



The Hain Celestial Group, Inc.
Occupational Health and Safety Policy
(Effective September 2020)

The Hain Celestial Group, Inc. (“Hain Celestial” or the “Company”) and its subsidiaries are committed to providing a safe work environment for all of our employees. We believe this is central to the Company’s mission and operations. We are fully committed to maintaining a safe work environment, because we recognize that our employees are our greatest asset. Accordingly, Hain Celestial complies with all applicable legislation and regulations and aims to continuously improve health and safety performance.

We have a safety culture at Hain Celestial that is championed by engaged employees who have the requisite experience, integrity, and discipline to institute safe practices. As a condition of employment, everyone at Hain Celestial has a duty to work safely and to actively play a role in ensuring that our work environment is safe for our colleagues. Actions that are required of employees are as follows:

- Work and behave in a manner that does not jeopardize the safety of themselves or our colleagues
- Comply with all relevant health and safety procedures, regulations, or instructions in connection to their work
- Support management when necessary to ensure that everyone they work with, including contractors and visitors, are familiar with and follow relevant health and safety procedures
- Only undertake work and responsibilities that they are appropriately trained for, have the requisite capacity to perform, and have the appropriate medical fitness to perform. It is equally important that employees are sufficiently rested and alert enough to perform their assigned work
- Ensure that they are aware of appropriate emergency procedures for their location
- Promptly report to local management any actual or near miss accident or injury, illness, unsafe or unhealthy condition, incident, spill or release of materials to the environment so that corrective action can be taken immediately

Employees may not under any circumstances:

- Operate machinery, or perform any task that requires driving an automobile, under the influence of drugs or alcohol. This includes when an employee improperly uses medication
- Continue to perform work that becomes unhealthy or unsafe
- Assume a colleague or manager will report a risk concern

All Hain Celestial Managers have an overarching responsibility to ensure the health and safety of those employees at their facility and, more specifically, those that directly report to them. Accordingly, managers must:

- Establish and maintain an adequate health and safety management system for their locations and their teams
- Identify health and safety hazards and manage and/or control risks arising from their team and their location
- Regularly review and comply with all applicable local health and safety regulations
- Report all incidents, accidents and near misses in accordance with reporting requirements, including thorough investigation, follow-up and communication of lessons learned
- Ensure all employees, contractors and visitors receive information and training in health and safety relevant to their roles and activities

At Hain Celestial, we are tirelessly working to improve upon a strong foundation of health and safety in all of our facilities through leadership, accountability, vigilance and teamwork.