



**2021 GLOBAL
ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT**

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NOTE: Throughout this report you will notice national flags on specific pages. These flags are meant to indicate when the content is specific to a particular geographic region of Hain Celestial Group's operations.

LETTER FROM OUR CEO

I am pleased to share with you our 2021 Global Environmental, Social and Governance Report. Since our inception, we have believed that health and wellness would provide the foundation for our Company, its mission and culture. Today, this same framework resonates with us and the broader world where we live and work. Now, more than ever, during these unprecedented times we recognize the critical importance of our mission and our long-term strategy to our employees, stockholders, customers and consumers.

Over the past three years, we have undergone transformational change in all aspects of our global business. As we continue to make progress on our business strategy, we have also worked to embed our environmental, social and governance (“ESG”) objectives into everything we do as a Company in order to ensure that we have a path to inspire a healthier planet, healthier products and healthier people for the future. As part of our journey, we have taken a holistic approach to incorporate our ESG objectives into our global business plans, recognizing that they are intertwined and integral to our success and collective purpose as a Company.

This ESG report provides an update on many of our key initiatives on a global, regional and brand level, including the progress we have made, as well as outline our ESG strategy for our future goals. Importantly, we are excited to make some longer-term global commitments that we will achieve as a Company, recognizing that some portions of our Company are further along in our ESG journey.

We have learned from the COVID-19 pandemic and other challenges that will define this moment in history, that we cannot ignore the ever-evolving world around us and how it impacts our lives and the lives of the customers and consumers that depend on us.

During the pandemic, we came together as a team to provide essential products that our consumers relied upon to support their own health and wellness objectives, and the needs of their families. We also redefined our priorities and how we reinforce our care for one another and all of our stakeholders.

As we emerge from this pandemic and our transformational efforts, we know that we have a lot of hard work ahead of us on our ESG journey. I am incredibly proud of our team and the passion, resilience and drive they continue to demonstrate during these challenging times. I look forward to providing you with updates on our progress as we continue to prioritize providing all of our stakeholders with a healthier future and A Healthier Way of Life®!



Mark Schiller
CEO, The Hain
Celestial Group



OVERVIEW

ABOUT THE HAIN CELESTIAL GROUP

The Hain Celestial Group, Inc. (“Hain Celestial” or the “Company”) is a leading organic and natural products company with operations in North America, the European Union, the United Kingdom, India and the Middle East. Our vision has always been to mainstream health and wellness, making it accessible and affordable for all. Since Hain Celestial’s founding 28 years ago, we set out with a belief that our business could be a force for good—and inspire A Healthier Way of Life®.

While consumer preferences for health and wellness have increased over time, our mission has remained steadfast. Our products have helped to transform shopping choices for the better, and we are working to make health and wellness a regular priority for retailers around the world. We are proud of the significant progress we’ve made, but we know we can go further. We want our products, our brands and our teams to help make A Healthier Way of Life® attainable for everyone.

Since early 2019, Hain Celestial has been executing a transformational business strategy to simplify its product portfolio, strengthen its capabilities, and reinvigorate profitable growth. During this period, we began the process of embedding ESG into every area of our business. ESG will be a component of our growth strategy going forward, so that we can grow sustainably and expand our business footprint responsibly. For more detailed information on business strategy and financial performance please see the [Investor Relations webpage](#).

GLOBAL FOOTPRINT

Global Footprint: Hain Celestial has 3,087 employees globally. We have two main geographic segments: (1) North America and (2) International.

1. 45% of our employees work in our North American business. Our North American headquarters are in New York. We operate three U.S. manufacturing facilities in Pennsylvania, Colorado and California, and three manufacturing facilities in Canada, two in Ontario and one in British Columbia.
2. 55% of our employees work in our International business. We operate four manufacturing facilities in the UK, two in Germany, one in Austria, and one in India.

Manufacturing: As of June 30, 2021, we have 14 Hain Celestial operated global manufacturing facilities, where many of our products are made. The balance of our products are manufactured in collaboration with our co-manufacturing partners. During FY 2021*, approximately 61% of our sales was derived from products manufactured at our own facilities. The remaining 39% of our sales was derived from products made by co-manufacturers.

*Our fiscal year 2021, which covers the period of July 1, 2020 to June 30, 2021 "(FY 2021)"



3,087

Global Employees

\$1.97B

Global Sales

30+

Brands Globally

55%

International Employees

45%

North American Employees

14

Hain Celestial Operated Global Manufacturing Facilities

THE HAIN CELESTIAL WAY

In a year of global reflection, we took the time to collaboratively create a renewed mission, vision and values to help align and guide the Company. The end results were generated through a series of cross functional focus groups aimed at engaging key stakeholders at every level of the organization. This aspirational view of Hain Celestial's future—along with a statement of why we exist and how we plan to achieve our vision and the values we live by—form our “north stars,” which will guide the way we do business and how we treat one another. As we look towards the future, our mission, vision and values will form the foundation for everything we do as an organization.

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.

ESG APPROACH

In FY 2021, our ESG team made significant strides to deepen our understanding of our global impact and use data to align our global team, evaluate our baseline, measure progress and identify areas in which we can make improvements as a Company. We understand the importance of data to drive our programs and objectives, and we want to ensure our global priorities address the issues and focus on areas that are most important to our stakeholders, and others on who we have the greatest opportunity to make an impact. We intend to achieve these objectives by focusing on our three pillars: Healthier Planet, Healthier Products and Healthier People.

As part of this focus, we collected Greenhouse Gas emissions data including scope 1, 2 and material scope 3 emissions. This work will help inform the action steps we will take, throughout the next decade and beyond, to address the climate crisis and reduce our environmental footprint. The global leadership team also centered on driving cultural improvement and concentrated on the health and safety of employees and other key stakeholders during this unprecedented year. We used this time to reflect on how we support each other, our local communities and the partners in our supply chain.

OUR REPORTING APPROACH

Our 2021 Global ESG Report is distinctly different from our previous reports and reflects the work that we've done in the last year to establish a baseline for our priority ESG issues and align ourselves with global ESG reporting frameworks, including the Greenhouse Gas Protocol and the Sustainability Accounting Standards Board (SASB).

This report is informed by the SASB standard for the Processed Foods sector. The data included in this report is from our 2021 fiscal year unless otherwise noted. The metrics in this report are relevant to our business operations and product portfolio. Some of these metrics were previously reported in our [2020 Proxy Statement](#). Our environmental and social policies can be found on the [ESG webpage](#).



2021 ESG HIGHLIGHTS

HEALTHIER PLANET

2

Number of sites with ISO14001 Environmental Management Certification (UK)

153,200

Pounds of Plastic Reduced Through Materials Reduction Projects (UK)

5

Hain Operated Manufacturing Facilities that are Zero Waste* (Global)

HEALTHIER PRODUCTS

90%

Personal care products have no Parabens, Petrolatum and Phthalates (Global)

34%

Food Products are Certified Organic (Global)

91%

Food Products that are Non-GMO (North America)

HEALTHIER PEOPLE

2.4M

Pounds of Product Donated to Hunger Relief Organizations (Global)

37%

Diverse Representation on Board of Directors (Global)

85%

Participation Rate For Employee Engagement Survey ** (North America)

EMBEDDING ESG AT HAIN CELESTIAL

Since the beginning, we have carried out our mission of being a health and wellness leader, with the belief that business could be a force for good and we could create and inspire A Healthier Way of Life® for our employees, consumers, customers, stockholders and the global communities where we work and live. Our corporate ESG strategy is consistent with everything we do as a Company, starting with our Vision, Mission and Values. Our Vision, to inspire healthier living for all, helps shape our ESG strategy, platform and the “Healthier Way” framework we use to prioritize and communicate our goals.

The Healthier Way consists of three core pillars:

1. Healthier Planet – Reduce our environmental footprint with a commitment to lessen our impact on resource scarcity and climate change.
2. Healthier Products – Inspire consumers to create A Healthier Way of Life® through better shopping choices and purpose driven brands.
3. Healthier People – Engage our employees by creating a positive impact in their lives and in the communities where we work and live.

To ensure that we are focusing on the right priorities and that our ESG strategy is intertwined with our operational strategy, we have taken steps to develop a Better From the Beginning program. The idea is that, if we consider the environmental and social impacts at the beginning, or at least at the earliest possible stage, we will make decisions that lead to continuous improvement across the whole Company, including through our ESG priorities. If we evaluate the impact of the decisions we make—whether positive or negative—in everything we do, we will inevitably make better choices that will benefit all of our key stakeholders, and perhaps most importantly, the planet. And because of that, everything we do will be Better From the Beginning.

In FY 2021, we began developing the program, with the goal to embed it throughout the Company by the end of FY 2022. We will accomplish this by implementing process improvements and employee training, and enhancing cross-functional performance goals to further develop a uniform culture of ESG. Progress towards these ESG-related goals is a component of determining compensation, incentivizing employees to do their part to help us meet these goals.

We have incorporated environmental and social requirements into our innovation and R&D processes, and identified additional opportunities to work with our supply chain and procurement teams on our ingredient and packaging sourcing decisions. Our Better From the Beginning plan is to develop tactical examples of key considerations for every function, so that environmental and social impact is always part of the conversation.



HEALTHIER PLANET

HEALTHIER PRODUCTS

HEALTHIER PEOPLE

STRATEGY & STAKEHOLDER ENGAGEMENT

The Company has always aimed to inspire A Healthier Way of Life® for all of its stakeholders. Until now, much of this work has focused on the accomplishments of our individual companies, including many well known brands, that have put forth their own cultural values and sustainability strategies. As part of our overall transformation strategy, we are now focused on bringing our brands together to support our mission and the ESG strategy at a global level. We applaud the significant areas of leadership by particular brands in this space, and endeavor to work hard to ensure that we are pursuing a set of common goals that are consistent and meet our long-term objectives. The first step in developing this global strategy was establishing a baseline, identifying the areas where we have already made progress, and aligning on a global set of priorities that are informed by our stakeholders.

