



Inspiring Healthier Living™

# 2023 Impact Report



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**Inspiring Healthier Living™**

## A MESSAGE FROM WENDY CEO, HAIN CELESTIAL GROUP

Dear Stakeholder,

I am pleased to present our 2023 Global Impact Report outlining the progress we have made over the last year at Hain Celestial. Our purpose is to inspire healthier living for people, communities, and the planet through better-for-you brands. Earlier this year we unveiled Hain Reimagined, our multi-year business strategy to drive long-term, sustainable growth. Over the last year we began our transformation to become a globally integrated enterprise, committed to driving positive change and making healthier living more attainable while creating meaningful value for our consumers, customers and our stakeholders.

Our Impact Strategy centers on our ambitions to make meaningful progress across three areas: Healthier Planet, Healthier Products, and Healthier People. This report outlines our goals, reports our progress transparently, celebrates our achievements, and acknowledges the challenges we've faced while on our journey.

This year, we received validation for our science-based targets, an important milestone that reinforces our commitment to drive ambitious climate action for a Healthier Planet. We've reconfirmed our ambition to create Healthier Products by enhancing our "better-for-you" product standards and developing a sustainable packaging strategy, and we remained steadfast in our commitment to Healthier People by living our Hain value of Fostering Inclusion and giving back to our local communities.

I am deeply proud of our accomplishments, yet recognize that we still have much more work to do. As we transform and grow as a globally integrated enterprise, we will continue to challenge ourselves to be a positive force for good. We know we cannot

reach our goals alone. We must work together with our customers, our suppliers and stakeholders to shape a brighter, more sustainable future for all.



**Wendy Davidson**

Chief Executive Officer

The Hain Celestial Group, Inc.





# OUR PURPOSE

To inspire healthier living for people, communities & the planet through better-for-you brands.

# OUR MISSION

To build purpose-driven brands that make healthier living more attainable by empowering our people, engaging our partners, and living our values.

# OUR VISION

To be the global growth leader of better-for-you brands.

# OUR VALUES



## BE CURIOUS

I explore ideas and insights with a growth mindset.



## FOSTER INCLUSION

I create an environment where everyone feels welcome, respected, and valued for their uniqueness.



## OWN IT

I am empowered and accountable for improving Hain's business results and impact.



## WIN TOGETHER

I collaborate with others to grow, deliver and celebrate success.



# HAIN REIMAGINED

Following a comprehensive review of our business in Fiscal Year (FY) 2023, we unveiled Hain Reimagined, a multi-year global transformation strategy, to drive long-term sustainable growth and attractive shareholder returns. FY 2024 marks the foundational year of our plan, during which we will focus our business around five global platforms in five core markets, invest in building critical capabilities, expand and scale our brands and unlock savings to fuel future growth.

The Hain Reimagined strategy is based on operating a performance-driven culture by living our purpose and values to **Grow our People, Grow our Brands, Grow our Business and Grow our Impact.**

**GROW OUR  
PEOPLE**

**GROW OUR  
BRANDS**

**GROW OUR  
BUSINESS**

**GROW OUR  
IMPACT**

# REPORTING APPROACH

We are proud to report progress against our Impact goals for FY 2023. After three years of progress, we had the opportunity to review our goals and their impact on the Hain organization. We considered how our Impact goals align with the Hain Reimagined Strategy, industry best practices, and upcoming national and regional regulations. As a result of this assessment, some goals have been revised to ensure they align to our organizational objectives, while remaining clear on our ambitions and transparent in our progress. This report offers a balanced perspective, openly discussing our achievements and challenges, and provides insights into our ongoing Impact journey. Additionally, we include strategic plans, demonstrating our dedication to making meaningful progress and achieving our goals over the long-term.

## IMPACT REPORTING FRAMEWORK

Our impact reporting covers the most important environmental, social, and governance (ESG) issues that are material to our business. When we began reporting in an aggregate way in FY 2021, we made a commitment to disclose our progress transparently. That's why our report is based on goal progress with case studies that illustrate how the progress comes to life at Hain. We know that reporting transparently is important and keeps our stakeholders informed of our progress.

Hain Celestial's FY 2023 Global Impact Report includes new metrics as well as improvements to our ESG metric calculation methodologies. Our disclosures continue to be informed by the Sustainability Accounting Standards Board's (SASB) standards for the Processed Foods and Household & Personal Products sectors and the B Impact Assessment from the nonprofit B Lab.



# IMPACT GUIDING PRINCIPLE

Our impact work is rooted in a simple principle: aspiring to do the right thing for people and the planet as a standard business practice.

## STRATEGY

We aim to follow our impact guiding principle by doing the right thing for people and the planet as a standard business practice. We established our Impact strategy in FY 2021 focusing on three areas: Healthier Planet, Healthier Products, and Healthier People with time bound goals for each. These goals include expanding our commitment to environmentally sound business practices, creating and selling better-for-you products, and fostering social and community impact initiatives.

This year, our emissions reductions targets were validated by the Science Based Targets initiative (SBTi), grounding our climate efforts in science.

## HEALTHIER PLANET

Our commitment to a Healthier Planet is founded on reducing our environmental footprint with a pledge to take ambitious action on climate change. Our goals include: (1) decarbonizing our business through our science-based targets 2) transitioning to 100% renewable electricity for Hain operated facilities; (2) achieving and maintaining 90% diversion of food waste; and (3) achieving and maintaining 90% diversion for waste to landfill for Hain operated facilities.

## HEALTHIER PRODUCTS

Our commitment to Healthier Products includes continuing to develop purpose-driven brands and empowering consumers to create a healthier way of life. Our goals include: (1) adopting and implementing better-for-you product standards that guide product formulation; (2) implementing a global sustainable packaging strategy; and (3) incorporating standardized recycling labeling for all packaging updates.

## HEALTHIER PEOPLE

Our commitment to Healthier People is intended to create a positive impact in the lives of our employees, consumers, and local communities. Our goals include: (1) increasing female and diverse representation for Manager positions and above; (2) offering and encouraging employees to use paid volunteering time off (VTO); and (3) ensuring food and personal care products that are fit to use go to someone in need.



# IMPACT GOVERNANCE

Our Board of Directors and its Committees have oversight of our Impact policies and practices, including how we manage climate impacts, ESG disclosure and regulations, and human capital-related risks. Our Corporate Governance and Nominating Committee oversees our Impact strategy and goals.

Our CEO oversees the company's business and Impact strategies. Our Chief Legal and Corporate Affairs Officer (CLO) reports to our CEO and oversees the Impact strategy, which includes guiding impact objectives, monitoring progress, and ensuring regulatory compliance.

We recently formed an Impact Committee, which includes cross functional leaders from Regulatory, Research & Development and Quality (RDQ), Legal, Supply Chain, Finance and others, to bring a comprehensive and balanced perspective to drive our Impact strategies forward.

The regional Sustainability and Impact leaders work in tandem with the Committee, operationalizing our goals locally and contributing to the global strategy.

