



Impact Report





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Introduction

Hain Celestial's 2024 Global Impact Report is a reflection of the progress and achievements we've made on our journey toward inspiring healthier living for people, communities, and the planet through our better-for-you brands.

This past year has been both inspiring and humbling. As part of our business strategy, we have taken significant steps toward becoming a fully integrated global enterprise. We have also refined our sustainability standards, tracking evolving global regulations and ensuring that our actions remain transparent, measurable, and impactful. These milestones mark essential progress in holding ourselves accountable to the high expectations set by our consumers, customers, communities, shareholders, and our #OneHainTeam around the world.

Through this report, you'll see examples of how our team and our brands are making a difference – from advancing sustainable packaging solutions to championing nature, to supporting our global decarbonization efforts in alignment with our science-based targets. While we are proud of these successes, we recognize that we have more work to do.

That's why this year we took a defining step in setting out what "Better-For-You" means to us as an organization. "Better-For-You" is about more than delivering exceptional taste and efficacy through our products – it's about building brands that positively impact people, communities, and the planet. We are incredibly proud of our journey so far. Together with our customers, partners and stakeholders, we will deliver even more positive **little nudges today for a happier and healthier tomorrow.**

Thank you for your trust, support, and partnership on this journey. While we celebrate what we've accomplished, we remain energized by the opportunities ahead. Together, let's continue to drive meaningful, positive change for generations to come.





About Hain Celestial

The Hain Celestial Group is a leading global health and wellness company whose purpose is to inspire healthier living for people, communities, and the planet through our better-for-you brands. Founded in 1993 and headquartered in Hoboken, NJ, we've spent more than 30 years focusing on nutrition and well-being that positively impact today and help shape a healthier tomorrow.

Our wide range of products – spanning snacks, baby & kids, beverages, meal preparation, and personal care – are marketed and sold in **over 70 countries**, bringing trusted, purpose-driven choices to consumers worldwide.





Purpose

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



Mission

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



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.



Our Strategy

Our global strategy aims to foster long-term sustainable growth and provide attractive returns for our shareholders. FY24 marked a pivotal year advancing our efforts to focus, fuel, build and grow the business around five global platforms: Snacks, Baby & Kids, Beverages, Meal Prep, and Personal Care – in five core markets: the U.S., Canada, UK, Ireland, and Western Europe.

Through our strategy, we are fostering a performance-driven culture rooted in our purpose and values to Grow our People, Grow our Brands, Grow our Business, and Grow our Impact. We believe that impact is synonymous with good business and is a powerful driver of sustainable growth. We are sharpening our approach to ensure we are creating a foundation for growth that is not only strategic but also thoughtful and responsible, and increases our resiliency in an increasingly volatile world.



Grow
our
people



Grow
our
brands



Grow
our
business



Grow
our
impact



Partnerships & industry organizations

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

North America



International



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



Impact reporting context

Our FY24 report marks a period of pivotal transformation for both our business and our impact initiatives. This year we focused on defining our “Better-For-You” framework, strengthened our readiness to meet evolving regulatory reporting requirements, and restructured our Impact Team to set ourselves up for long-term success. This has been a year of strategic preparation, setting the stage for meaningful and sustained impact in the years ahead.

Reporting Boundaries & Standards

Annually, we conduct a Greenhouse Gas Emission Inventory to measure and manage greenhouse gas (GHG) emissions across all areas of the business. This measurement is aligned to our company’s 2024 Fiscal Year – July 1, 2023, to June 30, 2024 – which is reflected in this Impact Report. We assess our emissions across scope 1, 2, and 3, covering everything from direct operations to our supply chain in alignment with the Greenhouse Gas (GHG) Protocol. During FY24 we completed our scope 1 and 2 GHG inventory using our newly onboarded [Watershed](#) and [Arcadia](#) platforms and performed our scope 3 inventory with the support of outside consultants. We review and update our measurement methodologies on a regular basis to stay aligned with best practices, supporting our annual public emissions reporting and progress toward our reduction goals. This commitment helps Hain Celestial make meaningful strides toward our impact.

Impact Reporting Framework

At Hain Celestial, we are dedicated to sharing our progress openly and aligning with trusted reporting standards. Since we began reporting, we have focused on addressing the most important environmental, social, and governance issues to drive impact. Our annual reports track our progress toward our goals and provide examples that show how we bring these efforts to life, keeping our stakeholders informed and engaged.

The FY24 Impact Report introduces new and evolved metrics as our data continues to mature. As our global data management systems improve, we are continuously reassessing our greenhouse gas accounting strategy in line with GHG Protocol guidance and looking for areas to improve data precision. This year we chose to complete a re-baselining of our FY22 greenhouse gas footprint after we identified multiple areas where improved data quality and granularity was available. This re-baselining has shown strong indication of reductions against our FY22 base year and progress towards our science-based target commitments of reducing

absolute scope 1 and 2 GHG emissions 42% and scope 3 GHG emissions 25% by 2030 from a FY22 base year. While early results appear promising, we will be working to conduct further evaluations on the accuracy of key FY22 data sources, notably purchased goods & services for our EU and UK business units.

Our reporting continues to follow leading frameworks, including the Sustainability Accounting Standards Board (SASB) standards for the Processed Foods and Household & Personal Products sectors, as well as the B Impact Assessment from B Lab.

Looking ahead, we remain committed to evolving our reporting and impact strategy in line with emerging standards and best practices. In FY25, we will collaborate with external experts to review our strategy and deepen our understanding of our business’s impact on the environment and society, as well as how external environmental, social and governance factors influence our operations.

The Corporate Sustainability Reporting Directive (CSRD) presents new requirements, and while its full implications for our business are not yet clear, we recognize its significance and will continue to monitor developments closely. As we gain greater clarity, we will assess how best to integrate relevant aspects into our program to enhance transparency, accountability, and sustainability.

The insights gained from this process will guide our strategic decisions, helping us prioritize the most significant issues and take informed action to help increase our business resiliency and reduce risk. By maintaining a flexible and forward-looking approach, we can continue to adapt to the evolving sustainability landscape while meeting regulatory requirements and stakeholder expectations.



Governance

At Hain Celestial, we are committed to a governance structure that ensures responsible, ethical decision-making across all levels of our organization. Our governance strategy is continuously evolving and underscores the importance of strong leadership, transparency, and accountability as we work toward our Impact goals.



Our Board & Impact

The Nominating and Governance Committee oversees the Company's global Impact strategy on behalf of the Board of Directors, including evaluating the effects of Company practices on its employees, consumers, customers and other key stakeholders. The Nominating and Governance Committee presents Impact-related recommendations to the overall Board for its consideration. The Nominating and Governance Committee is actively involved in monitoring the execution of our Impact strategy and conducts quarterly working sessions to review and provide input into Impact plans, goals, and strategies for our business. Impact is regularly a part of the agenda at meetings of the Nominating and Governance Committee, with a focus on the progress the Company has made towards its goals.



Global Code of Conduct

At Hain, we are committed to ethical leadership. This year, Hain Celestial published a new [Global Code of Conduct](#) that translates our mission, vision, and values into actionable guidelines which promote a culture of responsibility, ethical decision-making, and compliance across our global organization. The Code addresses relevant workplace concerns, including guidelines for avoiding impact-related risks, like greenwashing, ensuring our team members understand how their actions align with our commitment to better-for-you products and beyond. Our Code of Conduct serves as a guiding document, empowering team members to make responsible decisions and seek appropriate guidance whenever needed. With the support of our Board, leadership team, and every member of Hain, we can be the stewards of sustainable growth and long-lasting impact.



Growing our impact team

In FY24, we proudly welcomed Chris Jenkins to the Global Impact Team as our new Global Head of Impact. With more than a decade of experience leading sustainability at certified B Corp, Ella’s Kitchen®, Jenkins brings a proven track record of success and a passion for building purpose-driven brands that deliver positive environmental and social impact. Under his leadership, the Impact Team is focusing on driving meaningful change by bringing our better-for-you brands to life and empowering our global portfolio to implement our ambitious framework. This focus positions us to grow our impact while supporting the delivery of our strategy, ensuring we create even greater value and purpose across our organization.

As a cohesive group, Hain’s Impact Team is dedicated to working cross-functionally to ensure we have the resources needed to drive impact at every stage over our value chain – from procurement to supply chain, to manufacturing and beyond. Through this transformation, we have defined clear focus areas within the Impact Team to make meaningful progress in the future:

Our Brands + Responsible Sourcing

Collaborating with R&D and brand leaders to enhance packaging, prioritize sustainable ingredient sourcing and procurement strategies, build impactful partnerships, and support the overall better-for-you attributes of our products.