GLOBAL ESG GOALS

To establish our global ESG goals, we used a combination of employee workshops and interviews, consumer feedback and surveys (from our customer care hotline and consumer insights team), engagement with ESG reporting agencies, investor engagement, and research on priority ESG issues.

We looked at a variety of key issues in environmental, social, and governance areas that matter most to our business and stakeholders, and narrowed it down to the top 10: (1) climate (2) energy (3) water (4) waste (5) packaging (6) product nutrition and transparency (7) supply chain (8) diversity and inclusion (9) community (10) enhancing our corporate culture and employee engagement.*

We considered these issues in developing ESG goals that we can achieve in the near term. Some of these issues will be future areas of focus, including water usage practices, sustainable packaging strategies, product nutrition and transparency. Our strategy will continuously evolve to ensure we are always addressing what matters most to our stakeholders and incorporating feedback on an annual basis.

The goals included in this report are those that we can achieve in the near to medium term. To hold ourselves accountable for making progress on the ESG goals, we developed ESG performance metrics that are a component of our annual incentive plan and we plan to publicly report on the progress we've made on an annual basis.

*The top 10 ESG issues do not replace the information found within our 10-K Risk Factors.

GOALS & PROGRESS

HEALTHIER PLANET

Issue	Target	Why it's Important	Year (CY)*	Status	FY21 Progress
Climate	Develop scope 1, 2, 3 emissions targets and achieve validation by the Science-Based Targets initiative	Our commitment to address the climate crisis and set meaningful targets to ensure a Healthier Planet for future generations	2023	NEW	We collected global emissions data and published our carbon footprint in this ESG report as well as in our 2021 Carbon Disclosure Project (CDP) climate response.
	100% renewable electricity for Hain Celestial operated facilities	To support the global transition to renewable electricity, thereby reducing our scope 2 emissions	2025	In progress	We began sourcing renewable electricity for some of our manufacturing facilities and plan to purchase renewable electricity for the remaining sites.
Food Waste	Zero food waste for Hain Celestial manufactured product	To do our part to reduce food loss in our manufacturing and distribution processes and ensure all products that can be consumed stay out of the landfill	2025	In progress	We measured and reduced the products that are sent to landfill and are assessing opportunities to improve forecasting and inventory management to reduce food loss in manufacturing. We are improving the way we measure our landfill diversion rate.
Waste	Zero waste to landfill for Hain Celestial operated facilities	To support a Healthier Planet for future generations by diverting waste from landfills to recycling, composting and waste to energy	2027	In progress	5 of 14 Hain Celestial operated facilities have achieved nearly zero waste.** We are in the process of launching a zero waste initiatives for the remaining sites.

GOALS & PROGRESS



HEALTHIER PRODUCTS

Issue	Target	Why it's Important	Year (CY)	Status	FY21 Progress
Packaging	100% of products have standardized recycling labeling	To provide a transparent recycling labeling system	2025	In progress	Our UK products include the On Pack Recycling Label (OPRL). We will begin rolling out standardized recycling labeling for North American products.
	Publish a global sustainable packaging strategy	To reduce the emissions and waste associated with our packaging materials and support the transition towards recyclable and renewable packaging	2023	NEW	We began reducing packaging materials through right sizing and material reductions, while incorporating strategies to reduce plastic usage and increase the percentage of post-consumer recycled content.
Nutrition	Adopt and implement Hain Celestial Healthier Product Standards	To increase transparency around what being a “Better for You” company means to Hain Celestial and establish clear product standards that we maintain as we grow our business	2025	NEW	We analyzed compliance with these standards across all of our global brands and identified brand-specific strategies to improve product attributes.

GOALS & PROGRESS



HEALTHIER PEOPLE

Issue	Target	Why it's Important	Year (CY)	Status	FY21 Progress
Diversity & Inclusion	Increase female representation in leadership positions globally and diverse representation in leadership in the U.S., reporting progress annually	To develop a diverse pipeline of employees who can advance into leadership positions	Annual	NEW	We measured our employee demographics by gender globally. We are developing a roadmap to increase female representation in leadership positions globally and diverse representation in leadership positions in the U.S.
	Adopt a global volunteering program offering paid time off for all employees	To give back to the communities where we live and work and foster a culture of giving back	2022	NEW	We are developing a global charity and volunteering policy and plan to offer regional volunteering opportunities to enable employees to participate in giving back.
Community	100% of unsold food and personal care products that are fit to use goes to someone in need	To do our part by providing food and essentials to hungry children and families around the world	2025	In progress	We continuously support our charity partners and delivered over 2.4M pounds of food and personal care products to families in need.



OUR NETWORK

OUR NETWORK

Co-Manufacturers

All of those who help us make our products

Distributors

All of those who help us share our products with the world

Stockholders

All of those who are investing in us for the future

Suppliers and Farmers

All of those who help develop and/or grow the ingredients for the food and personal care products we provide

Consumers

Those who rely upon our products to meet the needs of their families



Employees

All of the people who make it possible for us to produce healthier products

Local Communities

All of the local communities we operate in that are affected by our business operations

Subsidiaries & Brands

All of the companies that make up Hain Celestial

Customers

All of the retail customers and partners who purchase our products

KEY STAKEHOLDER ENGAGEMENT

Global Business Units	We work collaboratively with our global business units to set company-wide goals and objectives, and evaluate ESG and Business progress.
Employees	We engage with employees on a variety of topics by conducting Town Hall meetings and quarterly employee surveys, and by offering Learning & Development and wellness initiatives.
Stockholders	Members of our management team engage with our institutional stockholders in meetings and calls throughout the year, during which ESG matters are often discussed. We also speak with stockholders when they request an ESG-specific meeting or call.
Retail Customers and Partners	We engage with our retail customers and partners periodically on product innovation, transparency and sustainable attributes. We also participate in the ESG-related initiatives of our customers in an effort to help them achieve their goals.
Consumers	We continually monitor consumer preferences and conduct market research to aggregate consumer product feedback. We respond to consumer feedback through our customer care hotline.
Co-Manufacturers	We audit our co-manufacturers every two years for compliance with regulatory requirements and quality expectations, in addition to annual Global Food Safety Initiative audits. We engage with them frequently on product quality and safety, certifications, and our Supplier Code of Conduct.
Suppliers	We engage with the suppliers and farmers who produce our ingredients and packaging as part of our procurement process.
Local Communities	We work with local partners to identify community needs, engage on hunger relief programs, and respond to specific local needs (like mental health, the COVID-19 crisis and the Western U.S. forest fires).
Government and Regulatory Bodies	We actively monitor and update our internal policies and procedures to reflect changes in policies, law, and regulations.
Industry and Trade Associations	We participate in a variety of discussions with other businesses and organizations in the food and personal care sectors. See Page 21 for the full list of our industry associations.
Certifications	We collaborate with third-party certifiers on a regular basis to ensure we remain in full compliance with all independent standards as they evolve and provide feedback on standards, such as providing input to the USDA relating to National Organic Program (NOP) standards.
NGOs	We engage with NGOs on specific issues like recyclability, hunger relief and animal welfare.

GOVERNANCE

MANAGING ESG

Reporting directly to the Chief Executive Officer, our General Counsel and Chief Compliance Officer leads the ESG function, charged with developing and implementing Hain Celestial's Global ESG Strategy.

The ESG function formerly reported to the Chief Strategy Officer but has transitioned to the legal function in order to foster cross-functional collaboration, executive support, and Board oversight and involvement. We currently have one full-time global ESG lead, one full-time international ESG lead and one full-time B Corp lead dedicated to Ella's Kitchen. Additionally, the CEO of Ella's is a member of the Board for B-Lab UK and maintains a global ESG advisory role for Hain Celestial. The ESG team engages key members from across the organization to action appropriate ESG initiatives. This team is also responsible for integrating ESG into all aspects of our business.

BOARD OVERSIGHT

The Corporate Governance and Nominating Committee within our Board 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 conducts quarterly working sessions to review and provide input into ESG plans, goals and strategies for our business.

88%

Independent
Board Members

37%

Diverse
Representation on
our Board of
Directors

BUSINESS ETHICS

CODE OF CONDUCT

Our Code of Business Conduct and Ethics is integral to how we “Build A Better Future” with our staff. The Code clearly outlines expectations for Hain Celestial employees who will receive training annually on a selection of the topics, including but not limited to:

- Fair Practices: Antitrust and Competition, Marketing and Advertising, and Anti-corruption
- Responsibility: Product Quality and Safety, Anti-money Laundering
- Trust and Transparency: Protecting Privacy and Personal Data, Conflicts of Interest, and Working with Third Parties
- Our People: Diversity and Inclusion, Respectful Workplace, Health and Safety
- Global Responsibility: International Trade, Human Rights, Anti-slavery and Child Labor, The Environment, Corporate Citizenship, Charitable and Political Activities
- Communications: Speaking on Behalf of the Company and Social Media

For more details read our [Code of Conduct](#).

POLICIES

We have also developed ESG related policies and statements that help guide our day-to-day activities, including but not limited to:

- Global Human Rights Statement
- Environmental Policy Statement
- Occupational Health and Safety Policy
- Supplier Code of Conduct
- Animal Welfare Commitment

For more details on our global policies see our [ESG page](#). For more details on our UK policies see our [policy webpage](#).

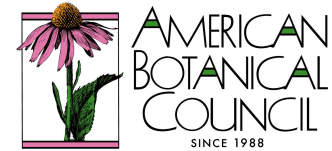


INDUSTRY ASSOCIATIONS

We are proud members of the following industry and trade associations:

North America

- American Botanical Council
- American Herbal Products Association
- Baby Food Council
- Consumer Brands Association
- Independent Beauty Association
- Personal Care Products Council
- The Organic Trade Association



International

- Campden Research (UK)
- Chilled Food Association (UK)
- Honey Association (UK)
- Chamber of Commerce and Industry Bonn/Rhein (Germany)
- Chamber of Commerce and Industry Schwerin (Germany)
- Employers Association of Food Industry (Germany)
- Institute for Sustainable Management (Germany)
- Industrial Association (Austria)
- Private Label Manufacturers Association (EU)
- Working Group for Genetic Engineering Free Produced Foods (EU)



It's important to note, we do not make any direct political contributions.

