations of our Global Code of Conduct or any Company policies. At our manufacturing facilities, we require appropriate documentation to verify age and eligibility for employment as part of our hiring processes. Additionally, we conduct risk-based due diligence on new suppliers, including the use of a due diligence tool to screen and assess vendors prior to onboarding, to help identify and mitigate potential labor risks before they enter our supply chain.

We also have third-party certifications for certain of our products and ingredients, including Kosher, Gluten Free, Fair Trade, and Organic. These certifications may include audits, which also played a role in ensuring our owned facilities and co-manufacturers were not employing any form of forced or child labor. Many of our on-site audits occur at least annually and we have never received a report of actual or suspected use of forced or child labor. We also relied on the certifications of our ingredient suppliers. Independent verification of a certification such as Fair Trade involves labor rights scrutiny. In the case of Fair Trade, for example, if any stakeholder notices a violation of labor laws and makes an allegation or auditors observe any major unacceptable labor practices, Fair Trade will conduct a deeper investigation into the issue. In turn, the auditor such as Fair Trade would notify our company.

Our policies, procedures, due diligence tool, training, and reporting line are detailed below.

Policies and Due Diligence

Our policies are supported by a multi-pronged due diligence approach. We embed our expectations into employee training, purchasing contracts, supplier expectations manual, supplier code of conduct, and technical assessments, including questionnaires, scientific data, certifications, affidavits, certificates of analysis and analytical testing, where required. Our purchasers and quality team visit major suppliers around the world to procure competitively priced, quality ingredients that meet our specifications. We maintain long-term relationships with many of our suppliers. Purchases are made through purchase orders or contracts, and price, delivery terms and product specifications vary.

Hain's [Global Code of Conduct](#) sets forth our expectations of the ethical business conduct of our employees. The Code of Conduct reinforces the fundamental message that Hain Celestial is committed to conducting all of our affairs using the highest ethical standards and in compliance with all laws, rules, regulations, policies and procedures applicable to our business operations worldwide. The Code of Conduct sets out additional policies regarding human rights, child and forced labor, and human trafficking in our own business, as well as in our supply chain. Our employees receive annual Code of Conduct training and certify that they will comply with all policies and procedures during their employment.

Our [Global Supplier Code of Conduct](#) requires suppliers 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 our suppliers permit children to perform work which exposes them to undue physical risks that 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). Additionally, the Supplier Code explicitly prohibits abuse, slavery, servitude, forced labor, human trafficking and exploitation in our own businesses and our supply chains. 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. The Supplier Code also states that 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. Lastly, workers may not be required to pay fees and costs associated with their recruitment.

In addition to the Global Code of Conduct and the Global Supplier Code of Conduct, the [Global Human Rights Policy](#) sets out our commitment to respecting and protecting human rights across our operations, extended supply chain, and the communities where we operate. This Policy is intended to protect internationally recognized human rights and to ensure compliance with the laws of the countries in which we do business.

We also conduct due diligence on new vendors through an online tool that enables direct communication with suppliers and other third-party partners using targeted questionnaires which, in part, address modern slavery and human trafficking.

Lastly, our [Ethics and Reporting Portal](#) (“Portal”) serves as a vital tool in preventing and reducing modern slavery and human trafficking. The Portal provides an avenue for our employees or third parties to report any suspicious activity or instances of actual or suspected human trafficking, modern slavery, or any other human rights violation.

The Portal allows for anonymity and protection from retaliation which helps encourage our employees, suppliers, and other stakeholders to come forward with information without fear of repercussions. Any report made through our Portal enables us to investigate allegations promptly and take appropriate action to address the issue.

Risk of Forced Labor or Child Labor Being Used and the Steps Have Taken to Assess and Manage that Risk

The sourcing of ingredients and manufacturing processes within the consumer-packaged goods industry can be associated with a risk of forced and child labor within the supply chain. We recognized these potential risks, but we also embraced the opportunity to promote ethical labor practices within the industry and beyond.

To assess these risks, we continued to engage in collaborative partnerships with industry groups, including The Food Industry Association, the Food Health & Consumer Products of Canada, the Consumer Brands Association, the Personal Care Products Council, and the Organic Trade Association. These groups served as a cornerstone in our commitment to ethical sourcing and supply chain integrity by ensuring we had the most up-to-date insight and access to best practices in identifying and mitigating forced labor and child labor risks within the industry. Engagement with these organizations continues to allow us to leverage the wealth of knowledge and methodologies other consumer packaged goods companies use to identify and mitigate forced labor and child labor.

As mentioned above, Our policies, training, and due diligence tool assist in the Company’s ability to continuously assess and manage the risk of forced and child labor within our supply chain.

Measures Taken to Remediate Forced or Child Labor in Our Supply Chains or the Loss of Income to the Most Vulnerable Families that Result from any Measures taken to Eliminate the Use of Forced Labor in our Activities or Supply Chains

During financial year 2025 we did not identify forced labor or child labor in our activities or supply chains. To date, no reports have been made regarding the use of forced labor or child labor. Therefore, remediation efforts did not take place.

Employee Training

We understand that training employees about ethical behavior, including labor conditions, is crucial for fostering a culture of integrity and responsibility within an organization. By educating our staff about ethical principles and the impact of their actions on labor

conditions, we can empower our people to make informed decisions when engaging with new and existing third parties.

In financial year 2025, employees responsible for making contracting or purchasing decisions, including members of the regulatory, research and development, and quality teams were required to complete our Code of Conduct training. A portion of this training required employees to thoroughly read and comprehend the document's contents, including a section addressing forced and child labor. This section discusses monitoring our business partners and practicing due diligence. Employees were educated on what to look for in a business partner which includes having no history of human rights abuses, following employment laws, and explicitly banning both forced and child labor.

As part of this training, the Code of Conduct highlights resources where our employees can report potential wrongdoing, misconduct, or other ethical concerns. The Ethics and Reporting Portal is designed to facilitate the report of any potential human rights violations, including forced and/or child labor and all parties can be reported anonymously.

Measuring Our Effectiveness

Reviewing policies and procedures serves as a critical avenue for assessing the effectiveness of ensuring that forced labor and child labor are not being used in our activities and supply chains. By examining the content, implications, and adherence to policies, we ensure their efficacy and alignment with their overarching objectives. Policy review has also enabled us to confirm that the established guidelines adequately address current challenges, regulatory requirements, and industry best practices.

In addition to regular policy and procedure reviews, we also track all ethical concerns, including human rights violations, submitted through our Ethics and Reporting Portal. Here, employees or third parties can report a concern, including relating to forced or child labor. We have not had any reported incidents which further confirms our policies and practices are effective in preventing forced and child labor.

Lastly, third-party audits also play a role in measuring our effectiveness in preventing and mitigating forced labor and child labor risks. While the audits focus is broader than human rights violations, we rely on their presence to provide another level of oversight for our company.

Board Approval

The Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Hain-Celestial Canada, ULC.

In my capacity as a Director of Hain-Celestial Canada, ULC. and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Kristy Meringolo

Kristy M. Meringolo

Director and Corporate Secretary

I have the authority to bind Hain-Celestial Canada, ULC.

Date: May 27, 2026