Global Operations

Working with Operations, Manufacturing, and Warehouse teams to advance decarbonization initiatives, improve water and waste management, reduce food waste and implement best practices across our global operations.

Data, Systems, & Reporting

Precisely measure impactful outcomes to guide Hain’s impact strategy and ensure compliance with evolving regulatory requirements.

With each team member bringing a unique focus, we’re set to make impactful strides as we continue building purpose-driven brands that support people, communities, and the planet.



Healthier Products

BETTER FOR you

Created our "Better-For-You" framework.

84 metric tons of plastic avoided

annually¹ through redesign of UK's Hartley's® jelly pots (UK).

165,000 lbs of plastic avoided

annually² through removal of Celestial Seasonings® carton overwrap.

2 Certified B Corps

in Hain's global family of brands.



Healthier Planet

B

CDP Climate Score

our highest score since we began reporting in 2016

81% of food waste diverted from landfill

via donations and liquidation in North America.

66% of renewable electricity procured

for Hain operated facilities globally.

Healthier People



First world-class incident rating

with Total Recordable Incident Rate below 1.00 for workplace safety globally.



1.8m lbs of donations globally

of food and personal care products to support people and local communities.

HIGHLIGHTS

FY2024 Global Impact



Healthier Products



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- A Manifesto for Change** →
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- Progress Toward Better-For-You** →
- Sustainable Packaging** →
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- Leaping Bunny Certification** →

Issue	Goal	Year (CY)	Scope	FY2024	FY2023
Products	Adopt and implement "Better-For-You" product framework.	2025	Global	Defined Hain BFY Framework	New Goal
Packaging: Labeling	Incorporate standardized recycling labeling during all packaging updates.	2025	North America, UK	NA: Complete UK: In Progress	Incorporated standardized recycling labeling (How2Recycle® and OPRL®) for all packaging updates
Packaging: Recycled Content	Achieve a minimum of 50% post-consumer recycled content for specific categories of rigid plastic packaging.	2030	Global	In Progress	New Goal
	Achieve 100% recycled content for paper & paperboard packaging.				
	Achieve a minimum of 50% recycled content for corrugated packaging.				
Packaging: Certification	Achieve a forest management certification for all paperboard and corrugated packaging.	2030	Global	In Progress	New Goal
Packaging: Plastics	100% of rigid plastics will be designed to be collected and recycled where we operate. ¹	2030	Global	In Progress	New Goal
	Design all flexible plastic packaging formats to reduce packaging weight and plastic material.				
Packaging: 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.	2030	Global	In Progress	New Goal

¹Except for specific rigid formats that would compromise product performance.



Defining Better-For-You at Hain Celestial



At Hain Celestial, our purpose is clear:
**To inspire healthier living for people, communities,
and the planet through better-for-you brands.**

For over 30 years, Hain Celestial has been a global leader in organic, natural, and better-for-you products. As the leader in this space, we recognize our responsibility to not only maintain our leadership but to continue evolving, adapting, and championing better-for-you for the future. To support this ambition, in FY24 we took a significant step forward by defining what “better-for-you” means for us as a business.

This newly developed framework will provide clear direction for our global brands, ensuring the creation of products that go beyond functional benefits. While we developed the language and ethos for the Better-For-You framework in FY24, we recognize that full adoption across our global organization will take time. Our focus will now shift towards educating and empowering our brands to begin implementing this framework in FY25.

Our intention is to build brands that not only fulfill consumer needs but also forge deeper, emotional connections. Simultaneously, we’re committed to delivering collective benefits by supporting healthier lifestyles, minimizing our impact on the planet, and addressing critical social and environmental challenges.





A manifesto for change...

At Hain Celestial, we envision a world where every choice, every action, and every decision contribute to a happier, healthier tomorrow.

Rooted in the belief that small, positive nudges today can lead to profound impacts tomorrow, our Better-For-You framework aspires to cultivate a culture of continuous progress, driving well-being and sustainability for our team members, partners, and consumers.

We understand that meaningful change doesn't always follow grand gestures; rather, it takes shape from the cumulative effect of small, purposeful actions.

We will always strive to make each choice better than the last.

True well-being goes beyond physical health, encompassing mental, emotional, social, and environmental wellness. We are committed to creating products that not only provide functional benefits but also bring moments of joy for our consumers and are kind to our planet.

Our framework acknowledges the interconnectedness of all aspects of well-being and offers direction and guardrails to ensure continuous progress.



Moments of Joy

Food should delight, and personal care should feel like self-care. Our products will be crafted to deliver emotional benefits alongside functional ones – whether through incredible taste or superior performance. By making healthier choices enjoyable and effective, we inspire consumers to embrace positive changes without compromise.



More of the Good Stuff

We will strive for “positive nutrition” – prioritizing nutrient-dense ingredients to create products that enhance health and well-being. This includes working to increase protein, whole grains, and fiber where practical while reducing sodium, added/free sugars, and saturated fats. We embrace diversity, transparency, and simplicity, working to ensure our ingredients are recognizable as possible.



Better for Everyone

We're committed to helping build a future where everyone can thrive. This means ensuring equitable access to nutritious foods and personal care, empowering the communities that produce our ingredients, and reducing our impact on the environment through responsible sourcing, sustainable packaging, and waste reduction. Through our actions, we aim to be a leader in ethical business practices, demonstrating that better business can lead to a better world for everyone.



What's next?

We know that applying our Better-For-You framework across our brands is a journey that will take time. While our products already deliver great value to consumers, we recognize that addressing the health, social, and environmental challenges we all face, requires businesses to keep evolving and striving to be better. During FY25, we will focus on integrating these principles into our brands and projects as part of our strategy, delivering **positive little nudges today for a happier and healthier tomorrow.**





Progress toward Better-For-You



ADVANCING ORGANIC PRACTICES

Since introducing the first blue corn tortilla chip made from organic corn in 1971, Garden of Eatin'® has been a pioneer in organic food. This year, the brand built on its 50-year legacy by committing to transition their core tortilla chip range to fully organic, enhancing its signature recipe with USDA-certified organic oil. By the end of 2025, every chip in the range will be crafted with organic, non-GMO ingredients, using organic corn harvested by our farming partners.

The Garden of Eatin'® brand believes that nature's best treasures are waiting to be discovered and enjoyed. By choosing USDA Organic certification, we unlock the true potential of those treasures, ensuring that every ingredient is grown without synthetic pesticides, fertilizers, or genetic engineering, preserving the health of the land, safeguarding water quality, and supporting biodiversity.

This commitment to organic practices allows us to craft snacks that are not only delicious but also in harmony with the planet, ensuring that every chip is both a celebration of nature's treasures and a choice that's Better for Everyone.



SIMPLIFYING FORMULATIONS

In FY24, Joya® continued its tradition of delivering better-for-you products, developing two new offerings: Joya® PUR™ Oat and Joya® PUR™ Almond, which will be available from January 2025. These beverages feature only three carefully selected ingredients: a pure base (oats or almonds), water, and a pinch of salt.

Our Joya® non-dairy beverage brand is committed to giving consumers delicious, nourishing products made without unnecessary artificial additives. By simplifying our formulations, every sip of Joya® PUR™ Oat and Joya® PUR™ Almond delivers More of the Good Stuff, reflecting the brand's ongoing commitment to creating simple, wholesome beverages that support a healthier lifestyle and align with clean label principles, all without compromising on taste.





Progress toward Better-For-You



NUDGING UP FRUIT CONTENT

Hartley's® introduced “More Fruit, Less Sugar,” a new product range designed to nudge up fruit content while nudging down sugar. With 30% less sugar than our standard product, Hartley's® “More Fruit, Less Sugar” provides a better-for-you option for families to share at breakfast, giving them More of the Good Stuff – more fruit and less sugar. By prioritizing fruit as a star ingredient, Hartley's® continues to deliver the high-quality, delicious taste it's known for, while offering a more nutritious alternative.



NUDGING DOWN FAT CONTENT AND IMPROVING TASTE

The Greek Gods® yogurt brand took a step towards furthering their commitment to bringing moments of joy by reformulating their honey-flavored yogurt products to reduce fat per 170g serving by 1g. By maintaining its rich and creamy texture while lowering the fat content, The Greek Gods® yogurt continues to deliver the delicious taste it's known for, now with added benefits.