HEALTHIER PLANET



HEALTHIER PLANET

The **Healthier Planet** pillar of our strategy addresses four primary areas, all of which are interconnected with our corporate governance. These four broad anticipated categories of impact within Healthier Planet are Energy, Water, Waste and Efficiency. Our high level thought process on how we will approach these areas in the future is outlined to the right.

In FY 2021 we have begun to ground our strategy in data surrounding Hain Celestial's carbon emissions, and have kicked off this fiscal year with a baseline greenhouse gas emission inventory.

ENERGY

Driven by a transition to renewable electricity use and energy reduction measures in all Hain operated facilities.

WATER

Driven by planned water efficiency initiatives at all Hain operated sites—with a near term emphasis on reducing water consumption at Hain owned and operated manufacturing facilities.

WASTE

Driven by the elimination of waste at all Hain operated manufacturing facilities and office spaces. We have a material focus on reducing food waste throughout our supply chain and diverting waste from the landfill across Hain operated manufacturing facilities.

EFFICIENCY

Driven by triple bottom line efficiency measures to increase the energy efficiency at our manufacturing locations and maximize the capacity per truck in order to reduce ton miles.



OUR CARBON FOOTPRINT

As a health and wellness company, we know that the health of the planet and the health of our people are intrinsically linked.

During FY 2021, our ESG team conducted our first global comprehensive Greenhouse Gas Emission inventory to create a baseline understanding for our scope 1, 2, and 3 emissions. This is an extremely important step towards understanding Hain Celestial's environmental impact and will help us determine hot spots for our business, prioritize action and track changes moving forward.

Our North American and International ESG team members worked in partnership to collect global data to better understand the impacts associated with our supply chain and manufacturing activities. We focused on refining methods for data gathering and calculating carbon emissions to identify our climate impacts. Our ESG team worked with a third-party sustainability consultant to expand the scope of our 2020 footprint to capture refrigerants, fuel oil, diesel and propane usage in the facilities and vehicles that we operate.*

*The greenhouse gas emission calculations were calculated in accordance with the WRI/WBCSD Greenhouse Gas Emissions Protocol with guidance from a third-party sustainability consulting firm.

Scope 1	86,110 MT CO ₂ e
Scope 2 (Location-Based)	21,950 MT CO ₂ e
Scope 3	1,175,506 MT CO ₂ e

This year, we also calculated scope 3 global supply chain emissions data. To do this, we gathered data on shipping (upstream and downstream transportation), packaging, ingredients, capital expenses, employee travel, and other goods and services purchased in FY 2021. Our ESG team then analyzed the carbon calculations for all supply chain categories to get a better understanding of those that make up the majority of our supply chain emissions.

Moving forward, we will use these analysed metrics to create relevant science-based targets to make progress against our carbon emitting hot spots.

OUR CARBON FOOTPRINT

GOAL:
Develop scope 1, 2, and 3 emissions targets and achieve validation by the Science-Based Targets initiative.

SCOPE 1 & 2

SCOPE 3

108,060 MT CO₂e
(LOCATION-BASED)

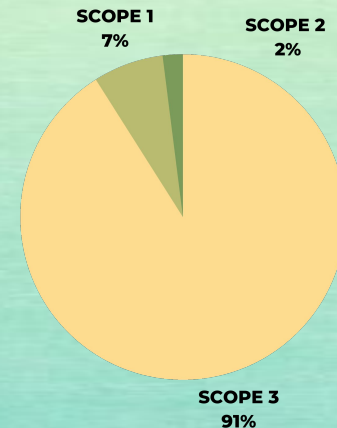
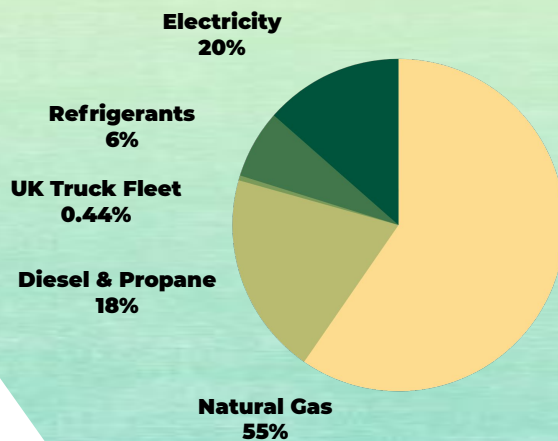
1,175,506 MT CO₂e

Our combined scope 1 & 2 emissions for FY 2021 decreased 4.5% compared to the previous year's emissions as reported to CDP due to improvements in our data collection and emissions calculation methodology. We plan to further reduce our scope 2 emissions by purchasing Renewable Energy Certificates (RECs) to cover the electricity use for all of our global manufacturing facilities.

Scope 3 emissions make up 91% of our carbon footprint. 67% of our scope 3 emissions are from ingredients, packaging, and co-manufacturing. 15% of our emissions are from upstream and downstream transportation. The remaining 18% comes from other purchased goods and services, capital goods, business travel/employee commuting, and waste. Therefore, it's crucial that we develop a Science-Based Target for our scope 3 emissions, which will enable us to engage with our co-manufacturers, suppliers and transportation providers on carbon reductions.

55

Carbon Intensity per million dollars in revenue*



*Carbon intensity is calculated based on the Metric Tons of CO₂e for scope 1 and 2 emissions per FY 2021 net sales.

ENERGY

Our goal is to power all of Hain Celestial's operated manufacturing facilities with 100% renewable electricity by 2025. To date, we have prioritized onsite energy generation and energy efficiency within our manufacturing sites to both reduce cost and impact on the environment.

CASE STUDY



ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATION

Hain Celestial UK certified two manufacturing facilities via the ISO 14001 Environmental Management System standard. The sites went through a process of assessing their water and energy usage and minimizing air emissions and pollution, water pollution, and waste in manufacturing operations to reduce its environmental impact.

The Hain Celestial UK Technical team also implemented a variety of energy and water efficiency measures including LED lighting, energy metering, and water recovery for reuse by our manufacturing equipment. The team installed a 1.5

GOAL: 100% renewable electricity for Hain Celestial operated facilities by 2025.

MegaWatt Combined Heat and Power (CHP) system* for self-generation of electricity and steam and upgraded the Anaerobic Digester to generate energy from our waste. These energy efficiency efforts led to a 6% sitewide energy usage reduction, and we are not stopping there. Each month we analyze our site level environmental impact and look for ways to reduce our pollution, water usage and waste, and adopt efficiency measures.



*Note that the image below does not depict Hain Celestial UK's combined heat and power system

WATER

Hain Celestial has been tracking water usage for the past few years and using sub-metering technology and efficiency initiatives to better understand, track and reduce our water usage.

This year, we used the World Resources Institute (WRI) Water Risk Aqueduct tool to identify manufacturing sites in water stressed areas, which included the California, Colorado and India locations, in order to prioritize these sites for water reductions and reuse initiatives. Global water withdrawals from Hain operated manufacturing sites is 1,702,401 cubic meters and 4.3% of the water withdrawn comes from water-stressed areas.

At our manufacturing facilities, water is primarily used to clean ingredients and machinery, generate steam in our manufacturing operations, and as a primary ingredient for products including non-dairy milk, shampoo and marmalade.

Water is among the top ten ESG issues and applying best-in-class water management strategies will allow us to keep our water footprint in check. We plan to closely track water consumption in order to develop strategies to reduce the amount of water we use and improve water efficiency across all of our manufacturing operations.



TRANSPORTATION EFFICIENCY

REDUCING EMPTY MILES



Hain Celestial ships products to a variety of customers via a network of warehouses and third-party transport providers. A key triple bottom line focus at Hain Celestial has been to optimize transportation for efficiency, cost, time and shipping miles. We began tracking the number of pallets per truck, targeting 20 or more pallets per truck, to evaluate our progress and assess additional efficiency opportunities with our third-party transportation providers. We are focused on maximizing capacity by shipping with full truckloads, ultimately reducing costs, improving service to our customers and improving resource efficiency, while also reducing our transportation-related emissions.

WASTE

This year we worked with all global manufacturing facilities to better understand and develop a system to track and manage manufacturing waste streams in order to divert more waste from the landfill and progress toward achieving our zero waste to landfill goal. Currently, 5 of Hain Celestial's 14 global operated manufacturing facilities are diverting 99% or more of waste from the landfill. Many of these sites are in the UK where we have a partnership with a waste management service provider that collects waste from all of our manufacturing facilities. The waste gets sorted by paperboard and paper, effluent, food, hazardous, and general waste. From there, our waste management partner properly recycles waste or uses recyclable waste to generate energy. The next step is to work collectively to track and reduce waste at every global manufacturing site and report progress annually.

We define zero waste to landfill internally as managing the waste created at Hain Celestial operated manufacturing facilities so that no waste is sent to a landfill that doesn't have "waste to energy" capabilities.

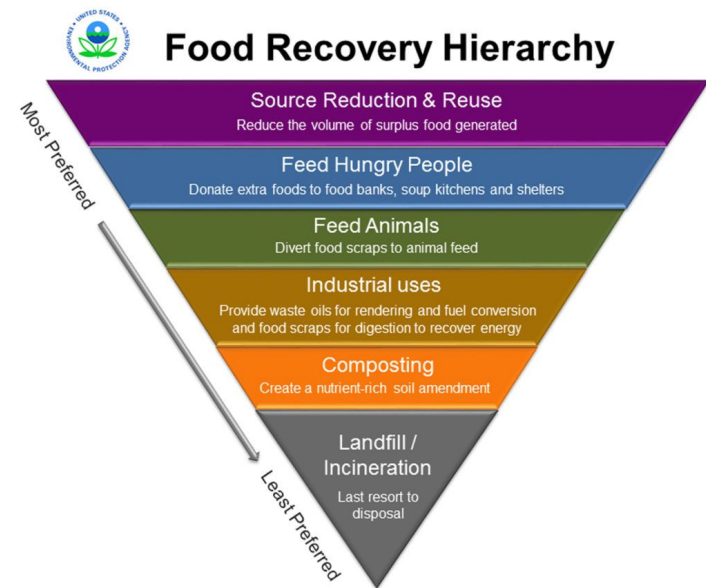


GOAL:
Zero waste to landfill for Hain Celestial operated facilities by 2025.