## BOARD OF DIRECTORS & ITS COMMITTEES

Oversee Hain's global Impact strategy and Diversity, Equity, and Inclusion (DEI) initiatives

## CEO

Responsible for oversight of the company's business and Impact strategies

## IMPACT LEADERSHIP

Hain's Chief Legal and Corporate Affairs Officer (CLO) is the executive sponsor for Impact

## IMPACT COMMITTEE

The newly formed Impact Committee consists of executive and functional leaders from Legal, Finance, RDQ, Operations, Supply Chain, and Impact

## REGIONAL IMPACT LEADERS

The regional Impact and Sustainability leads are responsible for overseeing the day-to-day implementation of our Impact goals in the North America and International business units



# 2023 IMPACT HIGHLIGHTS

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PLANET



**1.5°C**

Degree alignment of our science based targets (Global)



**B-**

CDP Climate score (2022)



**86%**

Food waste diverted (North America)

PRODUCT



**100%**

Of rigid plastics will be designed to be collected and recycled by 2030<sup>1</sup> (Global)



**96%**

Products with no artificial flavors and colors from natural sources (Global)



**100%**

Of personal care products are not tested on animals<sup>2</sup> (Global)

PEOPLE



**50%**

Directors on the Board that identify as female (Global)



**43%**

Talent in Manager positions and above that identify as female (Global)



**2.8 M**

Pounds of food, beverages and personal care items donated to charity (Global)

# ADDRESSING CLIMATE CHANGE SCIENCE-BASED TARGETS

Our action on climate change is a central part of our commitment to a Healthier Planet. This year we established carbon emission reduction goals across the three categories defined by the Greenhouse Gas Protocol (GHG): Scope 1 are the direct emissions from our operations including natural gas and refrigerant emissions, Scope 2 are indirect emissions from purchased electricity, heat and steam, and Scope 3 are value chain emissions including ingredients, packaging, transportation and business travel.

We developed emissions reduction goals using guidance from the Science Based Targets initiative, a global initiative that defines and promotes best practices for emissions reductions in line with climate science. These goals are aligned with the 2015 Paris Agreement commitment to limit warming to 1.5°C above pre-industrial levels and global climate goals. This milestone signifies our ongoing ambition to make a meaningful impact on climate change, conserving resources and reducing waste. We will be sharing our annual GHG inventory and progress with the Science Based Targets initiative and the Carbon Disclosure Project.

We have set two science-based targets, which will guide our organization's decarbonization plans:

- 1 Hain Celestial commits to reduce absolute Scope 1 & 2 GHG emissions 42% by FY 2030 from a FY 2022 base year.
- 2 Hain Celestial commits to reduce absolute Scope 3 GHG emissions 25% by FY 2030 from a FY 2022 base year.







## HIGHLIGHT

This year we added two new partnerships to help inform best practices towards our Healthier Planet Pillar.

In the United Kingdom (UK), we became signatories to the [Waste and Resource Action Programme](#) (WRAP) Courtauld commitment 2030. This enables us to align with the best practices in the Food and Drink industry to reduce food waste and greenhouse gas emissions, while tackling issues around water scarcity across the supply chain. Becoming a WRAP signatory aligns our company with the best practices for a transformative food system that benefits all.

In North America, we proudly sponsor the [Climate Collaborative](#), a 501(c)(3) organization committed to accelerating climate action within the natural foods industry. Through our partnership with the Climate Collaborative, Hain is supporting free tools and resources to assist retailers, food and beverage companies, and distributors in making tangible progress on their climate commitments. This collaboration not only fosters action but also facilitates the sharing of best practices, amplifying our collective efforts towards a more regenerative future.

# PARTNERSHIPS & INDUSTRY ORGANIZATIONS

We partner with industry associations, certification and nonprofit organizations. The organizations listed below support our Impact strategy.

## NORTH AMERICA

- Food Marketing Institute
- Consumer Brands Association
- The Non-GMO Project
- The Climate Collaborative
- Feed The Children
- ReFED
- The Organic Trade Association

## INTERNATIONAL

- Chilled Food Association
- Food and Drink Federation
- Waste and Resource Action Programme (WRAP)
- B-Lab UK and Ireland
- FareShare
- Action for Children

It's important to note, Hain does not make any direct political contributions.

# FY 2023 PROGRESS

This section outlines the progress we made towards our Impact goals including the current status and next steps towards achieving the goals.



# HEALTHIER PLANET


Our commitment to a Healthier Planet is founded in reducing our environmental footprint with a commitment to take ambitious action on climate change.





# GOALS SNAPSHOT



TOPIC	GOAL	YEAR (CY)	FY 2022	FY 2023	REGION
CLIMATE (NEW)	Develop scope 1, 2, 3 emissions targets and achieve validation by the Science Based Targets initiative	2023	N/A	<b>Completed</b> 	Global
	Reduce absolute Scope 1 & 2 GHG emissions 42% from a FY2022 base year		Scope 1: 47,468 tCO <sub>2</sub> e Scope 2: 22,425 tCO <sub>2</sub> e (Location-based)	Scope 1: 35,941 tCO <sub>2</sub> e Scope 2: 14,792 tCO <sub>2</sub> e (Location-Based)	
	Reduce absolute Scope 3 GHG emissions 25% from a FY2022 base year	2030	Scope 2: 18,659 tCO <sub>2</sub> e (Market-based) Scope 3: Pending rebaseline <sup>1</sup>	Scope 2: 7,680 tCO <sub>2</sub> e (Market-Based) Scope 3: 868,212 tCO <sub>2</sub> e	Global
RENEWABLE ELECTRICITY	100% renewable electricity for Hain Celestial operated facilities	2025	54% <sup>2</sup>	65%	Global
FOOD WASTE (REVISED)	Achieve and maintain 90% or greater food waste diversion for Hain Celestial manufactured product	2025	72%	86%	North America
WASTE (REVISED)	Achieve and maintain 90% or greater diversion for waste to landfill for Hain Celestial operated facilities	2027	7 of 14 <sup>3</sup>	7 of 14	Global

<sup>1</sup> 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 inventory.

<sup>2</sup> This figure has been restated following a review of the calculation methodology.

<sup>3</sup> Number of Hain operated facilities that achieved 90% diversion for waste to landfill. This figure has been restated following a review of the calculation methodology.

# PLANET CLIMATE

1. Achieve absolute reduction of Scope 1 & 2 GHG emissions by 42% from a FY 2022 base year
2. Achieve absolute reduction of Scope 3 GHG emissions by 25% from a FY 2022 base year

FY 2022	FY 2023	YEAR	REGION	NEW GOAL
Scope 1: 47,468 tCO <sub>2</sub> e Scope 2: 22,425 tCO <sub>2</sub> e (Location-Based) Scope 2: 18,659 tCO <sub>2</sub> e (Market-Based) Scope 3: Pending rebaseline <sup>1</sup>	Scope 1: 35,941 tCO <sub>2</sub> e Scope 2: 14,792 tCO <sub>2</sub> e (Location-Based) Scope 2: 7,680 tCO <sub>2</sub> e (Market-Based) Scope 3: 868,212 tCO <sub>2</sub> e	2030	GLOBAL	

## SUMMARY

We developed emissions reduction goals using guidance from the Science Based Targets initiative, a global initiative that defines and promotes best practices for emissions reductions in line with climate science. This milestone signifies our ongoing ambition to make a meaningful impact on climate change. The first step toward implementing our Scope 1 & 2 target is reducing and optimizing the resources we use at Hain operated manufacturing facilities and warehouses. The next step is developing a roadmap for decarbonization projects that will address our refrigerant, natural gas, and electricity usage.

