



GLOBAL CODE OF CONDUCT



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OUR PURPOSE

Hain exists to inspire healthier living for people, communities and 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



BECURIOUS

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.



THE CODE

At The Hain Celestial Group, Inc. (the “Company”, “Hain”, “Hain Celestial”), we understand that our industry and the world are rapidly changing. We value the importance of adapting to these changes while always upholding the highest standards of ethics and integrity. That's why we have our Code of Conduct (the “Code”) – it helps us turn our purpose, mission, vision, and values into actionable steps.

Inside the Code, you'll find a variety of tools to help you stay true to our purpose, mission, vision, and values in your daily work. It clearly outlines our ethical standards and helps you understand the laws and regulations that apply to Hain Celestial, including its officers, directors, and employees. But the Code is more than just a list of rules; it also addresses specific workplace concerns that you may encounter.

While it can't cover every possible situation, we designed the Code to empower every employee to make good decisions and seek the right resources for help. As you go through the Code, you'll see references to various Company policies. For more detailed information on specific topics, be sure to check out these policies in your internal regional policy library. Public facing policies and statements can be found on our website at <https://www.hain.com> and will be linked.

We want the Code to be a practical and valuable resource for you, ensuring that you can navigate your work with confidence and integrity. We have created an Index of terms at the end of this document to help provide clarity on the topics discussed within this Code.



WHO THE CODE IS FOR

This Code applies to all of us who are employees of Hain, or any Hain-related company, affiliate, or subsidiary, regardless of our location or job roles. This includes officers, full-time, part-time, and temporary employees. The Code also applies to our non-executive directors. We expect your help in ensuring that anyone working on our behalf, such as consultants, contractors, agents, distributors, and business partners, also follows this Code. No one, regardless of their position in the Company, has the authority to ask you or anyone else to violate our Code, policies, or the law.

It's essential to know that Hain Celestial respects your rights. You have the freedom to share any observations or concerns with your manager, supervisor, or any of the resources mentioned in the Code. Our Code does not interfere with your right to speak up about any wrongdoing that is a matter of public concern or to engage in activities protected by employment laws, such as trade union, works council, labor organization, or collective bargaining activities in the countries we operate in. Additionally, you have the right to provide information to government authorities regarding possible legal violations without fear of retaliation.

Your rights and well-being are important to us, and we encourage open communication and reporting of any concerns you may have. If you encounter difficulty accessing a particular policy or resource, please check your regional policy library or contact your manager.



Global Reporting and
Investigations Policy

[Hain Celestial Ethics
and Reporting Portal](#)





OUR EXPECTATIONS

At Hain Celestial, we all have a shared responsibility to be the best version of ourselves and do what's right for our Company, employees, shareholders, customers, and consumers.

HERE ARE OUR OBLIGATIONS

- **Always act with integrity:** Let integrity guide every interaction and business decision you make. Your actions reflect on our Company, so maintaining integrity is crucial.
- **Uphold the law and our policies:** Your job involves adhering to various laws, as well as our Code and the incorporated policies. It's essential to be familiar with them and comply accordingly.
- **Speak up:** Your voice matters, and we encourage you to use it. If you see or suspect any violation, or simply have a concern, don't hesitate to speak up.

FOR SUPERVISORS, YOU HAVE ADDED RESPONSIBILITIES:

- **Set a great example:** Your team learns from you. Demonstrate integrity and support our Code and our values in all your actions and attitudes.
- **Be a guide:** Be well-versed in the Code, so you can answer your team's questions and provide guidance. If you're unsure, help them find the right resources. Promote the Code's importance, ensure your team has read it, and encourage your team to reference it and the policies when they have questions.
- **Open your door:** Let your team know that you're always willing to listen. Be approachable when they need to talk or have questions. Take their concerns seriously and ensure there's no retaliation for speaking up.
- **Be proactive:** Offer help without taking it upon yourself to investigate. Encourage your team to report concerns through the appropriate channels and assist in resolving any issues that arise.
- **Annual reviews:** Be open and honest during your annual review process. You will be evaluated through The Hain Celestial Group Annual Review Process based on attainment of goals (KPIs) and competencies (behavior, collaboration, business acumen, etc.). This scored evaluation may lead to attainment of potential annual bonuses. In addition to annual reviews, you may also be a part of check-ins to ensure you're aligned and tracking toward your goals. Please note, that if you are a part of a union, collective agreement, or are an hourly employee this process may be different for you. Additionally, this process may look different depending on where you are located. Please refer to your direct manager to uncover what this process will look like for you.



By following these expectations, we create a positive and ethical work environment where everyone's contributions count. Together, we ensure the success of Hain Celestial and the well-being of our community.