FOOD WASTE

Globally, we have set a zero food waste to landfill goal. This effort follows the UK Waste and Resources Action Plan (WRAP) Food Waste Reduction Roadmap created by the Initiative for Global Development and the World Resources Institute and aligns with the U.S. Environmental Protection Agency (EPA) and the United States Department of Agriculture (USDA) goal to halve food waste by 2030. We have already made significant progress to reduce food waste. We measure and divert our products from the landfill a number of ways: better business planning and forecasting; minimizing waste across our manufacturing operations; partnering with waste management contractors to recycle, compost and divert food waste to animal feed; selling short-coded products to discount stores; and donating 2.4 million pounds of products to hunger relief organizations like FareShare and Feed the Children. We plan to implement our food waste goal by using the U.S. EPA food-waste hierarchy. To date, we reduced the volume of surplus food and donated products to feed hungry people. Our future priorities include diverting food waste for animal feed, and creating energy and compost from food waste.

In North America, we focus on preventing all food and personal care products that are fit to use from ending up in the landfill. Our customer service team works with a variety of retailers to sell discounted products to stores like Grocery Outlet and Misfit Markets. We also donate all the food that's fit to eat to our charity partners including Feed the Children, Feeding America and Harvest Time.



GOAL: Zero Food Waste For Hain Celestial Manufactured Products by 2025.

HEALTHIER PRODUCTS



HEALTHIER PRODUCTS

HAIN CELESTIAL HEALTHIER PRODUCT STANDARDS

Hain Celestial has always provided products that cater to health-conscious consumers. While we know that quality ingredients yield healthier foods, we hadn't explicitly defined which ingredients and processes made up our healthier product standards. In FY 2021, this standard became a reality through the creation of our "Hain Celestial Healthier Product Standards". With these criteria, we aim to ensure that all Hain Celestial products meet our commitments to sourcing quality and clean-label ingredients, and serve our Mission and Vision. Our goal is for all products to meet these standards by 2025.

100%

Products without
Artificial Colors or
Flavors
(Global)

90%

Personal Care Products
with no Parabens,
Petrolatum and
Phthalates
(North America)

91%

Food Products that
are Promoted as
Non-GMO
(North America)

34%

Products that are
Certified Organic
(Global)



GOAL: Adopt and implement Hain Celestial Healthier Product Standards by 2025.

HAIN CELESTIAL HEALTHIER PRODUCT STANDARDS

During FY 2021, 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.

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)*
- Promoted as Non-GMO or Non-GMO Project Verified
- Animal Welfare**

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

**Many of our products are vegetarian or vegan. The animal welfare standards apply to the products with animal derived ingredients including (Spectrum Mayonnaise, Imagine Soup - Free Range Chicken Broth, and Cully and Sully Thai Chicken Soup). Please see our [Animal Welfare policy](#).

FOOD PRODUCT STANDARDS

CASE STUDIES



SALT AND SUGAR REDUCTIONS

Hain Celestial UK has adopted Public Health England guidelines on salt and sugar reductions as part of a national effort to advance public health through better nutrition. Our UK brands made significant changes to improve the health attributes of two brands, Hartley's® and Linda McCartney®. In order to do our part to help children reduce their sugar intake, we decreased the amount of sugar in Hartley's® jelly pots by 10-15%, which is the equivalent of approximately 24 million

sugar cubes per year. Our Linda McCartney® sausages are a favorite among flexitarians looking for tasty vegan meals. Public Health England set salt reduction targets for meat-alternatives and we adopted these to support better nutrition. We reduced the salt content of our sausages helping our consumers avoid approximately 6,000 kg of salt.



PRODUCT INNOVATION TO MEET A VARIETY OF DIETARY PREFERENCES

Our North American brands have been focused on developing products to meet a range of dietary preferences. In FY 2021 we offered The Greek Gods® Less Sugar Keto-Friendly Greek Style Yogurt, Low-Sodium Imagine® Soups, Gluten-Free Garden of Eatin'® Tortilla Chips, and Celestial Seasonings® TEA WELL Organic Gut Health Tea (with probiotics and fiber). We now offer Vegan and Soy-free Yves® falafel balls and Kale & Quinoa Bites. We continue to innovate to give additional choices to a variety of consumers.



PRODUCT QUALITY & FOOD SAFETY

We have implemented a comprehensive food safety and quality management system that employs stringent manufacturing programs, expert technical knowledge, which is based on food safety science, robust employee training plans, ongoing process innovation, supplier approval processes, and both internal and third-party auditing. In North America, each of our food manufacturing facilities and co-manufacturing business partners has a Food Safety Plan (“FSP”) or Hazard Analysis Critical Control Point (“HACCP”) Plan, which focuses on minimizing, preventing or eliminating food safety risks and is compliant with the requirements set forth under the Food Safety and Modernization Act (“FSMA”) Preventive Controls for Human Foods. As part of our FSMA compliance activities, we have further upgraded our supplier approval process to incorporate a digital platform, FoodLogiQ, to collect and manage supplier data.

All of Hain-operated food manufacturing sites and the vast majority of our co-manufacturers are certified against a standard recognized by the Global Food Safety Initiative (“GFSI”) including Safe Quality Foods (“SQF”) and British Retail Consortium (“BRC”). These comprehensive food safety and quality standards are industry best practice. At the Hain Celestial operated personal care manufacturing location, quality management systems help deliver cosmetic and over-the-counter products that meet consumer expectations as well as applicable regulatory requirements. In addition to third-party inspections of our co-manufacturers, we have instituted food safety and quality audits to evaluate compliance with our policies and FSMA regulations, where applicable.



SUPPLIER ENGAGEMENT

Part of the Hain Celestial Healthier Product standards includes sourcing materials for our products in responsible and ethical ways for people and the planet. We carefully consider environmental and social sourcing risks related to our ingredients, based on known issues for each commodity by country. We also conduct additional human rights and labor screening for suppliers located in high-risk countries. We have established relationships with suppliers of commodities with known environmental or social sourcing risks like palm oil, soy and tea so that we can work to identify and address commodity-related supply chain risks. We work closely with suppliers, purchasing agents, and our co-manufacturers to meet those standards. Further, to eliminate or reduce these risks we rely on certifications including USDA Organic, EU Organic, Fair Trade and UTZ.

We work with a network of local and international suppliers to source a wide variety of ingredients and packaging materials. Each supplier is required to undergo a qualification process whereby they confirm they will adhere to our quality and safety standards. This year we revised our North American Supplier Code of Conduct to include additional labor and environmental standards.

Included in our North America and International Supplier Codes of Conduct are requirements that suppliers have environmental policies, and human rights requirements including those relating to collective bargaining, human trafficking, child labor, working hours and minimum wage standards. Suppliers are required to have environmental policies, including those relating to reducing natural resource consumption, like water, waste, energy, and improving air

resource consumption, like water, waste, energy, and improving air quality. Our UK and EU business units give preference to suppliers that are SEDEX members and conduct additional labor and social compliance screening for suppliers in high risk countries.

Hain Celestial works with third-party certifiers for ingredients that have unique environmental or social sourcing risks. These ensure that the smallholder farmers that grow select ingredients receive fair and livable wages, implement practices that follow International Labor Organization (ILO) principles, and use sustainable resource management practices to minimize the risks associated with climate change. Examples include partnerships with a small subset of suppliers that incorporate biodiversity practices into herb and spice production and have achieved carbon neutrality with palm oil production.



Blue Corn used to make Garden of Eatin'® Blue Chips from our supplier in North Dakota.

SUSTAINABLE SUPPLIERS

CASE STUDIES



LOCAL SOY
PROCUREMENT



In the EU, 99% of the soy used in our Joya® and Natumi® plant-based drinks is sourced from Austria to avoid contributing to rainforest destruction, and to reduce the emissions associated with sourcing soy internationally. The majority of the soy we source for our meat-free brand, Yves® in North America comes from U.S. farms to avoid long shipping routes and contributing to deforestation.



ORGANIC BABY FOOD



Earth's Best® was founded by two fathers, Ron Koss and Arnie Koss in 1985, who from day one recognized the importance of wholesome food for babies. Embracing the organic movement, with fruits handpicked from orchards and vegetables cultivated from the earth, Ron and Arnie Koss believed in creating delicious, organic baby food while also promoting environmental responsibility. Thirty years later, Hain Celestial maintains this principle offering a wide range of delicious baby products. All are created with care and are free of genetically modified ingredients, and the majority of our Earth's Best products are grown without potentially harmful and synthetic pesticides, fertilizers, hormones, additives and antibiotics. This rigorous quality assurance process allows us to meet the strict standards for organic certification and provide beneficial baby food.



SUSTAINABLE SUPPLIERS



ALBA BOTANICA®: SHEA BUTTER

This year, our North American procurement team purchased approximately 16,500 pounds of shea for use in manufacturing personal care products. We are proud of our partnership with AAK, a global Sweden-based company and producer of vegetable oils and fats, in sourcing our shea. In 2009, AAK launched its Kolo Nafaso supply chain program that fosters a direct connection with women shea collectors in West Africa. Through this program, AAK provides technical training and pre-financing throughout the year to reduce financial stressors for the women and families participating in this program. To date, AAK has engaged nearly 320,000 women through this program.

The Kolo Nafaso supply chain program is a clear win-win for all parties—ensuring business and training to the women suppliers and providing traceability and transparency for AAK as well as their partners. AAK's programming also includes sourcing shea through agroforestry, not plantations. We use this shea butter in a number of different products throughout our portfolio, notably in many Alba® and JASON® products, including popular products like: Alba® After Sun Aloe Vera Lotion, Alba® Max Dry Body Lotion, our new Alba® Hemp Calming Cleanser, and many more. We are proud to support AAK's important initiatives.