This better-for-you Greek style yogurt contains 7 grams of protein, 7 live and active cultures, and no artificial flavors. The reformulation has been well-received by consumers, who appreciate the balance of bringing moments of joy with delicious flavor while nudging down the fat, making it a win for those seeking a better-for-you option to incorporate into their daily diet. This brand remains dedicated to providing high-quality, wholesome products that support a healthier lifestyle.





Sustainable packaging

In FY23, we successfully developed a comprehensive Sustainable Packaging Strategy with clear goals aimed at reducing excess and virgin packaging materials, enhancing recyclability, expanding recyclability labeling, supporting sustainable forestry and making our products better for both consumers and the planet.

As a global organization, we recognize the critical role we play in addressing the environmental challenges posed by packaging waste. Packaging is not just a functional element – it’s a key touchpoint with consumers, a contributor to environmental sustainability, and an area of increasing regulatory and societal review.

In FY24, we embarked on a pivotal new phase: Integrating our Sustainable Packaging Strategy across all our brands globally. This phase focuses on:

1 **Improving Data Collection:** Enhancing packaging data systems to enable more detailed goal tracking and informed decision-making.

2 **Meeting Consumer and Regulatory Expectations:** Aligning packaging formats with evolving consumer demands for sustainable choices while adhering to global regulations that prioritize recyclability and waste reduction.

3 **Navigating a Complex Global Landscape:** Responding to regional variations in recycling infrastructure, material availability, and packaging standards to create formats that work for diverse markets.



What's next?

While we've made strides across many of our global brands, much work remains. As we move forward, we will continue to focus on delivering our Sustainable Packaging Strategy worldwide. In FY24, we made substantial progress in understanding our current packaging baseline, particularly in North America, and we will further develop robust global reporting to better understand and manage the outcomes of our strategy. By embedding sustainability into our packaging design and decision-making processes, we aim to prioritize a healthier planet and reinforce our leadership in sustainability innovation.

We're excited to highlight some of the progress a few of our global brands made this year, showcasing tangible steps toward our packaging commitments:



PLASTIC PACKAGING REDUCTION

In FY24, Hartley's® advanced its sustainable packaging goals by **eliminating more than 214 metric tons of plastic** from a selection of its products. The brand reintroduced its jelly pots and 10Cal in thinner plastic containers, **eliminating more than 84 metric tons of plastic waste annually***. Additionally, Hartley's® transitioned from plastic shrink-wrap to cardboard sleeves for its Kids and 10Cal multipacks, **removing more than 130 metric tons of plastic annually***. This change not only made the packaging more recyclable but also enhanced the product's shelf presence for consumers. With a history spanning more than 140 years, Hartley's® remains dedicated to sustainability, ensuring that future generations can enjoy their beloved jams and jellies while caring for the planet.

*Based on Hartley's FY24 sales volume.





Wins award for overwrap removal

Throughout FY24 our Celestial Seasonings® tea brand continued the rollout of tea cartons without plastic overwrap packaging. Elimination of the plastic overwrap is estimated to reduce up to 165,000 pounds of plastic waste from landfills annually. In recognition of their commitment to sustainable packaging, Celestial Seasonings® was honored in Beverage Industry Magazine's annual Best Packages of the Year collection.

*Based on Celestial Seasonings worldwide shipment volume in calendar year 2023.

Taste the magic in
over 90 tea blends



Transitioning to curbside recyclable pouch

In FY24, Ella's Kitchen® made significant progress towards their goal of transitioning 100% of pasteurized pouches, which make up 75% of their pouch offerings overall, to UK curbside recyclable materials. Due to supplier manufacturing challenges, they fell behind the original target, but the brand remains on track to reach 100% curbside recyclable pouches by the end of FY25. This advancement shows the dedication Ella's Kitchen® has to making yummy food for little ones while also caring for our planet, and the brand is excited to continue making a positive impact.



I'm fully
recyclable

I'm organic
blend smoothie fruits



Our Certified B Corps

At Hain Celestial, we are proud to say two of our brands, Ella's Kitchen® and Cully & Sully®, are certified B Corporations.

Certified B Corporations (B Corps) meet the highest standards of social and environmental performance, accountability, and transparency. The certification, governed by B Lab, evaluates businesses across five key areas: Governance, workers, community, environment, and customers. B Corps are purpose-driven and committed to using business as a force for good, not just profits.

Why B Corp Matters for Hain Celestial

As part of our strategy and commitment to "Growing Our Impact," B Corp certification plays an important role in our transformation journey. It's more than just a badge—it provides a framework that drives continuous improvement and accountability across governance, people, and the planet. By embedding the B Corp framework further within our organization, we believe it will help us become a fundamentally better, more resilient business. This aligns with our purpose of building better-for-you brands that prioritize health, transparency, and advancing positive social and environmental impact.



Ella's
kitchen

Ella's Kitchen was one of the early adopters of B Corp certification when it launched in the UK, achieving certification in early 2016. The brand is committed to sourcing 100% organic ingredients, partnering with organizations that support vulnerable families and children, and actively campaigning to improve early childhood nutrition, health, and well-being for children under 5. In FY24 they launched their campaign calling on the next UK government to put 'Little Futures First' with their '5 for the Under 5s' manifesto. The campaign calls on the UK Government to adopt a Future Generations Act, ensuring that every decision made by political leaders takes into account its impact on children today, tomorrow, and for generations to come. The campaign rallied consumers to sign a petition backing the act and included a special petition delivery to 10 Downing Street, signed by supporters, urging the UK Prime Minister to take action. Ella's Kitchen is committed to continue to grow their impact and will be completing its B Corp recertification in early 2025.



CULLY & SULLY

Cully & Sully joined the B Corp family in 2020, reaffirming its commitment to sustainability and community. In 2023, the brand successfully recertified, further demonstrating its dedication to the rigorous B Corp standards. Cully & Sully focuses on creating delicious, high-quality soups using the best ingredients while actively supporting environmental initiatives. Partnering with Clean Coasts and the Marine Conservation Society, the team was proud to support The Great British Beach Clean, an initiative that brings volunteers from communities together to clear plastic and litter from beaches across Ireland and the UK. Thanks to the incredible efforts of nearly 6,000 volunteers, over 70,000 meters of coastline were surveyed, and nearly 250,000 items of litter were collected and removed from beaches. Not only that, all volunteers were treated to some delicious Cully & Sully soup to keep them warm while they took part.



Great British
Beach Clean 2024





Hain Celestial's commitment to Leaping Bunny Certification across all personal care brands

While the Hain Celestial global family of brands is primarily comprised of better-for-you food brands, we are also proud to include personal care brands that align with our commitment to health and wellness. We are deeply committed to ensuring that 100% of products from our four personal care brands – Alba Botanica®, Avalon Organics®, JÄSÖN®, and Live Clean® – are Leaping

Bunny certified. With a long-standing dedication to cruelty-free practices, we have maintained 100% Leaping Bunny certification for our personal care products since 1993. This certification guarantees that no animal testing is conducted at any stage of product development, reinforcing our mission to inspire healthier living for people, communities, and the planet through better-for-you brands.





Healthier Planet



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- [CDP Climate Score](#) →
- [Our FY2024 footprint](#) →
- [Renewable electricity](#) →
- [Waste](#) →
- [Food waste](#) →
- [Championing nature](#) →
- [What's next?](#) →

Issue	Goal	Year (CY)	Scope	FY2024	FY2022 Baseline*
Climate	Reduce absolute Scope 1 & 2 GHG emissions 42% from a FY2022 base year. Reduce absolute Scope 3 GHG emissions 25% from a FY2022 base year.	2030	Global	Scope 1: 33,167 tCO ₂ e Scope 2 (Location-based): 14,131 tCO ₂ e Scope 2 (Market-based): 8,986 tCO ₂ e Scope 3: 793,647 tCO ₂ e	Scope 1: Pending re-baseline Scope 2 (Location-based): 22,425 tCO ₂ e Scope 2 (Market-based): 18,659 tCO ₂ e Scope 3: Pending re-baseline

Issue	Goal	Year (CY)	Scope	FY2024	FY2023
Renewable Electricity	100% renewable electricity for Hain Celestial operated facilities.	2025	Global	66%	65%

Waste	Achieve and maintain 90% or greater diversion for waste to landfill for Hain Celestial operated facilities.	2027	Global	7 of 13	7 of 14
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Food Waste	Achieve and maintain 90% or greater food waste diversion for Hain Celestial manufactured product.	2025	North America	81%	88%
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Healthier Planet

At Hain Celestial, we recognize that fostering a Healthier Planet starts with reducing our environmental footprint. Climate change is one of the most pressing challenges of our time, demanding urgent and decisive action from us all. As a global leader of better-for-you products, we recognize our responsibility to reduce greenhouse gas emissions across our value chain and contribute to a healthier planet. In FY23, we committed to 2030 emissions reduction targets approved by the Science Based Targets initiative (SBTi), a global initiative that defines and promotes best practices for emissions reductions in line with climate science. Science-based targets (SBTs) provide a clear, credible framework to align our actions with the global effort to limit warming to 1.5°C above pre-industrial levels.