In FY 2023, we interviewed manufacturing facility directors to identify regional efficiency opportunities based on the age of the facility and the technology and incentives available. We began exploring renewable and retrofit opportunities to include in our decarbonization roadmap. We improved our Scope 3 data collection process, specifically for material categories: ingredients, packaging and transportation, so we can better account for Scope 3 reductions. We initiated several packaging changes that will reduce our Scope 3 emissions for packaging materials and end of life, and help meet our sustainable packaging targets.

## NEXT STEPS

As a next step, we are working to implement Scope 1 & 2 decarbonization projects, considering the technical requirements, costs and benefits of retrofits, electrification, and renewable energy projects for a full systems approach to our decarbonization strategy. For our Scope 3 target, we will improve the data systems we use to track ingredients and packaging so we can track emissions reductions and enable R&D and packaging teams to take low-carbon decisions into account for new and existing products.

<sup>1</sup> 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.

# CASE STUDY

## DECARBONIZATION AT THE LARGEST UK FACILITY

We're excited to highlight Histon, our largest manufacturing facility in the UK, which is helping to model decarbonization for the rest of our facilities. Histon produces the majority of UK products including our delicious Hartley's® jams and jellies, Robertson's®, Frank Cooper's® and Rose's® marmalades, and Clarks® maple syrup. It is ISO 14001 certified and has robust environmental management systems in place.

Our Histon team implemented a utility management software program to acquire precise data about their energy use. With this data and with the help of an external energy efficiency expert, we upgraded its existing anaerobic digestion (AD) plant.

The upgraded AD plant treats all the factory effluent (diluted jam waste) and uses the resultant biogas to generate renewable electricity via a combined heat and power (CHP) system. We also installed a second CHP system to generate more of our electricity on site.

We invested in a system to efficiently use the heat generated by the CHP to provide hot water for various on-site needs. These efficiency projects reduce energy costs, support our decarbonization efforts, and serve as a model for creating a closed loop energy system.

FRANK COOPER'S  
"OXFORD"

ROBERTSON'S

CLARKS  
• THE NATURAL SWEETENERS •

ROSE'S



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**HISTON ANAEROBIC DIGESTER  
PLANT AND GAS BUFFER TANK**



# PLANET RENEWABLE ELECTRICITY

100% renewable electricity for Hain  
Celestial operated facilities

FY 2022

FY 2023

YEAR

REGION

54%<sup>1</sup>

65%

2025

GLOBAL

## SUMMARY

Hain committed to 100% renewable electricity at Hain operated facilities by 2025. We are pleased to share that this year we procured 65% Green-E Certified RECs for the electricity used at Hain operated facilities globally.

## NEXT STEPS

While we plan to meet our 100% renewable electricity target by 2025 through a market-based approach of purchasing Green-E Certified Renewable Energy Credits (RECs), we aim to continue to enhance our renewable energy efforts while increasing the number of energy efficiency projects. Once we meet our 2025 renewable electricity target with RECs, we will incorporate renewable energy procurement into our Scope 1 & Scope 2 decarbonization roadmap.

We are excited to move forward towards decarbonization and direct renewable energy solutions. At the same time, we know that grid decarbonization, federal funding, and rebates will be available in the coming years. Therefore, a key challenge is timing our decarbonization efforts to maximize operational efficiency and use the incentives available.



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# PLANET FOOD WASTE

Achieve and maintain 90% or greater  
food waste diversion for Hain  
Celestial manufactured products

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FY 2022

85%

FY 2023

86%

YEAR

2025

REGION

North America  
food products only

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## SUMMARY

In FY 2021, we set a zero food waste goal for Hain Celestial manufactured product, which we aspire to meet over the long term. This year, we revised the goal to achieve and maintain 90% food waste diversion to better account for the nominal food waste that is difficult to divert (including short-shelf life items). We are proud to report that in FY 2023, 86% of finished goods food waste was diverted from the landfill, demonstrating our committed to achieve our 2025 goal and to sustain food waste diversion beyond 2025.

In FY 2023, we launched several initiatives aimed at conserving resources, including optimizing our inventory thereby reducing food waste. Our Continuous Improvement team embarked on an ambitious project to overhaul our inventory tracking and demand planning systems, placing a strong emphasis on reducing food waste. These improvements facilitate more precise production, storage and distribution of products, aligning them closely with market demands while also helping us to meet our productivity goals. A critical aspect of our strategy is identifying and addressing the root causes of food waste, such as products with a short shelf life, regulatory updates or surplus inventory. We've established protocols to either liquidate or donate products that are not marketable.

## NEXT STEPS

The food waste goal started as a target for the North American business, due to accurate data for tracking food waste diversion. Our International business is working to developing similar efforts so that we can continue to improve our global food waste efforts.





# CASE STUDY

## FOOD WASTE TRACKING

Food waste is a big contributor to climate change, and as a company that makes many food products, we're doing our part to cut down on this waste.

This year we set up new systems to keep a better eye on our inventory. This helps us track the remaining shelf-life of our food products more closely, so we waste less. In North America, our teams are working smarter to efficiently get our finished goods into the hands of consumers and track what's not yet sold.

We keep a close watch on the 'best by' dates of our products, making sure nothing that can be used goes to waste. If products are not sold, we offer them at discount prices, or donate them to people who need them. We are proud to have diverted 86% of the finished goods in North America through these efforts.

As a result, more of our food goes to feeding people and stays out of the landfill. This helps increase our impact on both the Healthier People and Healthier Planet pillars. By reducing food waste and giving food to local community groups, we're working to ensure all products that are fit to use are diverted from the landfill.



# PLANET WASTE

Achieve and maintain 90% or greater diversion for waste to landfill for Hain Celestial operated facilities

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FY 2023

7 of 14

YEAR

2027

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Global

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## SUMMARY

The overarching goal of our waste management initiative is to minimize the amount of waste sent to landfills across our manufacturing facilities. These facilities produce a diverse range of products, including snacks, jams, dairy-free beverages, and personal care items. Our approach to waste diversion is tailored to each location, considering local waste regulations, the volume and type of waste generated, and our partnerships with waste management vendors. Originally aspiring for zero waste to landfill at all sites, we revised our goal to achieve a 90% or greater waste diversion, acknowledging the nominal percentage of waste that may not be fully diverted.