WHEN THE CODE IS BROKEN

At Hain Celestial, any violation of the Code, whether it involves breaking a law or a company policy, is taken very seriously. Consequences for such violations may include corrective actions, disciplinary measures, and potentially even termination of employment. If a law has been broken, the repercussions could be more severe, leading to possible fines or criminal prosecution.

It's important to understand that a violation of the Code also occurs when someone ignores or overlooks misconduct or encourages others to engage in illegal or unethical behavior. If you witness anyone breaking the law or a policy, it's your responsibility to report it.

CODE WAIVERS

Everyone at Hain is equally bound by the Code. Exceptions or waivers to the Code for employees and non-executive officers can only be granted by Hain Celestial's Chief Legal and Corporate Affairs Officer. Similarly, the authority to grant waivers for directors or executive officers lies solely with the Corporate Governance and Nominating Committee of our Board of Directors.

MAKING GOOD DECISIONS

WHEN IN DOUBT, ASK YOURSELF THE FOLLOWING QUESTIONS TO ENSURE YOU'RE MAKING A GOOD CHOICE:

Is it legal?

Is it in line with our purpose, mission, vision, values, policies and the Code?

Does it reflect well on our Company?

Would I be proud to share this action if it became public?

IF YOU ANSWERED "YES" TO ALL, YOU'RE HEADED IN THE RIGHT DIRECTION. IF YOU STILL HAVE DOUBT, PLEASE ASK FOR HELP!

[Hain Celestial Ethics and Reporting Portal](#)





HOW TO REPORT A CONCERN

At Hain Celestial, we emphasize open communication as a key value. It's crucial for everyone to feel comfortable sharing any questions or concerns they may have. If you suspect someone has violated the Code, our policies, or the law, or if you're worried about a particular situation, it's your responsibility to report your concerns in good faith—even if you are unsure if misconduct has occurred.

Here are the resources you can contact with your concerns:

- Your supervisor
- Your local People Team representative
- The Chief Legal and Corporate Affairs Officer
- For financial matters, the Chief Financial Officer, Chief Accounting Officer, and the Audit Committee
- Ethics and Reporting Portal



[Hain Celestial Ethics and Reporting Portal](#)

Global Reporting and Investigations Policy





If you're not comfortable speaking up directly, we offer an alternative option—the Hain Celestial Ethics and Reporting Portal. It's available 24/7 and operated by an independent third-party service, allowing you to report concerns anonymously (where permitted by law) in your local language by phone or online portal.

Rest assured that we treat all reports with utmost sensitivity and discretion, protecting your confidentiality as much as possible and in compliance with our Global Reporting and Investigations Policy. We promptly investigate all reports and, if necessary, may also report incidents involving violations of the law to government authorities. Cooperation from all employees is vital during investigations.

We want you to know that we strictly prohibit any form of retaliation against anyone who shares concerns in good faith or participates in an investigation. Even if your report can't be fully substantiated, as long as it was made in good faith, we won't tolerate retaliation against you.

Remember, your willingness to speak up is vital. When you do, you help us identify any activities that could potentially harm our Company, our reputation, and the well-being of our customers and consumers. Together, we can maintain a positive and ethical environment at Hain.

**To reach the Hain Celestial Ethics and Reporting Portal
(Organization Code 127727):**

- From United States, call: 18444466114
- From Canada, call: 0015143950496
- Form United Kingdom, call: 08000224118
- Form Austria, call: 0800909683
- Form Germany, call: 08001818952
- Form Belgium, call: 080089326
- Or go online: <https://hain.speakup.report/en-GB/speakup/home>

Please note that numbers listed may be subject to change. Always reference the linked Ethics Helpline above for the most accurate reporting line.

OUR PEOPLE

Just as we work to provide healthy and beneficial products, we strive to maintain an equally positive workplace.





Inclusion and Belonging

Our people are the heart of our company, and we want everyone to feel encouraged, respected, and embraced in our workplace. We thrive when our people thrive in all areas of our business and in our key stakeholder relationships outside of our business as well. To support our team members, we prioritize a flexible work model we call “Agile Working.” We foster a culture of inclusion and belonging through our Employee Resource Groups and hold ourselves to high workplace safety standards. Together, these initiatives help create an environment where everyone feels valued, respected, and empowered to contribute their best.



HOW TO MAKE IT HAPPEN

Promote fairness: Uphold all employment laws that apply to our business, ensuring equal opportunities for all. Whether it's hiring, compensation, training, promotions, or any other aspect of employment, decisions should never be based on traits like race, color, religion, creed, sex, sexual orientation, gender identity, marital or familial status, age, national origin, ancestry, disability, genetic information, veteran or military status, citizenship status, political affiliation, or any other traits protected by law.

Hear and be heard: Ensure that everyone has a voice in our Company. Welcome and listen to others' ideas and contributions. If you observe or suspect any unfairness or possible discrimination in any aspect of employment, speak up immediately. Familiarize yourself with specific Hain Celestial policies and Employee Handbook that pertain to your location, as we are an equal opportunity employer.

