



The Hain Celestial Group, Inc. Global Supplier Code of Conduct

Effective November 2023

At The Hain Celestial Group, Inc., we strive to work with suppliers who uphold human and workplace rights, adhere to applicable laws and regulations, and operate in an environmentally sustainable manner. Accordingly, we require each of our suppliers to comply with the following Supplier Code of Conduct (the “Code”). This Code takes into consideration the eight fundamental International Labour Organization (ILO) conventions and we endorse the UN Guiding Principles on Business and Human Rights, and work on an ongoing continuously to embed them throughout our operations.

General Guidelines

Compliance with Laws

Suppliers shall comply with all requirements of applicable laws, rules, orders, regulations and ordinances in effect in any jurisdiction in which it operates, including but not limited to the Foreign Corrupt Practices Act of 1977, the UK Bribery Act of 2010, the European Union Anti-Corruption Act, the Act of Combating International Bribery, and The California Transparency in Supply Chains Act of 2010 (“Laws”). Each supplier shall ensure that any subcontractors comply with the provisions in this Code and all Laws.

Child Labor

Suppliers shall adhere to the minimum employment legal age limit defined by national law or regulation, and comply with relevant International Labor Organization (ILO) standards. In no instance, shall a supplier permit children to perform work which exposes them to undue physical risks that can cause physical, mental, or emotional harm or improperly interfere with their schooling (except as may be permitted under apprenticeship or similar programs in which the minor is lawfully participating).

Forced Labor

Hain has a zero-tolerance approach to modern slavery. We explicitly prohibit abuse, slavery, servitude, forced labor, human trafficking and exploitation in our own businesses and our supply chains. We are committed to acting ethically and with integrity in all our business dealings and relationships. We are implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own businesses or those of our suppliers.

Suppliers shall not use forced or involuntary labor, whether in the form of slave labor, indentured labor, bonded labor, involuntary prison labor or otherwise. No supplier shall engage in or support trafficking in human beings. The ability of workers to move freely shall not be restricted by suppliers through abuse, threats and practices such as retention of passports or valuable possessions in an unlawful manner and without their consent. Workers shall work freely, aware of the terms and conditions of their work in advance and must be able to voluntarily end their employment without any restriction or substantial fine for terminating their employment. Workers shall not be required to pay fees and costs associated with their recruitment.

Health and Safety

Suppliers shall provide a safe and healthy workplace environment and take effective steps to prevent potential accidents and injury to workers' health arising out of, associated with, or occurring in the course of work. Suppliers shall comply with all applicable Laws regarding working conditions and living conditions (to the extent applicable).

Freedom of Association and Right to Collective Bargaining

Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. Employees must not be subject to harassment or intimidation in the exercise of their right to join or refrain from joining any organization.

Discrimination, Harassment, and Abuse

Suppliers shall not engage in or support discrimination in hiring, compensation, benefits, access to training, promotion, termination, or retirement based on race, color, religion, sex, national origin, gender identity or expression, transgender status, ancestry, ethnicity, sexual orientation, age, disability, marital status, protected veteran status, marital status, pregnancy, genetic information or other characteristic protected by Law. Suppliers shall treat all employees with dignity and respect. Suppliers shall not subject any employee to physical, sexual, psychological or verbal harassment or abuse or any form of coercion.

Working Hours

Employees shall not be required to work more than 60 hours per week, or the maximum allowed by Law. Employees must be properly compensated for overtime work. Employees shall be provided with at least one day off following every six consecutive days of working. All overtime, as defined by local regulations or practice, will be strictly voluntary and will be duly compensated.

Compensation and Benefits

Suppliers shall pay employees at the least the minimum wage required by Law, or the prevailing industry wage if no minimum wage applies and shall provide legally mandated benefits. Suppliers should ensure that their employment relationships do not cause insecurity and social and economic vulnerability for their workers. This includes, but is not limited to, apprenticeship schemes where there is no intent to impart skills or provide regular employment, seasonality or contingency work when used to undermine workers protection and labor-only contracting. Furthermore, the use of sub-contracting may not serve to undermine the rights of the workers.

Environmental Protection

Suppliers must comply with all environmental laws, including those related to waste disposal (including hazardous waste), air emissions, wastewater, and effluents and toxic substances. Suppliers should wherever possible, support a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies implementing sound life-cycle practices.

Suppliers shall obtain and keep current all environmental permits and ensure the safe handling, movement, storage and disposal, recycling, or reuse of hazardous or environmentally harmful, or potentially harmful, materials.

Suppliers shall optimize consumption of natural resources including energy and water and demonstrate sound measures to prevent pollution and generation of solid waste, wastewater, and air emissions.

- Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled, and treated as required prior to discharge or disposal.
- Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled, and treated as required prior to discharge or disposal.
- Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

Hain expects suppliers to prevent and eliminate commodity-driven deforestation from the supply chain while respecting and protecting the human rights of individuals. This applies to the raw material supply chain, including direct and indirect suppliers. Hain may require proof of certification for no deforestation for the following commodities: palm oil, pulp & paper, cocoa, and soy.

Suppliers will strive to help us meet our long-term [Impact Goals](#), applicable to each supplier by providing relevant policy documents, and emissions, waste, and product data. Suppliers will hold their own suppliers to the same standards.

Animal Welfare

If applicable to its business, each supplier shall respect animal welfare and adopt humane practices towards animals, including, but not limited to, an environment that is free from thirst, hunger and malnutrition, discomfort, pain, injury, disease and distress. These freedoms are the minimum basis for monitoring and improving animal welfare within the Hain Celestial supply chain.