AAK Kolo Nafaso Program

16,500

Pounds of Shea Purchased
by Hain Celestial that
Support Women Shea
Collectors

SUSTAINABLE SUPPLIERS



TERRA
DELICIOUS real vegetable CHIPS

SUPPORTING SWEET POTATO FARMERS

We manufacture a portion of our Terra® chips and Sensible Portions® snacks in India through our business partner, Hain Future Natural Products (HFNP). HFNP has helped to establish commercial scale farming for native Indian varieties of sweet potatoes, while partnering with sweet potato growers to increase our positive impact with the local community and environment. We launched Crop Management and Farm Management programs to source sweet potatoes through smallholder farmers working collectively through Farmer Producer Organizations (FPOs). The program has already reached 70 farmers and a total of 100 acres of farmland across South, West and Central India.

The farmers adopted advanced pre- and post-harvesting techniques to enhance soil health, which led to improved sweet potato yields. Additional technical support provided by the HFNP sourcing team has helped the farmers improve their livelihoods, earning more revenue per unit of farmland and creating opportunities for women to work on the farm.

The sweet potato farmers use inter crop farming methods and reduce post-harvest losses by repurposing it for animal feed. They also use natural manures and minimal synthetic fertilizers, resulting in improved soil health.



SUSTAINABLE SUPPLIERS

SUSTAINABLE SOURCING OF PALM OIL

As a member of Roundtable on Sustainable Palm Oil (RSPO), Hain Celestial is committed to sourcing palm oil responsibly. Over the past two years, we expanded our annual palm oil reporting to capture 100% global operations including palm oil used for food and personal care products. In FY 2021, we sourced 100% of the palm oil through a combination of the RSPO-certified supply chains. For more detailed information on our palm oil usage, please see the [RSPO website](#) for our 2020 Annual Communication of Progress.



Below are a few highlights in regard to Daabon's operations:

- First Latin American Company to be RSPO certified (2010).
- Carbon Neutral (2015)
- Family owned and operated for 100 years.
- 100% traceability to the farm.
- Closed production cycle with no waste.

CASE STUDIES



SUSTAINABLE VEGETABLE SHORTENING

Spectrum® has a strong partnership with a certified Carbon Neutral supplier, Daabon, to procure certified organic and certified RSPO palm oil as a primary ingredient in our shortening, offering a sustainable vegan alternative to animal-derived shortening.

Daabon's environmental practices are best-in-class and they have a commitment to reduce greenhouse gas emissions and maintain deforestation-free farming. Their environmental initiatives include only farming on land that has been previously cleared; Daabon never clears or cultivates peatlands, the natural carbon sinks that conventional palm oil operations often destroy, thereby releasing massive amounts of CO2 into the atmosphere. Daabon works to uplift its local communities by bringing smallholder farmers up to its certification standards like USDA Organic and Rainforest Alliance, to help the planet and to assist their farmers in receiving premiums for their products. Additionally, Daabon has a microcredit loan program to help support its workers and community members in diversifying their income with other business opportunities.

SUSTAINABLE SUPPLIERS

CASE STUDIES



SUSTAINABLE HERBS AND SPICES

Plantamex supplies herbs and spices for our soothing Celestial Seasonings herbal teas and has been implementing environmental sustainability and biodiversity practices at the farm-level for over five years. Their ingredients are certified by the Rainforest Alliance and USDA Organic, and they are in the process of developing a PLANTACERT standard. Guided by the U.N. Environment, Convention on Biological Diversity (CBD) and Mexico's National Biodiversity Strategy, Plantamex has developed a comprehensive PLANTACERT certification for its producers to further advance biodiversity conservation. It will be accredited by third parties and will have a greater impact on biodiversity issues. The PLANTACERT certification incorporates criteria on quality and safety, conserving biodiversity, the use of biopesticides, reforestation, and community impact. Plantamex has already trained and educated 1,600 people on sustainable agricultural and biodiversity practices and has developed a reforestation program with the intention of planting more than 1,500 trees per hectare per year.

Plantamex also runs a series of high-impact community projects. They developed a conservation curriculum for local high school students with a series of nine lessons on environmental topics, including responsible consumption, the 3Rs, and conserving biodiversity. In addition to working with local producers to improve the local environment through PLANTACERT, Plantamex also sponsored water filtration systems for producers living in areas with limited drinking water. Through this program, more than 500 gained access to reliable drinking water in their homes and fields.



Herbs Grown At Plantamex

CERTIFIED B CORPS

Achieving B Corp Certification is a holistic measure of an organization's commitment to social and environmental impact. We are proud to have Certified B Corps as a part of the Hain Family.*



In 2016, Ella's Kitchen®, the UK's number one baby food brand, was first certified as a B Corp. In 2021, Ella's recertified, renewing its commitment by pledging to drive real action for future generations. Ella's Kitchen® CEO, Mark Cuddigan, is a B Lab UK Board member, and advocates for the B Corp movement.

The passionate team at Ella's Kitchen® are committed to their founding mission of improving children's lives through developing healthy relationships with food. As well as supporting UK food banks to provide food to vulnerable families across the UK, they actively campaign to promote the importance of early years nutrition to Government, industry and parents and carers.

In addition to early years nutrition, they are working to help protect the planet for future generations and have collaborated with other leading brands to launch a roadmap for how flexible packaging can be recycled in the UK beginning in 2023.

In December 2019 at COP25 Ella's Kitchen joined over 500 other B corps to commit to being Net Zero Carbon by 2030. As part of their commitment to taking action on climate change they launched their "Big Pledge to Little People" with their promise:

1. To be Net Zero by 2030
2. To reduce emissions by setting Science Based Targets
3. To work with conservation partners to restore, rewild and protect the ecosystems on which we all rely

For more information on their progress and commitments, see [the Good Stuff We Do webpage](#).



This past year has been a monumental one for our Cully & Sully® brand, with the organization becoming the first Irish food brand to be certified as a B Corp. Since its launch in 2004, the Cully & Sully® team has always prioritized community and environmental projects. B Corp Certification is a major accomplishment in verifying this commitment.

Cully & Sully® has a long-term commitment to be driven beyond profit that is formally written into the articles of the business to make sure the brand continues to cherish and protect people and the planet. This is only the beginning of the Cully & Sully® B Corp journey and there's a lot more to do. Cully & Sully® is working on:

- An Environmental Management System to monitor and report energy usage, to measure its carbon footprint, as well as the water footprint of the supply chain
- A product life cycle assessment (including a reclamation program for used products or parts)
- Tracking the transportation miles and reducing the miles traveled for distribution and supply chain activities
- Local Purchasing and Hiring Policies including a preference to purchase from local suppliers and a ready-to-use list of preferred local suppliers for production

For more information on Cully & Sully's B Corp progress and commitments see the [Ethos webpage](#).

B CORP

CASE STUDY



ELLA'S KITCHEN® AND TREES FOR LIFE

We're excited to showcase Ella's Kitchen® as a Hain Celestial UK brand doing lots of good. Not only have they achieved B Corp Certification status, but they recertified in the last fiscal year and increased their B Impact Assessment score from 90.5 to 94.

As an example of the great work Ella's Kitchen® is doing, this year they continued their partnership with Trees For Life—a UK based charity that focuses on rewilding the Scottish Highlands through tree planting and beyond. This has helped Ella's Kitchen® to balance the carbon impact of their head office located outside of London, which is part of a larger strategy to offset their energy usage. Employees are also encouraged to use this partnership to offset their own personal carbon footprints.

Ella's Kitchen® has planted over 4,600 native trees in a forested plot called the “Ella's Kitchen® Grove.” In February 2021, all of the profits from sales on Black Friday in the Ella's Kitchen® online shop were donated to support Trees for Life's amazing work.

Ella's Kitchen is helping Trees for Life to restore the Caledonian Forest—creating a rich and diverse habitat for wildlife, reducing the impacts of climate change, and providing opportunities for people to experience and benefit wild places.

4,600+

Trees Planted in the
Scottish Highlands
in Partnership with
Trees For Life



Trees for Life

Rewilding the Scottish Highlands
Ath-fhiadhachadh na Gàidhealtachd



CREDIT: Trees For Life.

PACKAGING

100%

Post-Consumer Recycled Content for
Alba Botanica®, JĀSÖN®, and Avalon
Organics® (PET) Plastic Bottles

This year, we began collecting data on the type of packaging used for each brand in order to develop a global sustainable packaging strategy for all materials (paper, plastics, film, and glass), which we plan to report in 2023. We reviewed the recyclability of our packaging and percentage made of recycled content. We also focused on right-sizing our packaging and reducing unnecessary materials in the UK and U.S. Packaging makes up 23% of our scope 3 emissions; therefore we know we have more work to do to reduce our packaging footprint.

The UK business has adopted goals of the UK Plastics Pact. 100% of Hain Celestial UK packaging will be widely recyclable and designed to reduce its carbon impact by 2025. In order to meet these commitments, the UK team has already made significant strides internally and with specific brands. The team removed the plastic cap from New Covent Garden Soup cartons and saved approximately 153,200 pounds of plastic – this is about the same weight as 15 Big Ben's. The Linda McCartney® brand is also switching from aluminum to recycled plastic trays—which equates to an 83% carbon savings.

GOAL: Publish a global sustainable packaging strategy by 2023.

Our North American packaging team prioritized improving the percentage of recycled content to 100% post-consumer recycled polyethylene terephthalate (PET) for the plastic bottles used for our personal care brands including Alba Botanica®, JĀSÖN® and Avalon Organics®. The packaging team is also working to transition the JĀSÖN® toothpaste and shaving cream tubes to a new tube that is recyclable at curbside.

We are also working to support policies and regional initiatives that expand and improve recycling infrastructure. In Ireland, the Cully and Sully® main packaging supplier for soup tubs is a member of Repak, along with 3,000 other packaging companies, who are committed to meeting their obligations to recycle their packaging and help pay for the collection of Ireland's household recycling bins. In the US, Hain Celestial has joined the Consumer Brands Association Recycling Leadership Council, which advocates for standardized U.S. recycling infrastructure, sustainable packaging policies and funding, along with other multinational consumer packaged goods companies.