Building a Smarter Path to Climate Action

To deliver our climate commitment, this year, we implemented two innovative tools, [Watershed](#) and [Arcadia](#), that are transforming the way we measure, manage, and reduce our global carbon footprint.

- Watershed aggregates data across our operations, providing a comprehensive view of our scope 1, 2, and 3 emissions. This insight allows us to pinpoint carbon hotspots and prioritize impactful interventions.
- Arcadia automates the collection of utility data from global energy providers, streamlining processes, reducing errors, and accelerating access to accurate information.

Together, these software platforms enhance our data and reporting capabilities. They allow us to monitor progress against our targets with greater precision and frequency, streamline our impact reporting processes, strengthen transparency on our impact, and align decision-making with our sustainability goals. By reducing time spent on data aggregation and minimizing errors, we're empowering our teams to focus on implementing strategic, meaningful decarbonization strategies that directly contribute to our global commitments.

Looking ahead, we will use these platforms to continue developing decarbonization strategies to meet our 2030 targets.

We remain fully committed to taking action on climate change, recognizing that achieving our science-based targets is not just a business priority but a vital step toward creating a more sustainable world.



CDP Climate score 'B'

Public transparency is fundamental to Hain Celestial's approach to impact reporting and vital for maintaining the trust of our key stakeholders. Therefore, [CDP](#) (formerly the Carbon Disclosure Project) reporting remains a critical annual pursuit. But CDP reporting is more than a compliance measure; it's an important part of our strategy to communicate transparently, earn stakeholder trust, align with global reporting frameworks, and ultimately inspire healthier living for people, communities, and the planet through better-for-you brands.

In 2024, CDP raised the bar by requiring more detailed disclosures on climate transition plans, scope 3 emissions, and alignment with global climate goals. Additionally, it integrated previously separate questionnaires on Water and Forests – areas Hain had not previously reported on – further expanding the scope and depth of required data.

While we recognize there is still significant work ahead to improve the quality and availability of data across all areas requested by CDP, we are proud to share that we achieved a score of B on our 2024 disclosure, our highest score since we began reporting to CDP in 2016. This accomplishment reflects our ongoing commitment to advancing environmental reporting and transparency. As one of the world's most respected sustainability frameworks, CDP serves as a vital platform for us to highlight our efforts in climate action, water stewardship, and forest conservation.



We are proud to share that **we achieved a score of B on our 2024 disclosure**, our highest score since we began reporting to CDP in 2016.



Our FY2024 footprint



 **8%**
decrease

in our absolute greenhouse gas emissions globally from FY23

 **3%**
decrease

in our scope 1 and 2 market-based emissions from FY23

 **9%**
decrease

in our scope 3 emissions from FY23

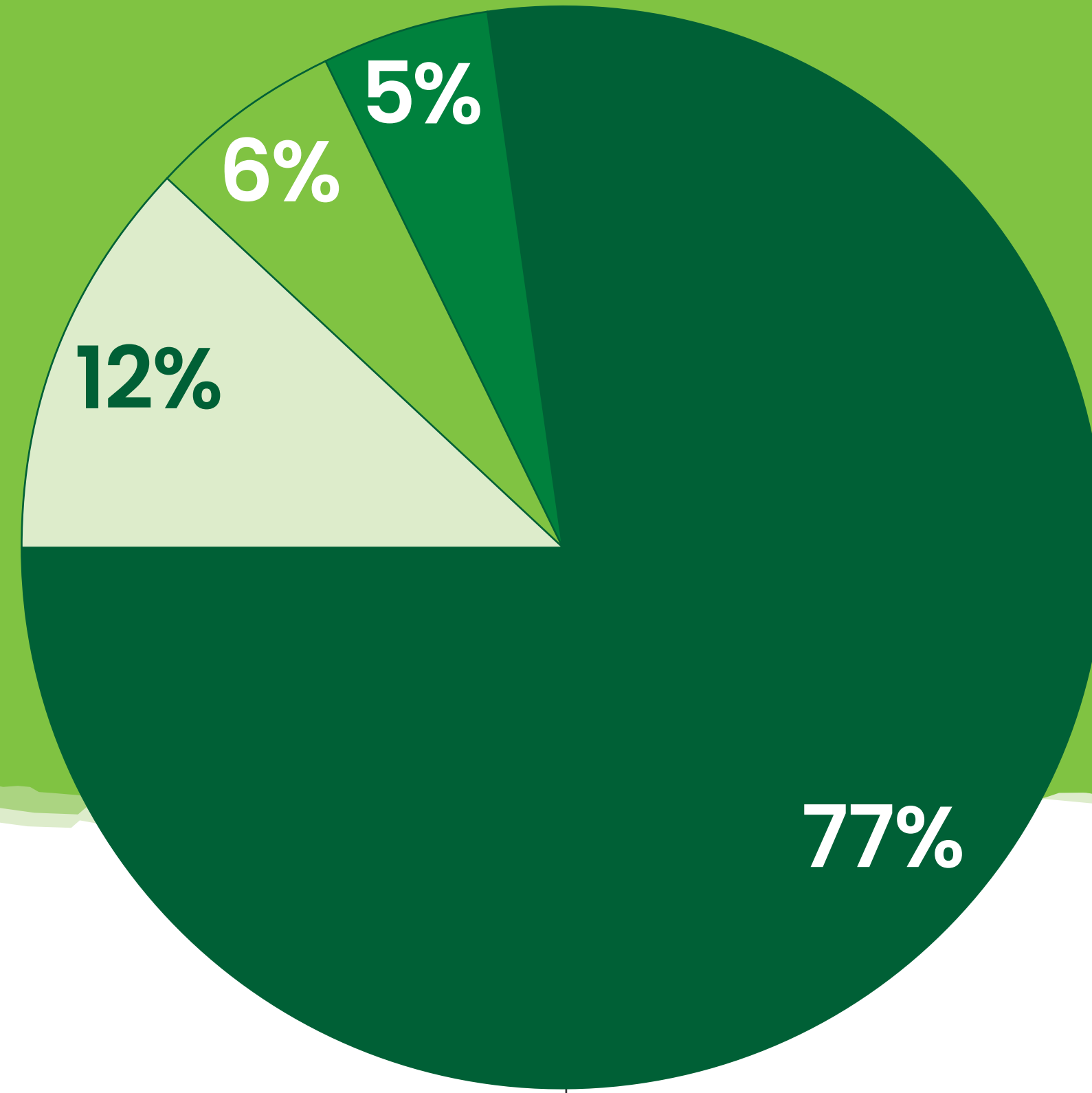
For scope 1 and 2, we made impactful strides by closing our Trenton, Ontario facility in July 2023 and consolidating all meat-free manufacturing to our Vancouver, British Columbia facility. We also harnessed the power of on-site generation from the anaerobic digester at our Histon facility, which now generates 25% of the plant's total electricity needs. Additionally, we eliminated our UK truck fleet and transitioned from our Lake Success, New York office to a smaller, more efficient office in Hoboken, New Jersey.

For scope 3, we improved demand planning and inventory management processes in North America, consolidated our personal care business, and enhanced transportation efficiencies in the U.S.

While these early emissions reductions are promising, we recognize that much work remains as we continue to progress along our strategy and strive to meet our 2030 science-based emissions targets. We will continue working to reduce scope 1 and 2 emissions as well as our three major drivers of scope 3 emissions – Purchased Goods and Services, Upstream Transportation and Distribution, and End-of-Life Treatment of Sold Products.