Suppliers that use animal-derived ingredients are expected to comply with the Hain Animal Welfare policy: <https://www.hain.com/wp-content/uploads/ESG/Hain-Animal-Welfare2020.pdf>

Deforestation

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Supplier Diversity

Suppliers are expected to promote diversity and inclusion in their workforce and throughout their own supply chains and may be asked to document the use of this strategy in practice.

Subcontracting

The subcontracting of food/beverage/edible ingredients/or other production of whatever kind by Suppliers is prohibited without prior written consent of the Hain Celestial Customer.

Where subcontracting has been permitted, the Supplier shall ensure that all local laws and the Supplier Code of Conduct are followed so far as applicable to the Subcontractor's relationship with the Supplier. Verification of compliance is the responsibility of the Supplier.

Compliance in relation to approved use of Subcontractors shall include, but not be limited to laws prohibiting the use of under-age workers, underpaid workers, slave labor or its equivalent and any other unethical practices.

Technical Security/Privacy

Suppliers must comply with applicable security and privacy regulations to ensure they have appropriate technical and security controls in place to protect information, including but not limited to personal information, sensitive personal information, and confidential information.

Free, Prior, Informed Consent (FPIC)

Hain is committed to upholding the principles of Free, Prior and Informed Consent throughout our supply chain. We expect all Suppliers to comply with FPIC when engaging with indigenous communities, local communities, and other affected stakeholders. We require our Suppliers to obtain FPIC before undertaking any activities that may impact the lands, resources, or livelihoods of these communities.

Bribery, Corruption and Sanctions

Suppliers shall comply with all applicable anti-corruption and anti-bribery laws, including but not limited to the United States Foreign Corrupt Practices Act and the OECD Convention on Combating Bribery of Foreign Officials in International Business Transactions. Suppliers shall not engage in corrupt or unethical practices, such as offering or accepting bribes, kickbacks, favors or use of any improper influence when dealing with governmental officials or in any business arrangement. Additionally, Suppliers must fully comply with all applicable U.S. and non-U.S. export control laws and shall not engage in business with any country or region subject to comprehensive embargo sanctions by the United States, European Union or United Nations or to any individual or entity on the U.S. Department of the Treasury's Office of Foreign Assets Control list of Specially Designated Nationals and Blocked Persons, the U.S. Department of State's List of Debarred Parties or on the U.S. Department of Commerce's Entity List, Denied Persons List or Unverified List.

Competition and Fair Dealing

At Hain, we seek to outperform our competition fairly and honestly. We strive to gain competitive advantages through superior performance, not through unethical or illegal business practices. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such disclosures by past or present suppliers of other companies is prohibited. All Suppliers should respect the rights of, and deal fairly with Hain's customers, other suppliers, competitors and Hain employees. No Supplier should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other intentional unfair-dealing practice.

Conflicts of Interest

Business, personal, or family involvement with a competitor, client, contractor, vendor, Hain employee or anyone that may pose a potential or actual conflict with a Supplier's contractual obligations to Hain should be avoided.

We expect Suppliers to conduct their personal affairs in such a fashion that their responsibilities to Hain are not jeopardized and/or legal questions do not arise with respect to their association or work with Hain. Conflicts of interest should be avoided by all Suppliers.

Anti-Retaliation

Suppliers shall prohibit unlawful retaliation, including, but not limited to, threats, intimidation, and attacks, against individuals who report a compliance or ethical issue learned during the course of work performed for Hain, who cooperate in good faith with the investigation of a complaint, or who defend environmental or human rights. Suppliers shall create a mechanism for employees to submit their grievances anonymously and demonstrate that their complaints are reviewed and investigated.

Insider Trading

Suppliers are strictly prohibited from insider trading. Insider trading is the illegal practice of trading stocks or other securities based on non-public information about the company. Engaging in insider trading undermines fair and transparent markets and is a breach of this code and the law. Suppliers are required to adhere to all applicable laws and regulations relating to insider trading and must refrain from using or disclosing any material non-public information for personal gain or to benefit others.

Accurate Record Keeping

Suppliers must accurately prepare, maintain and report all business documentation required in the jurisdictions in which they conduct business. Hain expects Suppliers to keep all records related to business with Hain in accordance with standard accounting practices such as Generally Accepted Accounting Principles or the International Financial Reporting Standards.

Audits and Inspections

Suppliers should conduct audits and inspections to ensure their compliance with the Code. Hain Celestial reserves the right to conduct audits and inspections of supply partners and their facilities to verify compliance with the Code, including but not limited to human rights, product quality and

safety, and environmental protection.

Violations and Reporting

Each supplier shall comply with the Code. If it is determined, whether by audit and inspection, or otherwise, that a Supplier is not in compliance with the Code, the Supplier will work with Hain to develop and implement a corrective action plan. Failure to meet a corrective action plan or failure to adhere to the Code may result in the termination of the business relationship.

Violations of this Code may be reported using Hain Celestial's anonymous hotline number (800) 461-9330 or online at [The Hain Celestial Ethics and Reporting Portal](#). For employees or third parties outside of the U.S. and Canada, please go to the portal first and select the country in which you are located and the International Toll-Free Service number will appear.

Questions related to this Policy may be directed to the Legal Department:

- for employees in the U.S. and Canada, please email EthicsCompliance@hain.com
- for employees in the UK and Ireland, please email Legal@haindaniels.com
- for employees in continental Europe, please email SpeakUp!@hain-celestial.eu
- for employees in IMEA, please email SpeakUp!IMEA@hain-celestial.eu
- for all other questions, please email EthicsCompliance@hain.com