PACKAGING

We have already begun working to minimize our packaging footprint by switching to recyclable packaging and replacing virgin materials with post-consumer recycled content. Below are a few examples of the progress we've made:

Products Made Of Recycled Materials	Recyclable Products*
<ul style="list-style-type: none"> • Celestial Seasonings®: tea cartons are made of 100% recycled paperboard with 35% post-consumer content • Alba Botanica®, JĀSÖN® and Avalon Organics®: full size plastic bottles are made from 100% post-consumer recycled content • Linda McCartney®: plastic trays are made from 50% post-consumer recycled content • Robertson's®: glass preserve jars are made with up to 50% recycled content 	<ul style="list-style-type: none"> • The Greek Gods®: plastic yogurt tubs are recyclable • Natumi® and Imagine® Soups: paper cartons are recyclable. The paper used for our cartons is certified by the Forest Stewardship Council (FSC). • JĀSÖN® and Alba Botanica®: plastic shaving cream and toothpaste tubes are transitioning to recyclable tubes • Cully & Sully®: plastic soup tubs are recyclable

*Largely recyclable in the geographic regions where products are sold.

GOAL: 100% of products have standardized recycling labeling by 2025.

HEALTHIER PEOPLE



HEALTHIER PEOPLE

The **Healthier People** pillar is fundamental to our success — we believe that our people are our biggest asset. This section provides a roadmap for how we help our employees, customers, and key stakeholders live healthier lives.

The Healthier People framework is guided by our commitment to meeting international Human Rights and Labor standards, developing an inclusive and diverse culture, and prioritizing the health and safety of our network during these unprecedented times.

\$6.5M

Value of Products
Donated to those
in Need
(U.S.)

2.4M

Pounds of Product
Donated To Local
Communities
(Global)

85%

Participation in
Employee
Engagement Survey
(North America)

48

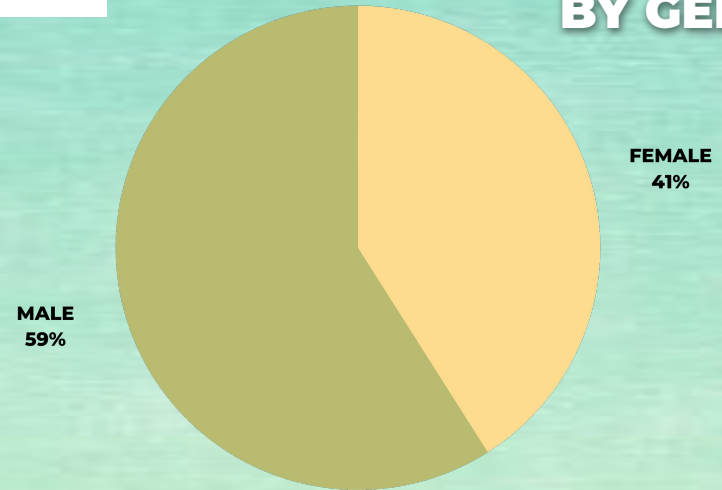
Number of
Employees Serving
as Mental Health First
Aiders
(UK)



DIVERSITY & INCLUSION

People have always been our Company’s greatest asset. They are the very heart of our Company, and we believe everyone should feel encouraged, respected and welcomed in our workplace. Diversity and inclusion drives success, and we believe that our employees’ diverse backgrounds and experiences are essential to helping us all to continue to thrive internally and deliver innovative products to our customers. We promote fairness by practicing equal opportunity in all decisions about hiring, compensation, training, promotion and every other aspect of employment. We are also working to build our D&I efforts into recruitment, retention and internal mobility to ensure we have a diverse pipeline of candidates and current employees who can advance into more senior positions. All leaders have a performance objective tied to increasing our diverse representation throughout the organization and, in particular, in leadership positions.

GLOBAL TALENT BY GENDER



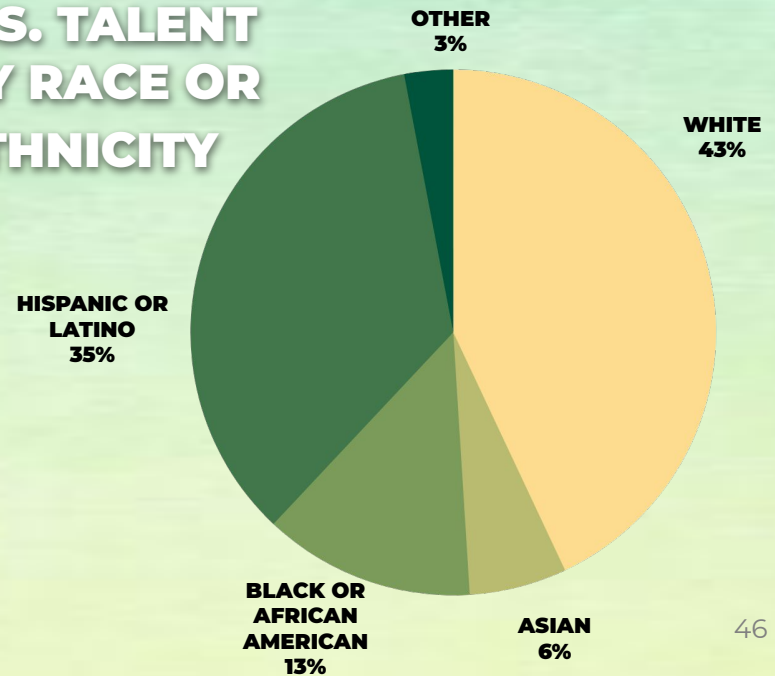
CASE STUDY



DIVERSITY & INCLUSION COUNCIL

We have established a permanent Diversity & Inclusion Council in North America to create and foster a workplace that reflects and contributes to the diverse, global communities in which we do business. This year, the D&I Council launched Unconscious Bias training for all non-production employees across North America in an effort to challenge perspectives, foster collective growth and build a culture of authenticity where everyone can thrive. Employees attended two 90-minute sessions, on consecutive days, as each training was a unique experience driven by participant dialogue. 420 office-based employees completed the training. Next year, the Council plans to work on increasing awareness around D&I issues among employees, and provide input on our Diversity goal and action plans.

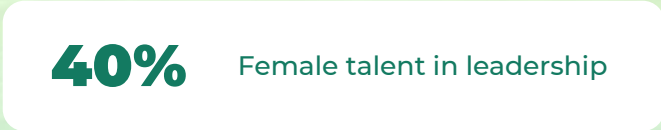
U.S. TALENT BY RACE OR ETHNICITY



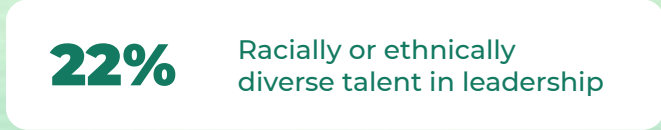
DIVERSITY AND INCLUSION

The demographic data in this report shows where we are today with a global commitment 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). At Hain Celestial, International Leadership is considered all employees that have management or team leadership responsibilities or above. In the U.S., Leadership is considered employees with manager level and above. For more information on employee demographics in the U.S., see our most recent Federal Employer Information Report EEO-1 filing on our [ESG webpage](#).

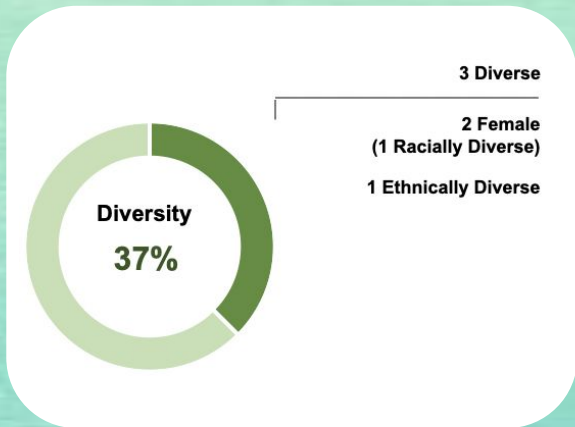
FEMALE REPRESENTATION IN LEADERSHIP (GLOBAL)



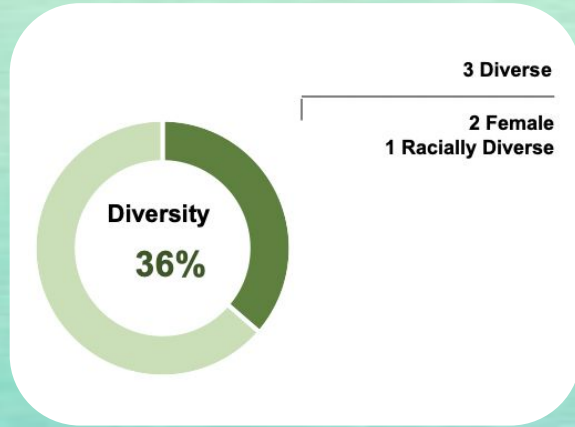
RACIALLY OR ETHNICALLY DIVERSE TALENT IN LEADERSHIP (U.S.)



BOARD OF DIRECTORS



CEO DIRECT REPORTS*



*Non-Administrative CEO Direct Reports

GOAL:
 Increase female representation in leadership positions globally and diverse representation in leadership in the U.S., reporting progress annually

COVID-19 RESPONSE

Over the past eighteen months, we faced a global pandemic together, which posed unprecedented challenges for both our team and the entire world. We are proud of the actions taken by our company to ensure the health, safety and security of our employees globally. These uncertain times tested our resilience as a Company and our team quickly mobilized to ensure we were able to protect one another and provide the essential products our consumers rely upon to meet the health and wellness needs of their families.

Throughout the pandemic, we focused on putting in place best-in-class safety protocols and relying on information from our public health agencies to inform our approach – our thinking continued to evolve as we learned more. Our approach varied across our global facilities and was different depending on the needs of our employees, consumers and other stakeholders. For many of our office-based employees, this meant shutting down office spaces and quickly adopting new technology to enable the smooth transition to working virtually.