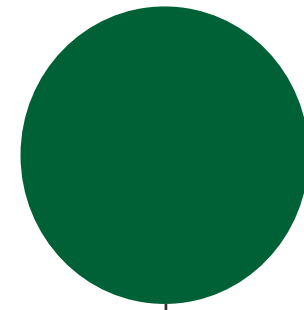


Our FY2024 footprint



Scope 1
33,167 tCO2e

Direct emissions from energy use at Hain facilities



Scope 2*
8,986 tCO2e

Indirect emissions from purchased electricity



Scope 3
793,647 tCO2e

Indirect value chain emissions

-  Purchased Goods and Services
-  Upstream Transportation and Distribution
-  End-of-life Treatment of Sold Products
-  All other scope 3 categories

*Market-based scope 2 emissions



Renewable electricity

In FY24, we continued our progress towards achieving 100% renewable electricity at Hain-operated facilities by the end of CY2025. Our plan involves meeting this target through a market-based approach, purchasing Green-E Certified Renewable Energy Credits (RECs) that are timebound, locally generated and properly retired. However, we recognize that progress must extend beyond this milestone. We will continue to incorporate renewable energy procurement and onsite renewable generation as part of our commitment to meeting our 2030 science-based targets.



Waste

As a purpose-driven and responsible global manufacturer of better-for-you products, we understand the critical importance of reducing waste across our footprint to conserve resources, minimize environmental impact, and ensure a more sustainable future. The overarching goal of our waste management initiative is to minimize the amount of waste sent to landfills across our 13 Hain-operated manufacturing facilities. These facilities produce a diverse range of categories, including snacks, baby/kids, beverages, meal prep and personal care items, which ultimately create very diverse waste streams. Our approach to waste diversion is tailored to each of our manufacturing locations, and considers local waste regulations, the volume and type of waste generated, and our partnerships with waste management vendors.

In FY24, we successfully onboarded our North American waste management vendor and developed a centralized measurement and tracking system to monitor waste at each facility monthly. In FY25, we expect to expand our global waste strategy to all plants, identifying additional opportunities for waste reduction and landfill diversion.



Food waste

To reduce food loss and waste, we continued several initiatives in FY24 to conserve resources and ensure as much food as possible goes to feeding people, such as optimizing our inventory management practices. Our North American Continuous Improvement Team continued enhancing our inventory tracking and demand planning systems, with a strong focus on reducing food waste. These improvements enable more precise production, storage and distribution of products, aligning them closely with market demands while also helping us meet productivity goals. A key element 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. As a result, we've established protocols to either liquidate or donate non-marketable products.

Looking ahead to FY25, we recognize there is still progress needed to expand this goal beyond North America. Our international business is working to develop similar systems to continue our progress towards reducing food waste.



Championing nature

At Hain Celestial, we recognize that nature is under threat and understand its profound impact on our organization and all our stakeholders. We're proud of the inspiring work being done by Natumi® and Ella's Kitchen®, as well as the partnerships with two of the world's leading conservation organizations. As we strive to Grow Our Impact in the coming years, we are committed to deepening our understanding of the risks posed by the nature crisis. We will examine both the impact it has on our organization and explore ways to further minimize our footprint. Through these efforts, we aim to drive meaningful action and demonstrate how our company and all our brands can contribute to creating a healthier, more sustainable planet for everyone.





A partnership for protecting pollinators

In FY24, our Natumi® brand reinforced its dedication to biodiversity and environmental protection by partnering with The Nature and Biodiversity Conservation Union (NABU), Germany’s oldest and largest environmental association. This collaboration aimed to create new habitats across the country for wild bees and other pollinators, while also raising awareness about the crucial role these insects play in maintaining healthy ecosystems. Germany has experienced a dramatic 76% reduction in insect populations over the past 30 years*, which underscores the urgency of these efforts.

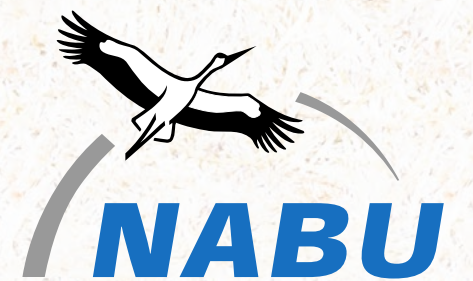
As part of this initiative, Natumi® donated €0.10 from every pack of Hafer Barista sold, contributing €25,000 to NABU’s Insect Protection Fund. These funds supported impactful projects, including:

- Securing arable land and meadows as safe habitats for pollinators;
- Establishing flowering strips along field edges and vibrant flowering meadows to provide essential food and shelter;

- Creating insect-friendly community gardens, balconies, and roadside habitats; and
- Raising public awareness of insect decline through educational signs and informational trails.

Building upon the success of FY24, Natumi® is proud to deepen its collaboration with NABU in 2025 by supporting the impactful project, ‘Making soil good together.’ Through this project, we will continue our commitment to sustainable agriculture, donating €0.10 from every Natumi® non-dairy beverage sold, which will raise our contribution to € 50,000. Together, we strive to nurture biodiversity, protect our ecosystems, and secure a sustainable future for our planet and its pollinators.

*Source: NABU and PLOS ONE studies on declining ecosystems





Ella's Kitchen® is dedicated to ensuring every little one grows up on a healthy planet with an abundance of food and buzzing with life. In FY24, Ella's Kitchen® launched an inspiring long-term partnership with the UK's largest environmental charity, the Royal Society for the Protection of Birds (RSPB). Together, they are working to protect and restore 30 million square feet of nature-rich wildflower meadows and grasslands across the UK by 2030. This comes at a critical time, as the UK has lost nearly half of its biodiversity since the 1930s, including 97% of its wildflower meadows.

The partnership seeks to reverse this decline through a combination of seed sowing, plug planting, and natural regeneration. By transforming land into vibrant meadows and grasslands, Ella's Kitchen® and the RSPB will help create spaces teeming with color and rich in biodiversity across the country.

A carefully planned pipeline of projects will help ensure the restoration and protection of these vital landscapes, safeguarding the habitats of birds, bees, and other essential pollinators.

For the first three years of the partnership, Ella's Kitchen® and the RSPB will focus on restoring and protecting just over 15 million square feet of land, with ambitious plans to deliver an additional 16 million square feet by 2030. This initiative will help ensure the long-term health and vitality of wildflower meadows and grasslands, enabling them to flourish year after year.

In addition to creating new meadows, the work will protect existing wildflower meadows and grasslands that are vulnerable to climate change and erosion.

Through this partnership, Ella's Kitchen® and the RSPB are not only helping to restore biodiversity but are also ensuring a brighter, more sustainable future for little ones and our natural world.



What's next?

As we continue to advance our reporting and data capabilities, we will also leverage the power of Watershed and Arcadia to guide the next phase of our climate action journey. These platforms are not just tools for tracking progress – they are integral to supporting the development and implementation of a comprehensive climate action plan for our owned manufacturing sites.

In FY25, we will partner with external consultants to start developing an approach to decarbonization for our two largest UK facilities in Histon and Lakeside. These plans will directly align with our science-based targets for scope 1 and scope 2 GHG emissions reductions and our renewable electricity goals. Following FY25, the UK sites will serve as a reference for other manufacturing locations in the EU and North America to develop similar decarbonization strategies. By focusing on our own manufacturing operations, we can leverage our direct control to drive efficiencies and deliver real change, optimizing energy use and reducing emissions across our sites.

As we continue to onboard and roll out platforms to address scope 1 and 2 impacts, we will explore the best ways to drive meaningful reductions in scope 3 emissions. We recognize that scope 3 emissions represent our most significant impact and present both the greatest challenge and opportunity. Addressing these emissions will require collaboration across our value chain and transformative actions to meet our science-based targets.



In FY25, we will partner with external consultants to start developing an approach to decarbonization for our two largest UK facilities in Histon and Lakeside.