Internationally, seven manufacturing facilities continued efforts to divert waste from landfills, surpassing local regulatory requirements. In North America, a partnership with a waste vendor was established for comprehensive waste management. We are working to identify efficiencies and enhance waste diversion, aligning with our waste diversion goal, including:

- 1 **Conducting site visits to develop a plan to divert the most significant waste streams informed by the TRUE zero waste standard**
- 2 **Working with our manufacturing employees to train personnel to support waste diversion efforts**

## NEXT STEPS

As we continue to make significant strides in waste reduction on a global scale, we are focusing on standardizing our waste management vendors, processes, and data collection. We acknowledge that progress in North America has been slower than anticipated. To address this, we are actively establishing robust waste management processes, engaging with reliable vendors, and prioritizing key projects within our North American operations.

We are actively involving our employees in supporting and championing our initiatives to minimize waste in manufacturing and beyond.

<sup>1</sup> This figure has been restated following a review of the calculation methodology.



# CASE STUDY

## DIVERTING WASTE FROM LANDFILL MANUFACTURING PROCESS

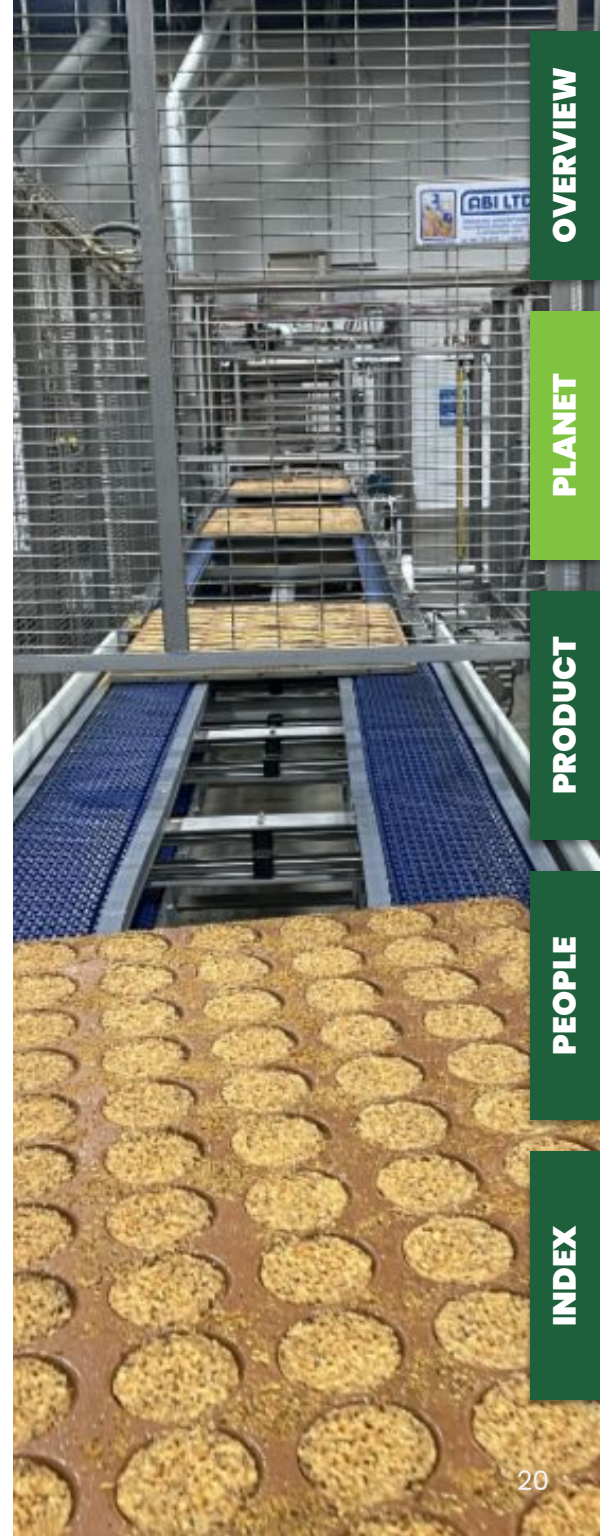
This year, we're spotlighting the manufacturing facilities that have made significant strides in waste diversion. Our manufacturing facilities that produce the dairy-free beverages Joya®, Lima®, Mona®, and Natumi® diverted manufacturing byproducts into animal feed and biogas. Meanwhile, our manufacturing plant that makes our ParmCrisps® snacks, enhanced its recycling initiatives. These efforts exemplify our ongoing commitment to improving our waste management processes as we work to meet our goal of 90% diversion or more of waste from the landfill.

### Diverting Waste in Germany and Austria

Three of our manufacturing facilities in Germany and Austria achieved a significant milestone by diverting approximately 10 million tons of byproducts from our dairy-free beverage production in FY 2023 to animal feed and biogas. Recognizing the significance of nutritious animal feed as a valuable resource, we have introduced our branded animal feed line, "MonaPro." Through this initiative, we not only reduce waste but also offer a reliable source of high-quality animal feed. The MonaPro label assures farmers that the feed they provide to their animals comes from the reputable Mona brand, reinforcing our dedication to sustainability throughout the supply chain.

### Diverting Waste in Pennsylvania

Our manufacturing team in York, Pennsylvania began tracking waste diversion in 2021, identifying ways they could minimize waste in the production process and recycle all the waste created after production. Waste diversion efforts were added to the facility's weekly reporting metrics and discussed at team meetings so all employees could contribute to the waste reduction efforts. Through detailed tracking they identified cardboard, metal, plastic, and animal feed as key opportunities for recycling, and aspire to be one of the first Hain North American plants to meet our 90% waste to landfill diversion target.




# HEALTHIER PRODUCTS

Our commitment to Healthier Products includes continuing to develop purpose-driven brands and Inspiring Healthier Living™.



# GOALS SNAPSHOT



TOPIC	GOAL	YEAR (CY)	FY 2022	FY 2023	REGION
<b>BFY PRODUCTS (REVISED)</b>	Adopt and implement “better-for-you” product standards	2025	See the Healthier Products Index	See the Healthier Products Index	Global
<b>PACKAGING LABELING (REVISED)</b>	Incorporate standardized recycling labeling during all packaging updates	2025	NA: Began incorporating the How2Recycle® tile into our packaging design process. UK: Approximately 90% of our UK manufactured products have the On-Pack Recycling Label (OPRL®).	NA & UK: Incorporated standardized recycling labeling (How2Recycle® and OPRL®) for all packaging updates	North America, UK
<b>PACKAGING</b>	Develop a sustainable packaging strategy	2023	N/A	<b>Completed</b> 	Global