In our manufacturing and distribution facilities, where our workers are considered essential, we continued to operate with enhanced health and safety procedures in place. The company adopted social distancing, limited person-to-person interaction where possible, physically divided space, increased public health guideline communications and signage, enhanced contact-tracing protocols and required temperature checks, where permissible. We communicated frequently with our employees, through virtual town halls and email correspondence, to keep them informed about our progress and provide updates about the changing environment. Where available, we provided onsite vaccination stations to facilitate our employees having timely access to vaccines.

Last, we also understand that this environment causes tremendous stress on our employees, their loved ones and our global communities. Our teams remained committed to putting people first and were able to provide additional support for our employees and communities by enhancing health and wellness benefits, training employees to be Mental Health First Aiders, giving access to Headspace meditations and Gympass virtual workout classes, donating food products and personal protective equipment. In addition, we have developed and implemented programs to assist employees with incremental expenses they incurred due to unique childcare, commuting and overtime needs unique to the pandemic. We also provide exceptional healthcare benefits to all full-time and part-time employees, in countries that don't already provide nationalized health benefits, to ensure that all Hain Celestial employees are able to seek medical help globally.



EMPLOYEE HEALTH, SAFETY AND SUPPORT

HAIN CELESTIAL EMPLOYEE BENEFITS

Our employee benefits vary by region but include:

- Medical, Dental and Vision Benefits
- Retirement Savings and Pension Plans
- Commuter Benefits
- Wellness Initiatives
- Paid Parental Leave including births, adoptions or placements of foster children

At Hain Celestial, employee safety is our first priority. We invest in the health, safety, development and wellbeing of our employees. In addition to doing all we can to make our workplace safe, we train employees on how to follow our detailed, written safety standards and procedures, and the law, and to watch for and report anything potentially harmful.

By making sure that everyone knows what is expected of them and how to do their work safely, we maintain lower than average incident rates throughout our operations. Our safety KPIs are reviewed weekly, monthly, and annually to ensure quick feedback and to address safety issues as soon as they arise.

We have also launched a UK-based health and safety campaign called “Be Bright, Do It Right,” which includes safety standards and an initiative that encourages colleagues to praise each other for good, safe behavior.

SUPPORTING EMPLOYEES THROUGH HARDSHIP

We created the “Hain Helping Hain” fund to provide financial assistance to employees worldwide who experience financial hardship. The funds were used, for example, to support employees uniquely impacted by the COVID-19 pandemic, or those that lost their homes during the Western U.S. forest fires, by covering funeral expenses for loved ones, replacing lost items and giving money to help rebuild.



CATH EMPRINGHAM WORKING MUMS PROGRAM

In tribute to the inspirational Managing Director of Ella's Kitchen®, Catherine Empringham, who passed away February 2020, Ella's Kitchen® launched The Cath Empringham Working Mums Program in partnership with Career Mums Talent (CM Talent), an organization that helps employers attract, retain and develop more balanced, diverse and inclusive teams. Through the program, we offer mentorship to working moms who could use a helping hand to progress their careers, juggle home and work life or just decide what job they want to do next. Cath always left us awe-inspired with how she seemed to excel at both work and home. She was not only a brilliant business brain but also an openly adoring mom who loved nothing more than sharing stories and achievements of her wonderful children. We know she was a passionate advocate for women in the workplace and had hoped to do more herself to coach and mentor women returning to work. We hope this program will continue to do the work that Cath had wanted to do.

TRAINING & DEVELOPMENT

In the UK, our two main employee development programs are called “Hain Pathway.” One Hain Pathway program introduces employees to key skills to support management development, followed by an intermediate level as the learning journey evolves. The second Hain Pathway program supports leadership development for employees who have been identified as leadership candidates. We also offer UK employees self-paced online training relating to compliance, policy, leadership and management development, IT, health & safety and a variety of soft skills.

The Green Belt Apprentice Program provides a comprehensive toolkit to train UK-based employees to eliminate waste, utilize process flow and optimization. This program includes project & change management, team-based problem solving approaches that utilize the Lean & Six Sigma methodology, which is applied to workplace projects in parallel with training. The Green Belt Program is 14 months long and is sponsored by Hain Celestial UK with support of the management team.

In North America, we offer a number of functional training programs, including how to stay safe during heat waves for the Safety team, emerging issues in food safety for the Technical team, and business ethics, compliance and cyber-security training for all non-production employees. 420 office-based employees completed Unconscious Bias training to challenge our perceptions and foster an inclusive culture. We also offer a variety of digital training resources via LinkedIn Learning, which houses 9,000 digital courses covering a wide range of business topics.



HEALTH & WELLBEING



In FY 2021, our wellness programs consisted of a mix of challenges and activities aimed at helping all North American employees maintain and improve on A Healthier Way of Life® through physical and mental health, and general wellbeing. We added access to Headspace and Gympass in FY 2021 to provide options for staff to take care of themselves during this trying year.

Our Wellness Program focuses on bringing awareness to our employees' current health status and providing resources to begin to make meaningful lifestyle changes through fun and educational programs. These include a focus on nutrition, exercise, weight management, finances, mental health, managing stress, better sleep and tobacco cessation programs. We have four major challenges throughout the year that focus on Weight Loss, Exercise, Self-Care and Nutrition. Additionally, we host four events throughout the year that spotlight preventative care awareness. Employees who record their participation in any of these programs are rewarded through incentives and prizes. The Wellness Program also encourages on-your-own wellness activities. Employees who participate receive Healthy Living points for each event, and may use them towards a medical premium discount and an extra vacation day. In FY 2021, 79 North American employees participated in our weight loss challenge, losing a total of 314 pounds!

CASE STUDY

MENTAL HEALTH FIRST AIDERS

In FY 2021, our UK employees focused on mental health to help ensure the wellbeing of our staff during the global pandemic. In order to advocate and activate mental health support within our offices, we appointed 48 mental health senior leaders throughout the organization, who conduct regular open forum sessions, called “Hear and Be Heard” that provide a safe and confidential environment for people to discuss how they are feeling and receive support. We also collaborated with MindUK, a leading mental health charity in the UK that focuses on providing advice and support to empower everyone experiencing mental health issues. Through this partnership, MindUK delivered workshops to the staff surrounding the topic of mental health. In addition, the management team came together and committed to an action plan to prioritize the mental health of all employees moving forward.

EMPLOYEE ENGAGEMENT

We aim to foster a culture of open communication and have implemented a global systematic employee engagement process in which employees are surveyed quarterly. The Executive Leadership Team (ELT) regularly reviews the results, considers and implements action items to address areas that need improvement.

The ELT surveyed non-production North American employees who worked remotely, and used the survey results to develop a new hybrid way of working that continues to enable employees to have a flexible work schedule while also allowing for in-person collaboration. U.S. manufacturing facilities have a "Happy or Not" kiosk that helps us gather real-time information about how employees are doing and whether they have any issues.

The UK team initiated a "Talk to Us" program for confidential direct communications during the COVID-19 pandemic for employees to discuss wellbeing and receive support. They expanded the program to ongoing open forum sessions to provide continuous support for employee wellbeing and foster a culture of open communication.



CASE STUDY

BUILDING A CULTURE OF ESG

With growing interest in ESG at Hain Celestial, the Healthier Way Committee was formed this year, consisting of a group of ten employees, with the goal of planning a series of events to engage employees in environmental and social initiatives. Our kickoff event was in celebration of Earth Day, which had over 200 participants - approximately 37% of our office-based North American employees. This event was used to teach employees about responsible sourcing. Our certification partners spoke about the importance of organic farming, preventing deforestation and responsible palm oil practices, and about how Fair Trade premiums support local communities. The event concluded with an Earth Day quiz where three employees with the highest quiz scores won prizes. Moving forward, the committee plans to launch zero-waste programs to further our zero waste to landfill goal.

EMPLOYEE ENGAGEMENT



<h2>Employee Surveys</h2>	<p>Our Executive Team has used survey results to inform our strategy for returning to the office, company culture initiatives and gauging employee satisfaction at work, helping us make decisions that benefit everyone.</p>
<h2>Mission, Vision & Values</h2>	<p>To align our team and business to a topline “why, what, and how,” we engaged employees to provide feedback and tell us what resonated with their experience working at Hain Celestial, and what they hope to see going forward.</p>
<h2>CEO Town Halls</h2>	<p>To support employees through the COVID-19 pandemic, and provide information about our strategic business and ESG priorities, transitions and successes and challenges.</p>
<h2>Technical, ESG and Commercial Newsletters</h2>	<p>To communicate emerging trends, business updates and knowledge sharing on topics that relate to each function. The <i>Let's Get Technical</i> newsletter includes food safety topics and emerging food-related regulations, as well as employee interviews. The ESG newsletter includes emerging ESG trends, clean beauty terminology and global ESG achievements.</p>
<h2>ELT communications</h2>	<p>On a regular cadence, an ELT member emailed all North America employees on topics of interest and on their personal experiences during the COVID-19 pandemic.</p>

CORPORATE GIVING

Giving back is a large part of the Hain Way. Over the last year we have provided significant support to our employees, communities and charity partners. As we continue to grow and expand, so does our ability to give back to our communities near and far.

GLOBAL INITIATIVES

PRODUCT DONATION

Hain Celestial looks for solutions that both help improve the sustainability of our organization and also provide benefits for other key stakeholders and areas of the business. A prime example of this is our Global Product Donation program. In order to promote the efficient use of our products and avoid unnecessary spoilage, Hain Celestial has created a program that helps move excess food and personal care products from our warehouses to various charitable partners. During the COVID-19 pandemic, we increased our donations to charity partners to support children and families in need.

In partnership with nonprofit organizations Feed The Children, Feeding America and FareShare, Hain Celestial was able to provide 2.4M pounds of food and personal care products to families in need during FY 2021.