Healthier People



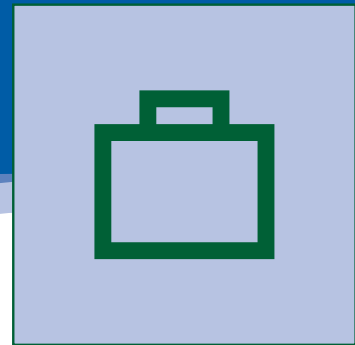
- Overview →
- Inclusion & Belonging →
- Agile Working →
- Employee Resource Groups →
- Workplace Safety →
- Volunteering →
- Donations →
- What's next? →

Issue	Goal	Year (CY)	Scope	FY2024	FY2023
Volunteering	Adopt a global volunteering program, offer paid time off for all team members.	2025	Global	Ongoing	Goal Extended
Donation	Ensure food and personal care products that are fit to use go to someone in need, reporting progress annually.	2025	Global	1.8M lbs	2.8M lbs

At Hain Celestial, we believe that fostering a healthier world starts with supporting those around us. The Healthier People pillar of our Impact Strategy ensures we make a positive impact on the lives of our team members, customers, consumers, and local communities. To support our team members, we prioritize a flexible work model we call "Agile Working." We foster inclusion and belonging through our Employee Resource Groups and we hold ourselves to high workplace safety standards. Our dedication to supporting local communities is evident through our volunteering efforts and product donations. Together, these initiatives reflect our purpose to inspire healthier living.



Inclusion & belonging



Agile working

In 2023, Hain Celestial embraced a transformative hub-and-spoke model, enabling team members to work and collaborate remotely from anywhere while convening at global hub locations for intentional, face-to-face “moments that matter” to dive deeper into projects and celebrate our culture.

This agile and flexible work model, which we call “Agile Working,” is a progressive move that has inspired a more inclusive, high performing and flexible work environment for our global teams.

While some roles, such as those in manufacturing facilities, require on-site presence, our Agile Working model has been widely embraced across the organization, delivering extraordinary results. **Between FY22 and FY24, job applications increased by 98%.**

These achievements highlight the value of agility in our operations, enabling us to swiftly identify and attract top talent worldwide while empowering team members to grow and thrive professionally. The Agile Working Model is a testament to Hain Celestial’s commitment to inspiring healthier living, not only through its better-for-you brands but also by supporting employees in balancing their personal values and professional aspirations.



Employee resource groups

Our Employee Resource Groups (ERGs) offer a platform for team members to connect, support one another, and share experiences, fostering a culture of inclusion and belonging. Led by employees and open to everyone, ERGs promote diversity, amplify voices, and create spaces for meaningful conversations.

Formed around shared identities or interests, ERGs celebrate different perspectives and provide opportunities for personal and professional growth. Whether focused on cultural heritage, gender, LGBTQ+ experiences, mental health, or other areas, these groups help strengthen connections, encourage advocacy, and contribute to a more inclusive workplace. Regardless of the shared identities or interests they were formed around, all our ERGs are open to all employees with an interest in participating, consistent with our goal of fostering inclusion and belonging for all.



CELEBRATING INCLUSION AND BELONGING

In FY24, our non-dairy beverage brand, Joya®, embraced opportunities to celebrate inclusion and belonging, living our corporate value of fostering inclusion.

During Pride Month 2024, Joya® proudly participated in the Pride Parade in Vienna. As part of this vibrant celebration, Joya® promotional bikes joined the parade, sharing a message that highlighted the brand's commitment to equality and support for the LGBTQ+ community.

Joya® plans to continue championing inclusion in the future. In January 2025, the brand will take part in Vienna's prestigious Rainbow Ball (Pride Ball), contributing to the event with raffles, giveaways, and other activities. Additionally, Joya® will return to Pride Month celebrations in 2025 to further amplify its message of inclusivity, acceptance and empowerment.

Through these efforts, the Joya® brand underscores its role in creating spaces where all voices are valued and celebrated.





Workplace safety

In FY24 we are proud to have achieved a World-Class Incident Frequency Rating (TRIR below a 1.00) for the first time in Hain Celestial history. Our Global Incident Frequency rate was three times better than the industry average and Lost Time Incident Frequency rate twice as good as the industry average. There is nothing more important than the safety of our team members, which is why we are committed to fostering a robust safety culture across all our global facilities. In FY24, we launched our Safety Absolutes, which reflect our unwavering commitments to prioritizing safety and ensuring the highest quality in all our products and operations at all Hain Celestial facilities to drive and reinforce our safety culture. We also developed and launched our first global Environmental Health and Safety (EHS) Standard Control of Hazardous Energy, designed to incorporate industry-leading controls into our operations. Furthermore, we have continued our North America EHS governance system, which audits our EHS programs through an internal, cross-functional Hain Celestial team to deliver sustainable risk mitigation. We are actively working to expand this program globally.



This World-Class Incident Frequency Rating was an exciting milestone that can only be achieved – and replicated – together.





Volunteering

In FY24, we continued to exemplify our commitment to being a positive force for good through dedicated volunteer efforts. We offer all salaried team members in North America up to 8 hours paid annually to volunteer through our Volunteer Time Off benefit. In addition, our global teams partnered with inspiring organizations that aligned with our corporate values. These efforts not only provided meaningful support to those in need but also fostered a strong sense of purpose and connection within Hain Celestial's global workforce. We're excited to share a few examples of our global team showing up for our communities around the world.

Caring for our community



In FY24, Celestial Seasonings® upheld its tradition of community engagement with impactful volunteer efforts that embodied its dedication to making a meaningful difference. The team hosted the annual B Strong Ride at its Boulder, Colorado-based manufacturing facility, supporting cancer survivors and their families. The 2024 B Strong Ride rallied 763 participants and raised more than \$374,000 to fund a full year of care for cancer patients.



Canadian commercial team gives back to Mississauga community

The Canadian Commercial Team continued its support of their local community in FY24 by volunteering at Food Banks Mississauga. The team sorted food donations to provide the equivalent of approximately 5,000 meals to communities in need in the Mississauga area, where the City Council had recently declared food insecurity an emergency*. Food Banks Mississauga serves more than 56,000 people – about 8% of the city's population – annually. This volunteering effort reflects the deep partnership between our Canadian team and the community surrounding our Toronto office and Mississauga manufacturing and distribution facilities.



5,000 Meals to those in need



*Source: Food Banks Mississauga



Donations

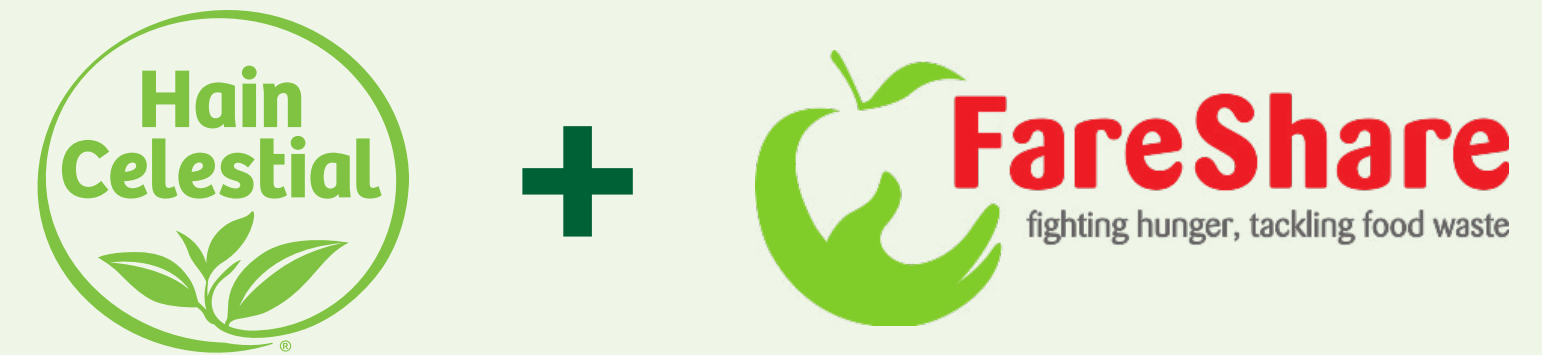
In FY24, we reinforced our commitment to fighting hunger and supporting communities in need through impactful partnerships and donations across many of our global brands.



Garden Veggie™ snacks & Feeding America®

In 2023, more than 47 million people in the U.S., including 14 million children, faced food insecurity¹ – a staggering reality that underscores the importance of action.

To help address this crisis, Garden Veggie™ Snacks partnered with Feeding America®, America’s largest hunger-relief organization. We pledged \$100,000 through Walmart’s ‘Fight Hunger. Spark Change.’ campaign to help provide 1 million meals² through the Feeding America network of partner food banks, where every dollar secures at least 10 meals. At Hain Celestial, we believe impact starts with purpose, and partnerships like this enable us to extend our purpose beyond our products and into the lives of millions of people. Together with Feeding America®, we’re proud to help create a world where no one has to worry about their next meal.



