

**Annual Report for Fiscal Year 2024 Pursuant to the  
Fighting Against Forced Labor and Child Labor in Supply Chains Act**

**Introduction**

Hain-Celestial Canada, ULC. (“Hain-Celestial Canada,” “company,” “we,” “us,” “our”) is committed to preventing the occurrence of forced labor and child labor in our operations and supply chains. We do 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 we took during the 2024 financial year (July 1, 2023 – June 30, 2024).

**Structure, Activities, and Supply Chain**

Hain-Celestial Canada, located at #410-180 Attwell Drive, Toronto, Ontario is a manufacturer, marketer, and seller of better-for-you brands that inspire healthier living with approximately 250 employees. Hain-Celestial Canada is an indirect, wholly-owned subsidiary of [The Hain Celestial Group, Inc.](#) which is headquartered in Hoboken, New Jersey. We are committed to growing sustainably while continuing to implement environmentally sound and ethical business practices 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, drug and convenience stores.

In financial year 2024, 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 an absolute 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.

In November 2023, we published an updated [Global Supplier Code of Conduct](#) (“Code”). The update was the result of the significant enhancement of transitioning multiple regional codes, to one single, global Code. This change was intended to ensure greater consistency and alignment across our entire business, regardless of geographic location.

As part of this update, we also introduced a dedicated section outlining clear procedures for reporting any suspected concern, available to both internal personnel and external stakeholders. This included the addition of a direct link to our [Hain Celestial Ethics and Reporting Portal](#) and designated email address offering multiple channels for raising issues.

The Portal provides an avenue for both our employees and third parties to report any suspicious activities, or instances of actual or suspected forced or child labor they encounter within our supply chain. The Portal also 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. Furthermore, the existence of our Portal sends a clear message that forced and/or child labor are not tolerated and underscores our commitment to ethical practices.

By globalizing the Code and externally formalizing reporting mechanisms, we reinforced our commitment to a strong speak-up culture and demonstrated our unwavering dedication to human rights, ethical conduct, and accountability throughout our supply chain.

In addition to embedding responsible business conduct into our Code, we implemented a due diligence program designed to enhance our ability to identify, address, and prohibit the use of forced and/or child labor in our activities and supply chain. At the end of financial year 2023, we selected a tool that would enable direct communication with suppliers and other third-party partners using targeted questionnaires which, in part, could address forced and child labor directly. By the end of financial year 2024 the tool was up and running and we began our initial risk assessment of our direct vendors.

Lastly, we 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.

### **Policies and Due Diligence**

We have a comprehensive set of policies, and a structured due diligence approach designed to help prevent and mitigate the risk of forced and child labor.

The prohibition of forced and child labor is clearly outlined in our [Global Code of Conduct](#), which serves as our guiding ethical framework and incorporates additional [human rights policies](#). By integrating these policies, we foster an environment of conscientious business practices.

First, 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.

Second, our [Global Child Labor, Anti-Slavery, and Human Trafficking policy](#), as well as our [Global Human Rights Statement](#) and our [Modern Slavery Statements](#) all work to protect human rights of those affected by our operations, directly or indirectly, by prohibiting child and forced or compulsory labor, and human trafficking. These policies also helped demonstrate our commitment to strong and transparent governance. They reflected our commitment to compliance with legal regulations and international standards, as well as our ability to manage risks effectively. Effective governance also ensured our operations align with our mission, vision, and purpose.

As mentioned above, and in addition to our policies, during financial year 2024, we implemented a due diligence tool which will enable Hain to systematically assess labor practices across our supply chains.

The due diligence tool questionnaires play a critical role in preventing forced labor by distributing targeted, customizable questionnaires to suppliers and third parties. We embedded our Global Supplier Code of Conduct requirements directly into these questionnaires, ensuring that all recipients are not only aware of our standards but are also held accountable to them. This includes clear expectations around ethical recruitment, fair wages, freedom of movement, and the prohibition of coercion or exploitation. Additionally, in the future we hope to use the insights gathered to engage in more robust and ongoing dialogue with suppliers, provide training and resources where needed, and take corrective actions when necessary. Through this process, we will continue to reinforce our commitment to human rights and actively promote these principles throughout our business relationships and operations.

Prohibiting forced labor and child labor was also a fundamental aspect of promoting social responsibility. By upholding human rights standards, we demonstrated a commitment to treating workers fairly and ethically. This has fostered a positive social impact both within our company and across our supply chain, in turn enhancing our reputation and trust among our stakeholders. Moreover, eradicating these labor practices contributes to broader social

development goals, such as promoting education and economic empowerment in communities affected by child labor.

### **Risk of Forced Labor or Child Labor Being Used and the Steps we 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, by implementing the new due diligence system we continued to take steps to assess and manage the risk of forced and child labor within our supply chain. We also conducted both global and targeted training designed to educate our employees on how to manage the risk of forced and/or child labor and where to report.

### **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 2024 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 have not taken 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 2024, 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.

In addition to our annual Global Code of Conduct training, we provide specialized training to our global procurement team on the due diligence process. It is essential that our team understands the seriousness with which the company addresses risks such as forced and child labor. This training reinforces our commitment and emphasizes that all new direct suppliers are required to undergo our due diligence process.

### **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.

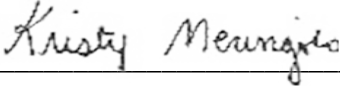
Lastly, third-party audits also play a role in measuring our effectiveness in preventing and mitigating forced labor and child labor risks. While the audits focus is broader than human rights violations, we rely on their presence to provide another level of oversight for our company.

**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.



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Kristy M. Meringolo

Director and Corporate Secretary

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

Date: May 30, 2025