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# GOALS SNAPSHOT



TOPIC	GOAL	YEAR (CY)	FY 2023	REGION
RECYCLED CONTENT (NEW)	Achieve a minimum of 50% post-consumer recycled content for specific categories of rigid plastic packaging	2030	<b>New Goal</b>	Global
	Achieve 100% recycled content for paper & paperboard packaging			
	Achieve a minimum of 50% recycled content for corrugated packaging			
CERTIFICATION (NEW)	Achieve a forest management certification for all paperboard and corrugated packaging	2030	<b>New Goal</b>	Global
PLASTICS (NEW)	100% of rigid plastics will be designed to be collected and recycled where we operate	2030	<b>New Goal</b>	Global
	Design all flexible plastic packaging formats to reduce packaging weight and plastic material			
PREFERRED MATERIALS (NEW)	Eliminate excess and non recyclable materials and grow our use of materials that are generally collected for recycling in the regions where we operate	2030	<b>New Goal</b>	Global

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# PRODUCTS

## BETTER-FOR-YOU STANDARDS

Adopt and implement  
“better-for-you” product standards

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### SUMMARY

While there is no industry standard concept for “better-for-you,” in FY 2021 we identified product standards that are consistent with our founding as a leading better-for-you products company. This year, we revised these standards to better align with our transformation strategy. Our better-for-you standards, like no artificial flavors and no MSG, apply to our global product portfolio. We also have brand-specific standards that go beyond these better-for-you standards, like Non-GMO Project Verified and use of organic ingredients.

When we say “better-for-you” products we mean driving simplicity in our formulation while continuously improving our products to provide consumers more options for healthier living.

### FOOD PRODUCT STANDARDS

- Certifications that provide consumer choice (gluten-free and Kosher)
- Colors from natural sources
- No artificial flavors
- No Monosodium Glutamate (MSG)

### PERSONAL CARE STANDARDS

- No animal testing, cruelty-free<sup>1</sup>
- Made with vegetarian ingredients
- No parabens or petrolatum
- No SLES, MEA/DEA/TEA, synthetic dyes, microbeads

### BRAND SPECIFIC STANDARDS<sup>2</sup>

- Organically grown or United States Department of Agriculture (USDA) Organic
- RSPO certified palm oil<sup>3</sup>
- Promoted as Non-Genetically Modified or Non-GMO Project Verified
- Animal welfare<sup>4</sup>

<sup>1</sup> Personal care products are Leaping Bunny Certified.

<sup>2</sup> Brand-specific standards go beyond the better-for-you food and personal care standards.

<sup>3</sup> Please see our [RSPO Annual Communication on Progress \(ACOP\)](#) reporting.

<sup>4</sup> Please see our [Animal Welfare policy](#) for Hain’s broiler chicken and cage free eggs commitments.



# PRODUCTS

## BETTER-FOR-YOU STANDARDS

Adopt and implement  
“better-for-you” product standards

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### 2023 PROGRESS

We further incorporated our better-for-you standards into our innovation process so that we always consider these standards, along with sustainable packaging, in the first stage of our innovation process. We plan to continue incorporating our better-for-you standards into existing product development processes and share updates on our journey to inspire healthier living through better-for-you brands.

### NEXT STEPS

Our better-for-you product standards were developed around avoiding certain types of ingredients, and we aim to evolve the standard by developing a company approach to adding positive attributes (like more fiber, protein, and critical vitamins and minerals) to continue inspiring and supporting healthier living for our consumers.

Our Hain Reimagined strategy focuses on growing consumer-centric brands. However, as consumer preferences evolve, we'll need to continuously assess the better-for-you and sustainable products' attributes that are important to our consumers.



# CASE STUDY

## EARTH'S BEST®: DEFINING GOOD FOOD

Earth's Best®, the number one toddler snack brand in the U.S., developed a new brand strategy that centers around the well-being of little ones called, [Good Food Made Fun™](#). The brand is developing several campaigns to foster joyful and wholesome eating experiences for children. This year, we began focusing on expanding the variety and diversity of ingredients and flavors in our products, informed by nutritionists' and pediatricians' guidelines for infants and toddlers. Our R&D team uses these guidelines to ensure that our offerings are nutritious and suitable for children's developmental stages and made from high-quality ingredients.

Diversity in ingredients and flavors is one way we create better-for-you products for little ones. Our products introduce new tastes and textures at the right developmental stages, using engaging and fun methods. This helps parents provide positive food experiences for their children, laying the foundation for a healthy relationship with food. We are excited to bring the Good Food Made Fun™ strategy to life with new products, including the new Earth's Best Organic® Immune Support yogurt smoothie, which combines the flavors of banana, orange and pineapple, while supporting better nutrition for toddlers.



# CASE STUDY

## LINDA McCARTNEY'S®: COOK SCHOOL PARTNERSHIP

Cook School is a UK not-for-profit organization helping children to interact with food through educational cooking experiences. To celebrate National Vegetarian Week Linda McCartney's® partnered with Cook School and sent out recipe boxes to two schools in every county in England, as well as schools across Scotland, Wales and Northern Ireland.

The Linda McCartney's® team worked with the Cook School and Mary McCartney to develop a delicious recipe, featuring one of our best-selling products - Linda McCartney's Vegetarian Meatballs - to create Mary McCartney's Veggie Lasagne. The schools received all the ingredients the children needed and a child-friendly recipe, so they could recreate the lasagne for themselves and take them home for their families to enjoy. This is just one way we are working with children to get excited about the food system and experience great tasting vegetarian products at home.



# CERTIFIED B CORPORATION

A [Certified B Corporation](#) (B Corp) is a certification for businesses that meet high standards of social and environmental performance, public transparency, and balance profit and purpose. As a part of building better-for-you brands, we're so excited to showcase two of our brands that have achieved and maintained B Corp certification status.

Ella's Kitchen®, the number one baby and kids brand in the UK, was one of the first businesses to certify as a B Corp in the UK in 2016. Since their latest B Corp re-certification in 2021, Ella's Kitchen® has increased its positive impact by 1) certifying as a Living Wage Employer 2) addressing nature and climate change impacts, and 3) launching a Diversity and Inclusion framework to promote and enable an inclusive culture. The team goes beyond traditional advocacy, using products, partnerships and campaigns to live its mission to help every little one grow up happy, healthy, and never hungry.

Cully & Sully®, the number one chilled soup brand in the UK, recertified as a B Corp in FY 2023 by doubling down on their dedication to 1) sustainable sourcing 2) employee well-being and 3) reducing their environmental footprint.

As a global team, we believe that it's important to align with third party standards that push our business towards achieving our purpose of Inspiring Healthier Living™ for people, communities and the planet, through better-for-you brands. We're excited to share that we are making strides to align our global business to the Certified B Corp framework to ensure we're having a holistic positive impact.



# PRODUCTS

## RECYCLING LABELING

Incorporate standardized recycling labeling during all packaging updates

### FY 2022

NA: We began incorporating the How2Recycle® tile into our packaging design process.

UK: Approximately 90% of our UK manufactured products have the On-Pack Recycling Label (OPRL®)

### FY 2023

NA & UK: Continue to incorporate standardized recycling labeling during all packaging updates

### YEAR

2025

### REGION

NA & UK

REVISED  
GOAL

## SUMMARY

We developed a goal to add standardized recycling labeling to all products so that consumers can access user-friendly information for disposal and recycling of packaging. Previously we were aiming to have recycling labeling on 100% of products. We update packaging designs according to business needs, which may not occur for all products by the target year. Therefore, we pivoted from a quantitative goal to an annual qualitative progress update to better align with the packaging design renovation for existing products.