Hain Celestial & FareShare

Hain Celestial is proud to support FareShare, the UK’s biggest national network of charitable food redistributors. FareShare works with multiple organizations to take quality surplus food from across the food industry and deliver it to over 8,000 frontline charities and community groups, including school breakfast clubs, older people’s lunch clubs, homeless shelters, and community cafes. Since our partnership began in 2017, Hain Celestial’s family of brands, including Hartley’s® jams and jellies, Robertson’s® and Frank Cooper’s® marmalade and Sun-Pat® peanut butter, has made a significant impact in the UK, and in FY24, we reached a remarkable milestone – providing more than 1 million meals to those in need.

As a Leading Food Partner for FareShare, Hain Celestial continues to demonstrate the power of collaboration in creating meaningful change and tackling the urgent issue of food insecurity across the UK. This partnership reflects the company’s commitment to supporting vulnerable people and ensuring surplus food reaches those who need it most.

¹USDA report "Household Food Security in the United States in 2023" ²\$1 helps provide at least 10 meals secured by Feeding America on behalf of partner food banks



What's next?

At Hain Celestial, we believe in creating meaningful opportunities to support our communities, our team members, and their families. Going forward, we are committed to deepening our impact in the following ways:



Further embedding volunteerism into our culture:

Building on the success of recent volunteer events, we will continue to integrate volunteer activities into team gatherings. By aligning service opportunities with team events, we aim to foster connection and purpose while positively impacting the communities where we live and work.



Reimagining team member benefits:

We are taking a holistic look at the next generation of team member benefits to ensure we are meeting the evolving needs of our global workforce.



Expanding community engagement in the Hoboken area:

Since the opening of our new Global Headquarters in Hoboken in February 2024 we are exploring ways to further partner with local organizations to amplify our impact within our new community. For example, in FY25, our teams began developing relationships with Ronald McDonald House New York and the Hoboken Shelter.

Together, these efforts underscore our dedication to creating a healthier world, starting with our people and extending to the communities we serve.



Risk management

We recognize the critical importance of addressing risks related to environmental, social, and governance considerations and the role this risk management plays in overall business resiliency. In FY24, we continued to enhance our risk management practices to identify, assess, and mitigate potential impacts on our business, operations, and stakeholders. Below are the key components of our impact-focused risk management approach as outlined in our 2024 Annual Report:

Climate-related risks

We understand extreme weather events, shifts in agricultural productivity, and water resource constraints present significant challenges. These risks could directly impact the availability, quality, and pricing of key commodities, such as vegetables, fruits, grains, beans and nuts. Addressing these challenges is crucial because they not only affect our supply chain but also the broader food system and the communities we serve. As part of our upcoming strategic work in FY25 we will formalize the management of key issues including deforestation, water use, and biodiversity—areas highlighted in our FY23 report as requiring focused action. We will enhance disclosures on climate risks, governance, and stakeholder impacts, ensuring alignment with evolving regulatory expectations and reinforcing our commitment to transparency.

Compliance and regulatory landscape

The evolving regulatory landscape around impact disclosures and reporting presents both operational and reputational risks. Meeting these expectations requires significant management focus and resources. To navigate these challenges, we are continually refining our impact reporting capabilities to align with evolving regulatory standards. This ensures we meet compliance requirements while maintaining our commitment to transparency and accountability.

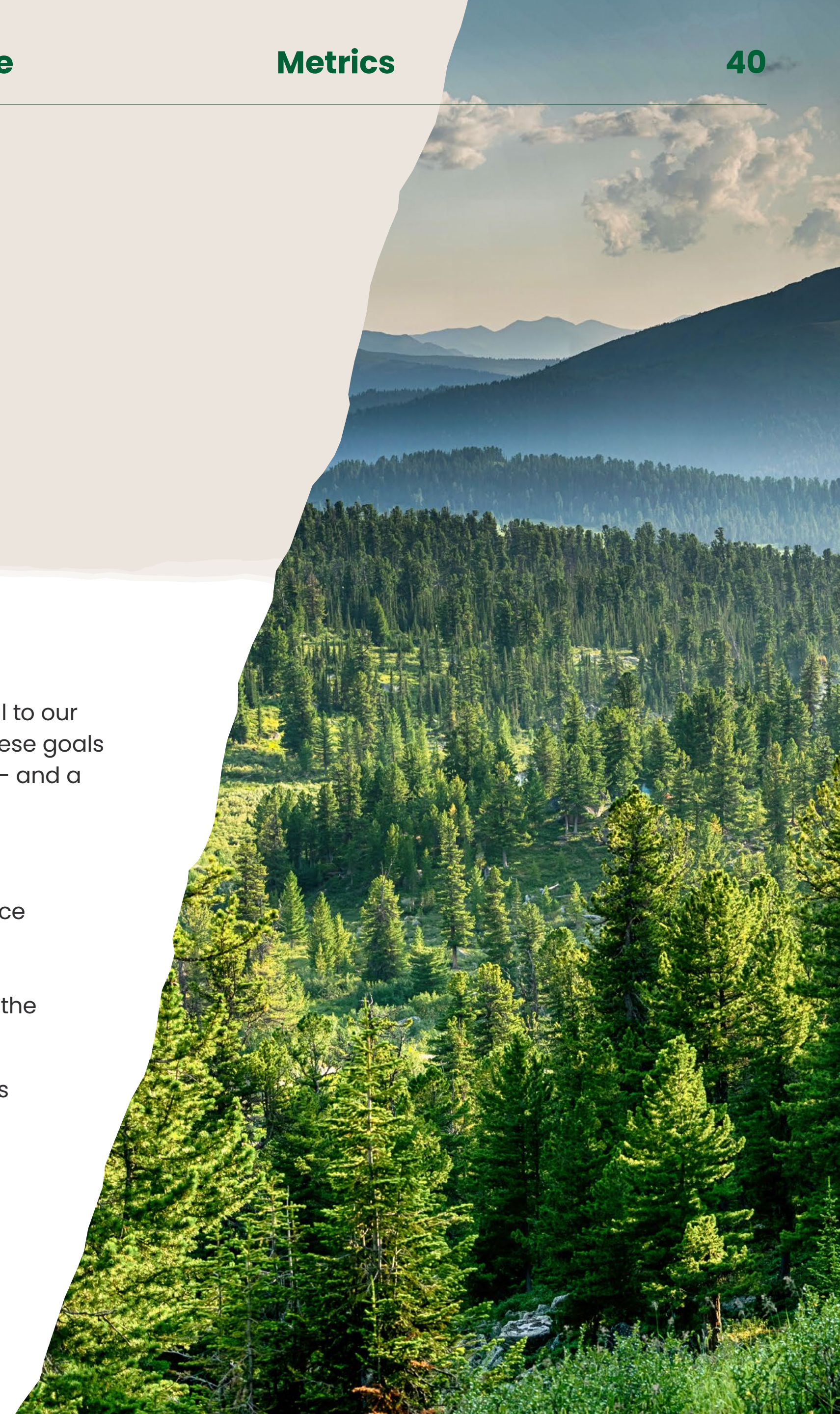
Impact initiatives and goal management

Our environmental and social commitments are essential to our business strategy, but we acknowledge that achieving these goals requires resources, innovation, review, and collaboration – and a focus on long-term business success.

Environmental and regulatory compliance

Compliance with environmental regulations and workplace safety laws is fundamental to our operations. We remain vigilant about potential liabilities related to the release or disposal of hazardous substances, employee safety, and the growing number of packaging laws globally.

By incorporating environmental and social considerations into our risk management practices, Hain Celestial is committed to mitigating risks and ensuring long-term resilience. We are deepening our understanding and management capabilities around risk through our impact strategy review process in FY25.





What's coming in FY25

As we move forward into FY25, Hain Celestial is poised to elevate our impact and reinforce our commitment to sustainability, transparency, and purpose-driven growth. Here's what's on the horizon:



Continued progress on decarbonization

In FY25, we will partner with external consultants to develop decarbonization plans for our two largest UK facilities, aligning with our science-based GHG emissions reduction and targets and renewable energy goals. These UK sites will serve as a model for other manufacturing locations in the EU and North America to develop similar strategies. As we continue to address scope 1 and 2 emissions, we will explore ways to address scope 3 emissions through collaboration across our value chain.

With the evolution of our strategy, the implementation of Better-For-You Framework standards, and our continued decarbonization efforts, FY25 is set to be a transformative year for Hain Celestial. These initiatives will further embed sustainability into every aspect of our business, enabling us to continue leading with purpose, transparency, and innovation.

