

ESG METRICS

KEY  HEALTHIER PLANET METRICS THAT ALIGN WITH IMPACT GOALS



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ISSUE	METRIC	SCOPE	FY 2022	FY 2023
GHG Emissions	● Scope 1 GHG Emissions	Global	47,468 tCO ₂ e	35,941 tCO ₂ e
	● Scope 2 GHG Emissions (Location-based)	Global	22,425 tCO ₂ e	14,792 tCO ₂ e
	● Scope 2 GHG Emissions (Market-based)	Global	18,659 tCO ₂ e	7,680 tCO ₂ e
	● Scope 3 GHG Emissions	Global	Pending rebaseline ¹	868,212 tCO ₂ e
Renewable Electricity	● Percentage of renewable electricity for Hain operated manufacturing facilities	Global	54% ²	65%
Zero Waste	● Number of Hain operated manufacturing facilities that are nearly zero waste to landfill	Global	7 of 14 ³	7 of 14
Food Waste	● Percentage of food waste diverted from landfill via donations and liquidation	North America	72%	86%
Water	Water withdrawals for Hain operated manufacturing facilities	Global	1,475,925 cubic meters	1,294,148 cubic meters

¹ Hain is in the process of completing a re-baselining exercise for the FY22 S3 inventory due to improvements made to data quality in material categories such as purchased goods & services and transportation in the FY23 S3 inventory.
^{2,3} This figure has been restated following a review of the calculation methodology.

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HEALTHIER PRODUCTS METRICS
THAT ALIGN WITH IMPACT GOALS



ISSUE	METRIC	SCOPE	FY 2022	FY 2023
Hain Healthier Products Standard	Percentage of products promoted as non-GMO	North America	92%	76%
	Percentage of food products that are certified organic	Global	31%	29%
	Percentage baby and toddler food products certified organic	North America, UK	95% Earth's Best 98% Ella's Kitchen	92% Earth's Best 100% Ella's Kitchen
	Percentage of products with no artificial flavors and colors from natural sources	Global	96%	96%
	● Percentage of eggs that are cage-free	Global	100%	46% ⁴
	● Percentage of products with meat and poultry ingredients that meet the Global Animal Partnership standard or an equivalent documented animal welfare standard ⁵	North America	70%	75%
	● Total volume of palm sourced (calendar year) ⁶	Global	3,775 metric tons	4,601 metric tons
	● Percentage of palm oil used that is certified through a combination of the RSPO-certified supply chains ⁶	Global	100%	100%
	● Percentage of palm oil that is covered by RSPO credits	Global	20%	15%
	● Percentage of personal care products with no parabens or petrolatum	North America	92%	93%
	Percentage of personal care products that are Leaping Bunny Certified	Global	100%	100%

⁴ Hain acquired two new brands, ParmCrisps® and Thinsters®. Acquisition-related data were integrated during FY23.

⁵ Please see our [Animal Welfare policy](#) for Hain's broiler chicken and cage free eggs commitments.

⁶ Please see our [RSPO Annual Communication on Progress \(ACOP\)](#) reporting.

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HEALTHIER PEOPLE METRICS THAT ALIGN WITH IMPACT GOALS



ISSUE	METRIC	SCOPE	FY 2022	FY 2023
Occupational Health and Safety ⁷	Total Recordable Injury Rate (TRIR)	North America	1.52	1.07
	Lost Time Incident Rate (LTIR)	North America	0.59	0.62
Community	● Pounds of food and personal care products donated to local communities	Global	3M pounds	2.8M pounds
DEI	● Percentage of talent identifying as female out of total headcount	Global	41%	41%
	● Percentage of talent identifying as female in Manager positions and above	Global	38%	43%
	● Percentage of talent in Manager positions and above that are racially or ethnically diverse	U.S.	21%	21%
	Percentage of CEO Direct Reports that identify as female	Global	31%	40%
	Percentage of CEO Direct Reports that are racially and/or ethnically diverse ⁸	Global	0%	0%
	Percentage of Directors on the Board that identify as female ⁹	Global	33%	50%
	Percentage of Directors on the Board that are racially or ethnically diverse	Global	22%	20%
	Number of employees	Global	3,078	2,837

⁷ TRIR and LTIR are per 100 full-time employees.

⁸ In the U.S., diverse representation includes underrepresented racial and ethnic groups. Demographic data is included in our EEO-1 report.

⁹ Directors on the Board as of January 2024.

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