



**The Hain Celestial Group, Inc.
Global Human Rights Policy**

Effective February 23, 2026

This Global Human Rights Policy (the “Policy”) is incorporated as part of Hain Celestial’s [Code of Conduct](#) (“Code”) and is binding on The Hain Celestial Group, Inc., its subsidiaries and affiliates (“Hain Celestial” or “Hain” or “the Company” or “Us” or “We”), and its officers, directors, staff and employees, including temporary and permanent employees, consultants and contractors, agents, suppliers, distributors, and business partners, (“You”). Management oversees the implementation of this Policy and reviews progress through regular updates from management and compliance teams. The Board/Senior Leadership is also responsible for approving our Modern Slavery Statement and relevant disclosures

Hain Celestial is committed to respecting and protecting human rights across our operations, extended supply chain, and 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. In particular, we are committed to compliance with the UK Modern Slavery Act 2015, the EU Charter of Fundamental Rights, the California Transparency in Supply Chains Act of 2010, and the upcoming EU Corporate Sustainability Due Diligence Directive, which establishes key obligations related to transparency, labor practices, and supply chain responsibility.

We support the principles contained within the Universal Declaration of Human Rights, the International Labour Organization’s (“ILO”) Declaration on Fundamental Principles and Rights at Work and the ETI Base Code as they relate to child and forced or compulsory labor and human trafficking.

This Policy is intended to protect the human rights of those affected by our operations, directly or indirectly, by prohibiting child and forced or compulsory labor, and human trafficking. This policy also outlines employee freedom of association and collective bargaining, wage and hour requirements, and our commitment to health and safety.

Hain publishes an annual Modern Slavery Act Statement, detailing the steps we have taken to ensure that slavery and human trafficking are not taking place in our business or supply chains. Additional information regarding Hain’s commitment to human rights can be found in our [statements on Modern Slavery, our Global Supplier Code of Conduct and our reports on forced labor within our supply chain.](#)

Policy Overview

Why do We have this policy?

- Hain Celestial is committed to respecting and protecting human rights, and preventing child and forced labor and human trafficking, across our operations and extended supply chain.
- This Policy outlines employee freedom of association and collective bargaining, wage and hour requirements, and our commitment to health and safety.

What does this Policy do?

- Defines terms necessary to implement this policy.
- Establishes the responsibility of everyone at Hain Celestial to know and comply with this policy's guidance regarding Human Rights.
- Explains Hain Celestial's guidance to respect human rights in all aspects of our business.

What are the key points of the Policy?

- Hain Celestial does not permit Child Labor, Forced or Compulsory labor, or Human Trafficking.
- Hain recognizes the legal rights of workers to choose, or not to choose, to form and join trade unions and other organizations to bargain collectively in support of their mutual interests.
- Hain prohibits all forms of sexual or other harassment and has zero tolerance of discrimination.
- At Hain, wages shall be provided at least equal to the applicable legal minimum wage and in accordance with local wage and benefits laws.
- Hain Celestial is committed to operating facilities that are safe for workers, visitors and local communities.
- If anyone has a reason to believe that someone has violated the law, this Policy, the Code, or any other relevant policy or procedure, they must report the possible violation immediately, as directed in the Code of Conduct and this policy.

Definitions

“Child” means any person under 18 years of age in the North America, 16 years of age in the UK and Ireland, and 15 years of age in any other country, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

“Child Labor” means any work performed by a child younger than the age(s) specified in the above definition of Child.

“Forced or Compulsory Labor” means all work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

“Gender-Based Violence” includes, but is not limited to unwanted advances, gestures, comments, or physical contact, in may also include physical abuse or threats, verbal abuse or degrading language, based on gender, coercion or bullying. Gender-based violence may also include discriminatory actions around pregnancy, maternity, or family responsibilities.

“Human Trafficking” means the recruitment, transfer, harboring or receipt of persons, by means of the use or threat of force, deception or other forms of coercion, for the purpose of exploitation.

“Personnel” means all individuals employed or contracted by Hain Celestial, including directors, executives, managers, supervisors, workers and contract workers such as security guards and cleaning workers.

“Worker” means all non-management Personnel.

“Private Employment Agency” means any entity, independent of the public authorities, which provides one or more of the following labor market services: (i) matching offers of and applications for employment, without the agency becoming a party to the employment relationship(s) which may occur; and (ii) employing workers with a view to making them available to a third party entity, which assigns their tasks and supervises execution of these tasks.

“Young Worker” means any worker under the age of 18 but over the age of a Child, as defined above.

Responsibilities

Everyone to whom this Policy applies must:

- Read and understand this Policy;
- Complete any training regarding this Policy;
- Seek clarification from the Legal Department if any portion of this Policy is unclear;
- Follow this Policy in every respect; and
- Report violations of this Policy in accordance with the Code and the Reporting and Investigations Policy.

Managers and supervisors must also:

- Ensure those who they manage or supervise receive training and are familiar with, and comply with this Policy;
- Ensure this Policy is fully implemented in their departments; and
- Seek clarification from the Hain Legal Department if the responsibility of managers for complying with this Policy is unclear.

General Guidelines

Hain Celestial recognizes the need to ensure that the guidelines in this policy are practiced throughout our Company and to support consistent improvement in compliance with its terms and principles. To do this, Hain Celestial will communicate with and educate employees; monitor and evaluate the level of compliance within our supply chain through self-assessments, audits, and develop corrective action plans if deviations are found.

Hain Celestial strives to respect human rights in all aspects of our business including:

Child Labor

Hain Celestial shall not engage in or support the use of Child Labor, as defined above.

Hain Celestial may employ Young Workers, but where such Young Workers are subject to compulsory education laws, they shall work only outside of school hours. Under no circumstances shall any Young Worker's school, work and transportation time exceed a combined total of 10 hours per day, and in no case shall Young Workers work more than 8 hours per day, or 40 hours a week. Young Workers may not work during night hours.