We are excited to share this journey with our stakeholders and look forward to delivering meaningful results that contribute to a healthier world.



Evolving our impact strategy

Through our work with external consultants to review the environmental and social impact of our business, we will continue to evolve our impact strategy to drive meaningful and measurable change. By identifying where we can create the most value for people and the planet, we will refine our sustainability priorities, review and build on our goals, and allocate resources effectively. This approach will ensure our long-term initiatives align with stakeholder expectations while reinforcing our commitment to purpose-driven growth.



Rollout of Better-For-You framework across brands

Our commitment to contributing to a happier, healthier tomorrow will take center stage with the rollout of the Better-For-You framework. This framework aims to create a culture that drives continuous progress towards well-being and sustainability for our people, our partners, and our consumers. We are excited to roll out this framework across our global brands.



Closing thoughts



This report reflects on a year of progress, propelled by our commitment to driving change and continuous improvement, and by the passion and dedication of our global team. Every day, our team members lean into our purpose of inspiring healthier living for people, communities, and the planet through our better-for-you brands. While our journey is imperfect and far from over, we are proud of our progress this year and the foundation we've laid for the future:

- **Preparing for an evolving impact reporting landscape:** As our business continues to transform through our strategy, we have invested in digital data management systems and strategic consulting resources to enhance our agility in a rapidly evolving global impact landscape. This preparation strengthens our transparency and accountability, allowing us to communicate our progress and make strategic decisions on ways to continually grow our impact.
- **Deepening our Better-For-You strategy:** We continue to refine our approach to health and wellbeing, placing a stronger emphasis on "Moments of Joy," "More of the Good Stuff," and "Better For Everyone." Our Better-For-You framework is central to our efforts to grow our impact and be a positive force for good within our communities and for the environment, contributing to a happier, healthier tomorrow.

- **Giving back through donations and volunteering:** Supporting our communities is a cornerstone of our values. We will continue to expand our purpose-driven initiatives through donations and volunteer efforts at the corporate level and through our global family of brands, creating meaningful connections and driving positive change in the communities where we operate.

We extend our sincere gratitude to all our stakeholders, partners, and team members for their trust, support and engagement. Together, we will continue to strive for a better, more sustainable future, seeking innovative ways to make a positive impact in all we do.

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

Sincerely,

Kristy Meringolo
Chief Legal and Corporate Affairs Officer
Hain Celestial Group



Forward looking statements

Certain statements contained in this Impact 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, except as required by law.





Impact Metrics

*Metrics that align with Impact Goals.



Healthier Products

Issue	Metric	Scope	FY2024	FY2023	FY2022
Hain Healthier Products Standards	Percentage of products promoted as non-GMO	North America	67%	76%	92%
	Percentage of food products that are certified organic	Global	29%	29%	31%
	Percentage baby and toddler food products certified organic	North America, UK	94% Earth's Best, 100% Ella's Kitchen	92% Earth's Best, 100% Ella's Kitchen	95% Earth's Best, 98% Ella's Kitchen
	Percentage of products with no artificial flavors, and colors from natural (certified) sources	Global	100% (North America) ¹	96%	96%
	Percentage of eggs in Hain's global products that are cage-free*	Global	100% ²	46%	100%
	Percentage of products with meat and poultry ingredients that meet the Global Animal Partnership standard or an equivalent documented animal welfare standard ³	North America	75% (meet GAP) 52% (meet BCC)	75%	70%
	Total volume of palm sourced (calendar year) ⁴	Global	2,386 metric tons	4,601 metric tons	3,775 metric tons
	Percentage of palm oil used that is certified through a combination of the RSPO-certified supply chains ⁴	North America	100%	100%	100%
	Percentage of palm oil that is covered by RSPO credits ⁴	Global	14%	15%	20%
	Percentage of personal care products with no parabens or petrolatum ⁵	North America		93%	92%
Percentage of personal care products that are Leaping Bunny Certified	Global	100%	100%	100%	

¹Global data not available for FY24. ²Increase caused by the divestiture of Thinsters in April 2024. ³Please see our [Animal Welfare policy](#) for Hain's broiler chicken and cage free egg commitments.

⁴Please see our RSPO [Annual Communication on Progress \(ACOP\)](#) reporting. ⁵A change in data tracking systems disrupted reporting for FY24.



Impact Metrics

*Metrics that align with Impact Goals.



Healthier Planet

Issue	Metric	Scope	FY2024	FY2023	FY2022
GHG Emissions	Scope 1 GHG Emissions*	Global	33,167 tCO ₂ e	35,941 tCO ₂ e	Pending re-baseline
	Scope 2 GHG Emissions (Location-based)*	Global	14,131 tCO ₂ e	14,792 tCO ₂ e	22,425 tCO ₂ e
	Scope 2 GHG Emissions (Market-based)*	Global	8,986 tCO ₂ e	7,680 tCO ₂ e	18,659 tCO ₂ e
	Scope 3 GHG Emissions*	Global	793,647 tCO ₂ e	868,212 tCO ₂ e	Pending re-baseline
Renewable Electricity	Percentage of renewable electricity for Hain operated facilities*	Global	66%	65%	54%
Zero Waste	Number of Hain operated manufacturing facilities that are nearly zero waste to landfill*	Global	7 of 13	7 of 14	7 of 14
Food Waste	Percentage of food waste diverted from landfill via donations and liquidation*	North America	81%	86%	72%
Water	Water withdrawals for Hain operated manufacturing facilities	Global	1,383,289 cubic meters	1,294,148 cubic meters	1,475,925 cubic meters



Impact Metrics

*Metrics that align with Impact Goals.



Healthier People

Issue	Metric	Scope	FY2024	FY2023	FY2022
Occupational Health and Safety ⁶	Total Recordable Injury Rate (TRIR)	Global	0.91	1.07 (North America)	1.52 (North America)
	Lost Time Incident Rate (LTIR)	Global	0.32	0.62 (North America)	0.59 (North America)
Community	Pounds of food and personal care products donated to local communities*	Global	1.8M pounds	2.8M pounds	3M pounds
Company	Number of team members	Global	2,786	2,837	3,078

⁶TRIR and LTIR are per 100 full-time team members. Beginning in FY24, metrics are reported globally. 602 2



Hain Celestial Sustainable Accounting Standards Board (SASB) Disclosure

Issue	Accounting Metric	SASB Code	Coverage	FY2024	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) 845,983 GJ, (2) 24%, (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) 1,383,289 cubic meters, (2) 3.5%	Water withdrawals for Hain Celestial operated manufacturing facilities.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	Global	See Risk Management section on pg40	
Product Labeling & Marketing	Percentage of advertising impressions	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.
	(1) made on children and (2) made on children promoting products that meet dietary guidelines				
	Revenue from products labeled as	FB-PF270a.2	North America		67% of North American food products sold in 2024 were promoted as non-GMO.
	(1) containing genetically modified organisms (GMOs) and (2) 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

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Issue	Accounting Metric	SASB Code	Coverage	FY2024	Additional Context and Report Reference
Food Safety	Global Food Safety Initiative (GFSI) audit	FB-PF-250a.1	North America	(1) 7%, (2), (a) n/a, (b) 100%	See p. 33 of the 2021 ESG Report
	(1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances				
	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) 3, (2) 3,383 cases	
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 Healthier Products section on pg12 to 17	
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/ or renewable materials, and	FB-PF-410a.1	Global		See sustainable packaging goal progress on pg12 to 20
	(3) percentage that is recyclable, reusable, and/or compostable				
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF410a.2	Global	See sustainable packaging goal progress on pg12 to 20	

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Issue	Accounting Metric	SASB Code	Coverage	FY2024	Additional Context and Report Reference
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	394,046 metric tons	
	Number of Hain operated manufacturing facilities	FB-PF-000.B	Global	13	



Thank you

What to learn more?

Thank you for exploring The Hain Celestial Group's FY24 Impact Report. We are committed to driving positive change for healthier products, a healthier planet, and healthier people. If you'd like to connect with us to learn more about our impact initiatives or explore partnership opportunities, we'd love to hear from you.



Investors

For inquiries related to financial performance, and long-term sustainability goals:

Investor.Relations@hain.com



Customers & consumers

For inquiries about our products:

www.hain.com/contact/

You can reach us by telephone at **800-335-2975**
Monday-Friday, 7:00am-5:00pm MST.



Media & PR

For Media and Public relations inquiries please contact:

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