In North America, we have continued incorporating the How2Recycle® standardized recycling labels on packaging in the U.S. and Canada. The UK team has been using the OPRL® tile to communicate the recyclability of the packaging we use and align with regulatory requirements. We will continue to add the labeling during packaging updates and redesigns to enable consumers to choose the right bins and meet regulatory requirements.

## NEXT STEPS

We will continue to empower consumers with accurate and user-friendly recycling labels while working to increase the recyclability of our packaging.





# PRODUCTS

## SUSTAINABLE PACKAGING

SUSTAINABLE PACKAGING GOALS	
RECYCLED CONTENT	<p>Achieve a minimum of 50% post-consumer recycled content for specific categories of rigid plastic packaging<sup>1</sup></p> <p>Achieve 100% recycled content for paper &amp; paperboard packaging</p> <p>Achieve a minimum of 50% recycled content for corrugated packaging</p>
CERTIFICATION	Achieve forest management certifications for all paperboard and corrugated packaging
PLASTICS	<p>100% of rigid plastics will be designed to be collected and recycled where we operate<sup>1</sup></p> <p>Design all flexible plastic packaging formats to reduce packaging weight and plastic material</p>
PREFERRED MATERIALS	Eliminate excess and non recyclable materials and grow our use of materials that are generally collected for recycling in the regions where we operate

### YEAR

2030

### REGION

Global

NEW GOALS

## ABOUT THE SUSTAINABLE PACKAGING STRATEGY

In FY 2021 we committed to set a sustainable packaging strategy by the end of CY 2023. During FY 2023, we convened a group of internal and external stakeholders around the world to help develop an ambitious but achievable global sustainable packaging strategy. Stakeholders included experts from our Procurement, Technical Services, R&D, and Impact functions who provided input on how we can improve our sustainable packaging efforts and how to align with the Hain Reimagined strategy. We are proud to share that we met this commitment by setting seven sustainable packaging goals. These goals are intended to make our products not only “better-for-you” in terms of consumption by consumers, but also to consider the full lifecycle of the product packaging, making them “better-for-us” collectively by reducing virgin packaging materials and designing for recyclability.

Improving the sustainability of our packaging is a continuous improvement journey. As materials, technology, and recovery infrastructure improves, we will actively seek ways to improve the environmental performance of our packaging for our products and our consumers. Our new goals are a significant step on this journey.

<sup>1</sup> Except for specific rigid formats that would compromise product performance

# PRODUCTS

## SUSTAINABLE PACKAGING

### SUMMARY

Following the launch of our global sustainability packaging strategy, we've integrated our packaging goals into business processes, including procurement and packaging engineering, to enhance decision-making and minimize our carbon footprint. We improved packaging data collection to understand the biggest opportunities for improvement based on the materials we use. In FY 2023 brands like Natumi® non-dairy beverages, Spectrum® oils, Celestial Seasonings® teas, and Ella's Kitchen® baby and toddler food made significant advancements in sustainable packaging, as detailed in the following case studies.

### NEXT STEPS

Next year, we're focused on integrating our sustainable packaging strategy across all of our brands. We will continue to improve packaging data collection to make better decisions and align product packaging with customer, consumer, and regulatory requirements.

The sustainable packaging landscape is complex because there are no standard criteria for "sustainable packaging" and sustainability preferences can differ by customer and by country. We face tradeoffs when reducing plastic use, opting for a lower carbon footprint, or enhancing recyclability. Our goal is to ensure the safety and quality of our products and enable consumers to make responsible choices, while prioritizing a healthier planet. We are collaborating with industry experts to guide our packaging decisions and consider the latest advancements in packaging technology.

#### GREEN LIST MATERIALS ARE PREFERRED AND INCLUDE

Glass with recycled content

Rigid polyethylene terephthalate (PET) with recycled content

Paperboard with recycled content

High density polyethylene (HDPE) with recycled content

#### RED LIST MATERIALS WE AIM TO AVOID

Non-recyclable or colored rigid PET

Polyvinyl chloride (PVC)

Polystyrene (PS)

Non-recyclable labels and closures

# CASE STUDY

## NATUMI® NON-DAIRY BEVERAGE

In Europe, the Natumi® team updated non-dairy beverage packaging by attaching tethered caps to the cartons to meet EU regulatory guidelines for increasing recyclability. Adding tethered caps was not easy as it required new manufacturing equipment. This is just one example of how Hain quickly adapts to emerging packaging requirements to make it easier for consumers to recycle our packaging.



# CASE STUDY

## JĀSÖN® & AVALON ORGANICS® PERSONAL CARE

Hain transitioned its JĀSÖN® and Avalon Organics® plastic bottles to 100% post-consumer recycled content. This is just one example of how our packaging team is working to reduce the use of virgin materials across our portfolio. Across all our personal care brands we are transitioning from virgin plastic bottles to recycled content, where feasible.





## CASE STUDY

### ELLA'S KITCHEN®

Ella's Kitchen® launched its first mono-material pouch, "The Green One™", which can be processed in the UK's curbside recycling system. Ella's Kitchen® aims to transition nearly 75% of its non-recyclable pouches to mono-material in order to be fully recyclable at curbside by the end of 2024, which will also reduce its packaging carbon footprint. Ella's Kitchen® has been a driving force in ensuring that flexible packaging can be recycled in the UK, working with the Flexible Plastic Fund and Flexible Packaging Consortium to advance flexible recycling in the UK.



## CASE STUDY

### CELESTIAL SEASONINGS®

Celestial Seasonings®, the number one herbal bagged tea, began removing the plastic overwrap on tea cartons to reduce packaging waste and support our plan to design for recyclability. The team continues to innovate and explore sustainable tea packaging concepts looking towards a fully recyclable tea packaging format in the future.





# HEALTHIER PEOPLE

Our commitment to Healthier People is intended to create a positive impact in the lives of our employees, consumers, and local communities.



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# GOALS SNAPSHOT



TOPIC	GOAL	YEAR (CY)	FY 2022	FY 2023	REGION
DEI (REVISED)	Increase female representation for Manager positions and above globally, increase diverse representation for Manager positions and above in the U.S., reporting progress annually <sup>1</sup>	Annual	Talent identifying as female: 38%; Diverse talent (US): 21%	Talent identifying as female: 43%; Diverse talent (US): 21%	Global; U.S.
	Adopt a global volunteering program, offer paid time off for all employees	2022   2025 <sup>2</sup>	VTO policy adopted for North America & UK employees	Goal extended	Global
COMMUNITY IMPACT (REVISED)	Ensure food and personal care products that are fit to use go to someone in need, reporting progress annually	2025	2.4M pounds donated	2.8M pounds donated	Global

<sup>1</sup> Diverse representation encompasses underrepresented racial and ethnic groups, as detailed in our EEO-1 report.