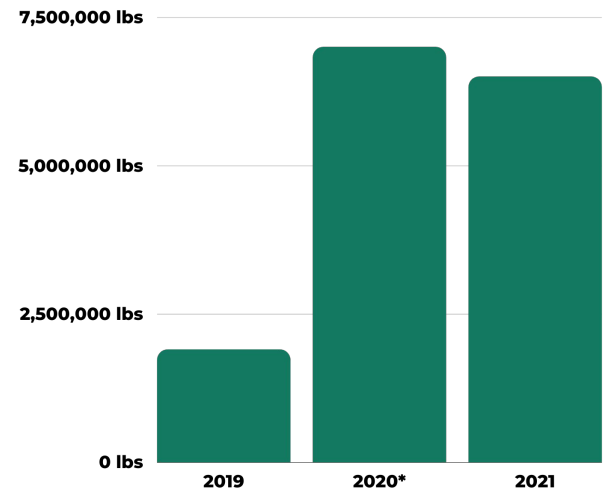
CASE STUDY



HUNGER RELIEF

Our U.S. Supply Chain team has been working to reduce the amount of product sent to landfill by closely tracking inventory expiration dates and working with local hunger relief organizations, like Feed the Children and Feeding America, to donate full truckloads of Hain Celestial products. Over the last four years, we've been able to dramatically increase the quantity of product donated through this program. In FY 2021 we donated approximately \$6.5M worth of product to hunger relief organizations.

PRODUCTS DONATED



*Product donations were the highest due to pandemic related production increases.

OUR BRANDS GIVE BACK



NATUMI® SUPPORTING BUILDING BEE HABITAT

Carder Bees and many other endangered wild bees are fundamentally important to natural ecosystems, as well as pollinating 80% of flowering plants, which provide humans with fruits and vegetables. The Hain Europe non-dairy milk brand Natumi®, partnered with the nonprofit NABU (www.nabu.de) to finance wild bee projects aimed at helping bee populations thrive. Starting in April 2021, 10 cents per Natumi® oat drink were donated to NABU for the protection of Carder Bees. To date, approximately \$30,000 have been donated to support NABU conservation projects. These funds have been used to build orchards as insect-friendly habitats, create flower strips from native plants, provide nesting aids for wild bees and other insects, and support natural and insect-friendly gardening.



FOLDS OF HONOR

In September 2020, we started a partnership with Folds of Honor, a nonprofit dedicated to providing educational scholarships to diverse families of fallen and disabled American service members. This partnership was started in coordination with the celebration of Independence Day in the U.S. (July 4th) and we pledged our ongoing support by donating funds to the charity. We worked with our retail customers to promote this cause with special promotions on North American products, including Live Clean® hand sanitizer, Sensible Portions® Garden Veggie Straws®, Celestial Seasonings® tea, The Greek Gods® yogurt, and TERRA® and Garden of Eatin'® chips.



VOLUNTEERING

Volunteering is embedded in our culture. To help facilitate this, all Hain Celestial employees will be allotted paid volunteering hours throughout the year. To create alignment around volunteerism, each Hain location chooses one charity relevant to the office site to collectively support throughout the year. In the UK, we work towards raising awareness and funds for a few specific charities throughout the year. Our UK office fundraised for Spread A Smile and our Ireland office participated in a Beach Cleanup.



SPREAD A SMILE

In the UK, we support Spread A Smile a nonprofit organization, aimed at bringing joy and laughter to seriously ill and hospitalized children, and their families, during intensive treatment and extended hospital stays. In order to help support this great organization, the UK team has raised funds through a series of events throughout the year, including a collective virtual bike ride, a 24 hour golf tournament, and a skills sharing day. 80 individuals participated in raising funds for Spread A Smile, and collectively we donated approximately £50,000 this year.

£50,000

Donated to
Spread A Smile
(UK)

20,000

Units of Hand
Sanitizer Delivered
To K-12 Schools
(North America)



LIVE CLEAN®

In response to the global pandemic, the Technical Services and Operations teams quickly developed hand sanitizer to sell in the United States satisfying unmet needs to protect the public. We gave back to the local community in Arkansas by donating hand sanitizer to schools to help keep students safe during the Covid-19 pandemic. Our Bentonville, Arkansas office employees spent a day volunteering in September of 2020 to help deliver 20,000 units of hand sanitizer to Bentonville K through 12 schools.



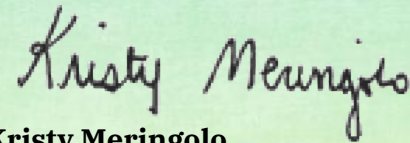
OUR OPPORTUNITIES

This year we learned a lot about our ESG risks and opportunities. The goals included in this report are intended to capture the ESG issues that are important to us and highlight where we can make progress to have a positive impact in the short term, and soon after that. There are many environmental and social issues that we'd like to address in the future, like the global transition to renewable electricity and recruiting a more diverse pool of candidates for new talent. We know, as agents of the food, beverage and personal care sectors that there are spots that still need our attention. We are working to determine precisely where we stand in these areas, and ultimately address them, requiring innovative policies, collaborative solutions and industry cooperation.

We will challenge ourselves to overcome some key industry exigencies, including a focus on the following environmental impacts: sustainable packaging materials for all of our brands, improving the management of water in our operations and for key ingredients and encouraging our suppliers to adopt climate-smart agricultural practices. We will also work on key social impacts, such as: addressing equity in our workforce through increased transparency around compensation and benefits, developing a diverse workforce by prioritizing internal mobility, and recruiting a diverse slate of candidates for open positions. Crucial to our realization of these environmental and social impacts will be the ability to unite globally to embed ESG into our everyday responsibilities.

We've identified the pertinent issues and put action plans in place to address them more holistically. We look forward to continuing the dialogue on these significant topics through continued engagement with our employees, customers, consumers, stockholders and other stakeholders. This work is an essential part of our overall strategy and critical for future growth.

We are proud of the actions we've taken so far towards a more sustainable future and are excited to meet the continuous challenge of making a better impact on the world in FY 2022 and beyond.



Kristy Meringolo

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





CLOSING THOUGHTS

In FY 2021, we took meaningful steps towards understanding our impact on the environment and aligning the organization to help better assess where we stand today to help plan where we are headed in the future. We understand that environmental, social, and governance related impact is a journey, and we commit to continuously improve and evolve as we discover better ways to minimize our global footprint.

We came together globally as a team in FY 2021 to place ourselves in the best position to capture environmental and social data uniformly across our entire business ecosystem. And we worked hard to identify tactical ways to make decisions on a daily basis that get us closer to our environmental, social and governance goals. We spent significant time and resources to see where we stand today, through a comprehensive and global greenhouse gas emission inventory, covering all scope 1 and 2 emissions, as well as key scope 3 emissions. As we move forward, we will continue to refine and dig deeper to intimately understand our upstream and downstream impacts.

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HAIN CELESTIAL SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE

SASB PROCESSED FOODS STANDARD

TOPIC	ACCOUNTING METRIC	SASB CODE	FY 2021	COVERAGE	ADDITIONAL CONTEXT AND REPORT REFERENCE
Energy & Fleet Fuel Management	(1) Total energy consumed, (2) Percentage grid electricity, (3) percentage renewable	FB-PF-130a.1	(1) 1,998,319 GJ, (2) 99.4%, (3) TBD*	Global	See Energy and Our Carbon Footprint Sections
Water Management	(1) Total water withdrawn (2) total water consumed, percentage of each in High or Extremely High Baseline Water Stress	FB-PF140a.1	(1) 1,702,401 cubic meters, (2) 4.3%	Global	See Water Section
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	See P. 26	Global	See Water Section
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	(1) 5.6, (2) 100%	North America	See Food Safety and Product Quality Section
	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 Food Safety and Product Quality Section
	(1) Total number of notices of food safety violation received, (2) Percentage food safety violations corrected	FB-PF-250a.3	0	Global	See Food Safety and Product Quality Section
	(1) Number of recalls issued, (2) Total amount of food product recalled	FB-PF-250a.4	(1) 1, (2) 0.195 metric tons	Global	See Food Safety and Product Quality Section

SASB PROCESSED FOODS STANDARD

TOPIC	ACCOUNTING METRIC	SASB CODE	FY 2021	COVERAGE	ADDITIONAL CONTEXT AND REPORT REFERENCE
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	Report P. 30-32	Global	See Healthier Products Section
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	0	Global	Hain Celestial is responsible for marketing Earth's Best® and Ella's Kitchen® products. We do not track ad impressions or directly market to children. Earth's Best® and Ella's Kitchen® advertising and communications are directed primarily 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	91% of food products are non-GMO
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	FB-PF-270a.4	Please see the Legal Proceedings section of our most recent Annual Report on Form 10-K for our fiscal year ended June 30, 2021	North America	
Packaging Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF410a.2	See P. 42-43	Global	See Packaging Section
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	34% of food products are certified organic	Global	See Healthier Products Section
Activity Metric	Weight of products sold	FB-PF-000.A	543,745 metric tons	Global	-
	Number of production facilities	FB-PF-000.B	14	Global	See P. 6

ESG METRICS

Metric	Coverage	FY 2021
Healthier Planet		
Scope 1 GHG Emissions	Global	86,110 metric tons CO2e
Scope 2 GHG Emissions (location-based)	Global	21,950 metric tons CO2e
Scope 3 GHG Emissions	Global	1,175,506 metric tons CO2e
Water Withdrawals	Global	1,702,401 cubic meters
Number of sites that are nearly zero waste to landfill	Global	5 of 14 sites
Percentage of food waste diverted from landfill via donations	Global	50%
Healthier Products		
Percentage of food products that are certified organic	Global	34%
Percentage products non-GMO	North America	91%
Percentage products w/ no parabens, petrolatum and phthalates	North America	90%
Percentage baby and toddler food products certified organic	North America, UK	93% of Earth's Best® products are organic 97% of Ella's Kitchen® products are organic
Percentage of eggs that are cage-free	Global	100%
Percentage of palm oil used that is certified through a combination of the RSPO-certified supply chains	Global	100%
Healthier People		
Value of food and personal care products donated to local communities*	U.S.	\$6.5M
Pounds of food and personal care products donated to local communities	Global	2.4M pounds
Percentage female talent out of total headcount	Global	41%
Percentage female talent in leadership	Global	40%
Percentage of talent in leadership positions that are racially or ethnically diverse	U.S.	22%
Percentage of Board of Directors that are female and/or ethnically or racially diverse	Global	37%
Percentage of CEO Direct Reports that are female or racially and/or ethnically diverse	Global	36%



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.