The Company shall not expose Children or Young Workers to any situations – in or outside the workplace – that are hazardous or unsafe to their physical and mental health and development.

In the event a manager or other employee suspects a worker is underage, the following remediation procedure is to be followed:

- Check their identification as part of a routine document check process;
- Remove the Child from all work immediately and ensure he or she is in a safe place;
- Obtain contact details of parent/guardian;
- Contact parent/guardian and clarify true identity and age of Child;
- Do not permit the Child to perform any other work on behalf of the Company;
- Communicate with top site management regarding the Company's policies and basic positions regarding child labor; and
- Review all Personnel records at the workplace to ensure there are no other Child workers.

In the event a Child laborer is discovered, Hain Celestial shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a Child, as defined above.

Forced or Compulsory Labor

Hain Celestial shall not engage in or support the use of Forced or Compulsory Labor, including prison labor, shall not retain original identification papers and shall not require Personnel to pay deposits to Hain upon commencing employment.

Neither Hain Celestial nor any entity supplying labor to Hain Celestial shall withhold any part of any Personnel's salary, benefits, property or documents to force such Personnel to continue working for the company.

Hain Celestial shall ensure that no employment fees or costs are borne in whole or in part by workers.

Personnel shall have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment, subject to the terms of any contract of employment.

Human Trafficking

Neither Hain Celestial nor any entity supplying labor to the Company shall engage in or support human trafficking.

Freedom of Association and Collective Bargaining

Hain Celestial is proud of its relationship with its employees and believes that it offers better alternatives to trade union and other types of employee representation organizations. We recognize the legal rights of workers to choose, or not to choose, to form and join trade unions and other organizations to bargain collectively in support of their mutual interests. Where required under national law, such as in EU jurisdictions, we ensure the establishment and consultation of works councils or similar employee representative bodies in good faith and in a timely manner

Workers who choose to form and/or join trade unions or other organizations, or those who do not, shall not be discriminated against on account of these lawful activities. Hain fully supports ILO conventions 87 and 98 with regards to Freedom of Association and Collective Bargaining.

Non-Discrimination and Harassment

Hain Celestial is committed to providing equal opportunity in all areas of employment, including full and equal employment opportunities to all employees and potential employees without regard to race, color, religion, national or ethnic origin, veteran status, age, gender, gender identity or expression, sexual orientation, genetic information, physical or mental disability, or any other legally protected status. This nondiscrimination policy applies to all terms, conditions and privileges of employment, such as those pertaining to selection, training, transfer, promotion, compensation, and educational assistance programs. It is also the policy of Hain Celestial to prohibit all forms of sexual or other harassment.

We are committed to providing a safe, respectful, and inclusive environment for all employees, clients, and partners. Our company maintains a zero-tolerance policy toward gender-based violence in any form.

Wages, Salaries, and Hours of Work

Wages shall be provided at least equal to the applicable legal minimum wage and in accordance with local wage and benefits laws. Where no minimum wage exists, Hain will seek to pay salaries and wages in accordance with relevant industry / geographical levels. Working hours shall respect applicable legal norms, and, when overtime hours are required, every effort shall be made to minimize the impact on workers.

Health and Safety

Hain Celestial is committed to operating facilities that are safe for workers, visitors and local communities. We seek to prevent all occupational accidents and injuries by: setting health and safety goals and integrating them into business planning; establishing safety procedures and training programs for workers; and assessing and controlling potential workplace hazards.

Local Communities

Hain respects the rights of Indigenous peoples as defined by applicable national and emerging international standards. Hain is committed to upholding the principles of Free, Prior and Informed Consent (FPIC) throughout our supply chain. We strive to comply with FPIC when engaging with indigenous communities, local communities, and other affected stakeholders. We require our Suppliers to obtain FPIC before undertaking any activities that may impact the lands, resources, or livelihoods of these communities.

Compliance With Other Policies

The review, approval, and exercise of authority under this Policy must comply with all applicable Hain Celestial policies and procedures. If a conflict occurs between this Policy and standard operating policies and procedures, please seek guidance from the Legal Department.

Rights And Responsibilities

Nothing in this policy requires employees to seek prior approval before making, or prohibits them from making, any statements or exercising any rights that are protected by any federal, state, or local law, rule or regulation, including but not limited to the right to seek mutual aid and protection regarding the terms and conditions of employment or the right to oppose or complain about any illegal or unethical practice, policy, or behavior by any Hain employee.

We provide access to grievance mechanisms that are safe, accessible, confidential, and allow for anonymous reporting. These mechanisms are available to all stakeholders, including external stakeholders such as suppliers' workers, and are aligned with the UN Guiding Principles on Business and Human Rights.

We are committed to maintaining a workplace where individuals can raise concerns or report misconduct without fear of retaliation. Any form of retaliation against employees who, in good faith, report a concern or participate in an investigation is strictly prohibited and will result in appropriate disciplinary action.

Violations and Reporting

Hain Celestial expects strict compliance with this Policy and all applicable laws and regulations. Violators of this Policy will be subject to disciplinary action by the Company, up to and including termination of employment.

If You have any reason to believe that someone has violated the law, this Policy, the Code of Conduct, or any other relevant policy or procedure. You must report the possible violation immediately, as directed in the Code and the Reporting and Investigations Policy. If You receive a report of an actual or possible violation, You must contact your manager, the Legal Department or the [Hain Celestial Ethics and Reporting Portal](#), retain the report in confidence and refrain from personally investigating the report. Hain Celestial will not tolerate any retaliation for any report made in good faith. Questions related to this Policy may be directed to the Legal Department at EthicsCompliance@hain.com.