<sup>2</sup> The volunteering goal was set for 2022 and was extended to 2025.

# PEOPLE DEI

Increase female representation for Manager positions and above globally, increase diverse representation for Manager positions and above in the U.S., reporting progress annually

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## FY 2022

Talent identifying as female: 38%;  
Diverse talent (US): 21%

## FY 2023

Talent identifying as female: 43%;  
Diverse talent (US): 21%

## YEAR

Annual

## REGION

Global, U.S.

**GOAL  
REVISED**

## SUMMARY

Last year we reported percentage of staff identifying as female and diverse talent in leadership positions. We amended this goal to better describe the positions that we consider part of the leadership pipeline, helping us more accurately track progress towards our goal. In the U.S., diverse representation includes underrepresented racial and ethnic groups as detailed in our EEO-1 report. We are committed to providing hiring managers with a diverse slate of candidates, and have invested in job boards serving underrepresented groups via WorkplaceDiversity.com and NextUp Executive Women's Network. These efforts have yielded significant increases in both candidate slate and new hire statistics. In addition, we leverage our regional employee resource groups and Diversity and Inclusion Council to heighten DEI awareness and transparency.

## NEXT STEPS

We are proud of the progress we've made but know we have more work to do on growing a global DEI strategy to develop and retain a more diverse workforce. We are working to expand our DEI strategy to reflect our new global operating model so that we can ensure continued progress towards this goal.





# EMPLOYEE RESOURCE GROUPS

## FOSTERING INCLUSION

Our Employee Resource Groups (ERGs) provide a place for employees to connect, driving our culture of inclusion and belonging. Our ERGs include: the Women's Leadership Network; a hispanic and Latin American ERG called *HOLA*; an ERG that celebrates black and brown culture named *Hain BNB*; a Jewish Cultural ERG titled *Shalom Hain*; an LGBTQIA+ ERG called *Love, Hain* and an Impact ERG named *Healthier Way Committee*.

We focus on mental health and wellbeing through our Mental Illness and Neurodivergent ERG called *MINDs*, a Mental Health First Aiders Group, a Wellbeing Forum and a Men's Mental Health Group.

Our ERGs also provide a place for employees who are navigating different life-stages to connect and support one another. These include a Menopause Women's Group, a Parent and Guardian Network, and the Empty Nesters group.



# CASE STUDY

## FOSTERING INCLUSION THROUGH LOVE

At Hain, we actively work to foster a company culture of inclusion, including with our *Love, Hain* LGBTQIA+ ERG. This initiative, which began with four North American employees in May 2023, has grown into a meaningful platform for raising awareness about LGBTQIA+ issues.

Despite being established as an ERG by employees in North America, *Love, Hain* became the Company's first global ERG when UK team members were eager to join. *Love, Hain* members organized Pride month activities, including informative lunch and learn events and open drop-in sessions, helping to spread understanding and support.

Today, *Love, Hain* is a highly engaged global ERG that meets monthly to share ideas and experiences. It's a welcoming space where diverse perspectives are valued, and everyone can contribute.

The development of *Love, Hain* is a clear reflection of our commitment to an inclusive workplace culture. It's about fostering connections, respecting diversity, and nurturing a supportive environment. This group is not just an ERG; it's a vital part of how we're embodying our dedication to inclusivity at Hain.



# PEOPLE COMMUNITY IMPACT

Adopt a global volunteering time off (VTO) program for all employees

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FY 2022

FY 2023

YEAR

REGION

GOAL  
EXTENDED

VTO program for NA  
& UK employees

Goal partially met

2022 | 2025

Global, U.S.

## SUMMARY

Hain is proud to offer paid volunteering time off to salaried employees in North America and the UK. We have also strengthened our charity partnerships with FareShare, Spread a Smile and Feed the Children to offer meaningful in-person volunteer opportunities. We extended the timeline for this goal from 2022 to 2025 so that we can offer this benefit to the remainder of our employees, taking into account local labor guidelines and existing charity partnerships.

We are dedicated to nurturing a culture of volunteering within our organization and have been thrilled by the enthusiasm our employees have shown for these opportunities during team meetings and holiday gatherings.

## NEXT STEPS

Our employees organized several volunteering events in 2023. To build on this momentum, we plan to embrace our flexible 'hub and spoke' model, aiming to provide an increased number of hyper-local and virtual volunteering opportunities. This initiative is particularly geared towards accommodating our remote workforce, ensuring that all employees, regardless of their location, have the chance to contribute to meaningful causes.

We expect to continue extending our volunteering policy to more employees globally.





# CASE STUDY

## VOLUNTEERING WITH LOCAL CHARITIES

During Hain's Regulatory Team Summit, an in-person meeting for teams from Regulatory, Quality and Legal, employees volunteered at the 'Healthy Harvest Farm & Giving Gardens' of the Island Harvest Food Bank in Long Island, New York. The two acres of land are used as a learning model, while also providing increased access to healthy produce for more than 300,000 Long Islanders who are affected by hunger and poverty. Hain employees harvested, packaged, and labeled 100 pounds of products in four hours. The freshly packaged produce was distributed to the local community.

Employees from Hain's Black and Brown (BnB) Employee Resource Group organized a volunteering event at the Moriah City Food Pantry in Long Island, New York before the Thanksgiving holiday. The team packed produce to be distributed to local community members experiencing food insecurity and were able to come together as a group to demonstrate their passion for volunteering.

Hartley's, our leading UK jams and jelly, and [Spread a Smile](#), a charity for seriously and terminally ill children, have formed a notable partnership. Hartley's has generously donated £50,000 and, in a further show of support, their UK Marketing team contributed over 100 toys. These employees also volunteered to personally pack these toys, highlighting their commitment to making a meaningful difference in the children's lives.

These are just three examples of how our teams took advantage of our volunteering time off benefit to increase our positive impact in our local communities during FY 2023.





# PEOPLE COMMUNITY IMPACT

Ensure food and personal care products that are fit to use go to someone in need, reporting progress annually

**FY 2022**

2.4M Lbs

**FY 2023**

2.8M Lbs

**YEAR**

2025

**REGION**

Global

**GOAL  
REVISED**

## SUMMARY

We've continued to track and manage food waste for our finished goods. Committed to making a positive impact in our communities, we ensure that products that are not suitable for regular sale are either sold at a discount or donated.

We revised this goal to reflect the yearly variations in the volume of our donations, which are influenced by production volumes and advancements in business processes. Still, our dedication to creating a positive community impact remains unwavering. Our team continues to leverage partnerships to ensure the efficient distribution of products to those in need.

## NEXT STEPS

We are proud of our efforts thus far and we will continue to track our product donations and engage with our charity partners to ensure that all usable products benefit those in need.



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# EMERGING ENVIRONMENTAL ISSUES

## WATER



While we have direct control over water use in owned manufacturing, we recognize that much of the water impact of our products occurs in the agricultural production of our ingredients. This year we began developing a process in North America using the WRI Aqueduct database to identify food ingredients sourced from very high water risk regions. Next we will expand this process to additional suppliers to assess supply chain water risk.

## DEFORESTATION



This year, we began to review key ingredients for deforestation risk. We incorporated deforestation criteria into our sustainable packaging strategy, prioritizing certifications (including SFI and FSC) that will enable us to trace our paperboard, corrugate and other paper-based materials to the source to track and prevent land conversion.

We continued to trace palm oil ingredients globally and are working to develop a plan to increase our uptake of RSPO physical supply chain certified sources.

We source certified palm oil and paper to reduce deforestation risk but we know we have more work to do to assess additional ingredients with deforestation risk.

## BIODIVERSITY



We know that protecting biodiversity is key to a healthier planet and we are exploring opportunities to incorporate this into our procurement and supply chain initiatives in the future.

# CLOSING THOUGHTS

This report reflects our commitment to driving change and making continuous improvement through the passion and efforts of our employees worldwide. Our team is working together every day to lean into our purpose of inspiring healthier living for people, communities, and the planet through our better-for-you brands. While our progress is not linear, we are committed to striving for positive impact as a standard business practice and we are pleased with our accomplishments this year and the foundation we have established for our future:

- **Establishing validated science-based emissions targets:** We have taken a step toward mitigating our climate change impacts by receiving validation of our science-based targets, guiding our emissions reduction efforts and helping us to support a Healthier Planet.
- **Launching a sustainable packaging strategy:** We developed a global packaging strategy focused on reducing use of virgin materials, reducing packaging waste, and increasing recyclability for a Healthier Planet. We are proud of the effort of our cross-functional global team and our ability to learn from employees across our business.
- **Continuing our commitment on DEI:** Diversity, Equity & Inclusion are fundamental to our culture. As part of our values, we committed to fostering inclusion and creating an environment where everyone feels welcome, respected and valued.
- **Deepening localized impacts through volunteering:** Our commitment to local communities is a cornerstone of our purpose. Through volunteering and community engagement, we are strengthening our local impact and creating positive change where it matters most.
- **Revising our goals to ensure transparency:** We revised some of our goals to provide additional clarity and refinement around how we will measure progress. These goals reflect our learnings over the last couple of years, as we continue to reshape our thinking and assess our progress holistically.

The path to a more sustainable and responsible future is an ongoing journey, and we are dedicated to finding innovative ways to create change and have a positive impact.

We extend our sincere gratitude to all our stakeholders, partners, and employees for their continued support and engagement. Together, we will continue to shape a better, more sustainable world and build on the progress we've achieved in 2023.

Thank you for being part of the Hain Celestial journey towards a brighter future.

Sincerely,



Kristy Meringolo  
Chief Legal and Corporate Affairs Officer  
The Hain Celestial Group, Inc.





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Inspiring Healthier Living™

# ESG METRICS

KEY



HEALTHIER PLANET METRICS THAT  
ALIGN WITH IMPACT GOALS



ISSUE	METRIC	SCOPE	FY 2022	FY 2023
GHG Emissions	● Scope 1 GHG Emissions	Global	47,468 tCO <sub>2</sub> e	35,941 tCO <sub>2</sub> e
	● Scope 2 GHG Emissions (Location-based)	Global	22,425 tCO <sub>2</sub> e	14,792 tCO <sub>2</sub> e
	● Scope 2 GHG Emissions (Market-based)	Global	18,659 tCO <sub>2</sub> e	7,680 tCO <sub>2</sub> e
	● Scope 3 GHG Emissions	Global	Pending rebaseline <sup>1</sup>	868,212 tCO <sub>2</sub> e
Renewable Electricity	● Percentage of renewable electricity for Hain operated manufacturing facilities	Global	54% <sup>2</sup>	65%
Zero Waste	● Number of Hain operated manufacturing facilities that are nearly zero waste to landfill	Global	7 of 14 <sup>3</sup>	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

<sup>1</sup> 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.

<sup>2,3</sup> This figure has been restated following a review of the calculation methodology.

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# ESG METRICS

KEY



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% <sup>4</sup>
	● Percentage of products with meat and poultry ingredients that meet the Global Animal Partnership standard or an equivalent documented animal welfare standard <sup>5</sup>	North America	70%	75%
	● Total volume of palm sourced (calendar year) <sup>6</sup>	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 <sup>6</sup>	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%

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

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

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

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# ESG METRICS

KEY



HEALTHIER PEOPLE METRICS THAT  
ALIGN WITH IMPACT GOALS



ISSUE	METRIC	SCOPE	FY 2022	FY 2023
Occupational Health and Safety <sup>7</sup>	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 <sup>8</sup>	Global	0%	0%
	Percentage of Directors on the Board that identify as female <sup>9</sup>	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

<sup>7</sup> TRIR and LTIR are per 100 full-time employees.

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

<sup>9</sup> Directors on the Board as of January 2024.

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# HAIN CELESTIAL SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE



Topic	Accounting Metric	SASB Code	Coverage	FY 2023	Additional Context and Report Reference
Energy & Fleet Fuel Management	(1) Total energy consumed, (2) Percentage grid electricity, (3) percentage renewable	FB-PF-130a.1	Global	(1) 895,674 GJ (2) 23% (3) 14%	
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in High or Extremely High Baseline Water Stress	FB-PF140a.1	Global	(1) 1,294,148 cubic meters (2) 4%	Water withdrawals for Hain operated manufacturing facilities
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	Global	See p. 42	
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	Global	0%	Hain Celestial is responsible for marketing two baby brands, Earth's Best® and Ella's Kitchen®. Brand advertising and communications are directed 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	—	76% of North American food products sold in 2023 were promoted as non-GMO
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	FB-PF-270a.4	Global	—	See the Legal Proceedings section of our most recent Annual Report on Form 10-K

# HAİN CELESTIAL SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE



Topic	Accounting Metric	SASB Code	Coverage	FY 2023	Additional Context and Report Reference
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	North America	(1) 3.8 (2) 100%	See p. 33 of the 2021 ESG Report
	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 p. 33 of the 2021 ESG Report for information on our GFSI program
	(1) Total number of notices of food safety violation received, (2) Percentage food safety violations corrected	FB-PF-250a.3	Global	0	
	(1) Number of recalls issued and (2) Total amount of food product recalled	FB-PF-250a.4	Global	(1) 1 (2) 3,156 units	
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	Global	See pp. 24 to 27	



# HAIN CELESTIAL SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE



Topic	Accounting Metric	SASB Code	Coverage	FY 2023	Additional Context and Report Reference
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	FB-PF-410a.1	Global	—	See pp. 29 to 33
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF410a.2	Global	See sustainable packaging goal progress on pp. 29 to 33	
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standard, and percentages by standard	FB-PF-430a.1	Global	29% of food products are certified organic	
Activity Metrics	Weight of products sold	FB-PF-000.A	Global	404,979 metric tons	
	Number of Hain operated manufacturing facilities	FB-PF-000.B	Global	14	



## 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.