When making employment decisions, base them solely on relevant factors such as performance, qualifications, and individual merit, leaving no room for discriminatory considerations. Let's work together to create an inclusive environment where everyone can thrive, regardless of their background or characteristics protected by law.

[Hain Celestial Ethics and Reporting Portal](#)

[Employee Handbook](#)





RESPECTFUL WORKPLACE

At our Company, mutual respect guides all our interactions with others. It is our shared responsibility to cultivate an atmosphere free from harassment and inappropriate behavior. Teamwork is essential for our success, but it can only thrive in an environment where harassment or bullying are not allowed. Every employee plays a crucial role in keeping such behavior out of our workplace. By promoting an atmosphere of teamwork and respect in every interaction, we can create a positive and supportive environment for all.

IN PRACTICE

Recognize harassment: Harassment occurs when someone's behavior creates an abusive, hostile, or intimidating work environment or interferes with a person's ability to work. This behavior may be verbal, physical, visual, or electronic and is often based on personal characteristics. While harassment may not always be intentional, it goes against our core values and will never be tolerated.

HARASSMENT COULD LOOK LIKE

X

Degrading words
(written or spoken)

X

Jokes based on
personal traits

X

Remarks and jokes
related to ethnicity

X

Bullying or
emotional abuse

X

Gestures

X

Sharing or posting
offensive materials

X

Sexual flirtation

Stay alert to sexual harassment. This type of harassment involves unwanted or repeated sexual advances or touching, requests for sexual favors, sharing sexual materials or other inappropriate verbal or physical conduct.

Help stop bullying. Bullying is unacceptable here. If you see someone being treated with malice, threatened physically or emotionally, or facing sabotage, let's step in together to put a stop to it.



Speak up. Your voice matters! If you witness or suspect any unfair or harassing behavior, don't hesitate to share your concerns. Talk to your supervisor, your local People Team representative, or use the Hain Celestial Ethics and Reporting Portal. We all have a role in creating a positive work environment. Let's support each other and foster a workplace where everyone feels respected and valued.

Be respectful. Treat others considerately. Be mindful of how your actions affect others and watch for signs of harassment. Our actions can impact people around us, even unintentionally.

For questions about harassment or policies, contact your local People



[Hain Celestial Ethics and Reporting Portal](#)

Anti-Harassment Policies

Q

While we were out to dinner with a customer, a co-worker made inappropriate remarks about my appearance. Since we weren't working at the time, is this workplace harassment, and should I report it?

A

Yes. Harassment can occur away from work, like at Company-sponsored events. Speak up about this incident right away. We need to hear about any potential harassment, and we won't tolerate retaliation against anyone for reporting it.

Q

A top Company executive has been saying flirtatious things to me. It makes me uncomfortable, but I'm reluctant to report it because I'm worried I could lose my job. Should I keep this to myself?

A

No. Harassment is unacceptable, and all of Hain Celestial's employees are prohibited from engaging in harassing behavior of any sort. Speak up about this right away. Again, we need to hear about any potential harassment, and we won't tolerate retaliation against anyone for reporting it.



Health and Safety

We are committed to providing a healthy and secure work environment. Ensuring safety is a collective responsibility. While we take steps as a company to secure the workplace, we rely on each employee to adhere to safety standards, procedures, and the law. If you spot anything potentially harmful, report it immediately.

How to Make it Happen:

- **Ensure security:** Safeguard your identification and prevent unauthorized access to our facilities; do not prop doors open or open a door for an individual who does not have access to the building. Stay vigilant for suspicious activity and report concerns about safety and security immediately to your supervisor or the designated safety representative.
- **Respect drug-free policy:** Our workplace is drug-free. Comply with policies on alcohol and drug use. Alcohol is allowed only at specific Hain Celestial events, not while on duty. Never possess, use, sell, or offer illegal drugs or controlled substances. Never work or operate equipment under the influence of any substance.
- **Prevent workplace violence:** We have zero tolerance for violence. Stay attentive for signs of physical assault, violent messages, threats, intimidation, or property damage. Weapons, including firearms or any other harmful devices, are not permitted on our premises or during business travel (unless expressly allowed by applicable law).
- **Operate equipment safely:** The company will train employees to ensure the safe operation of equipment in our manufacturing facilities, warehouses, and laboratories. Never use equipment unless you've been trained on it, and always follow all safety procedures.
- **Report dangerous conditions and incidents:** If you notice hazardous conditions, safety incidents, or injuries our workplace or manufacturing facilities, report them immediately to your supervisor or the designated safety representative.

Together, we create a safe and secure environment for everyone at Hain Celestial. Your proactive efforts contribute to our collective well-being and success.



Environmental,
Health, and
Safety Policies

[Occupational
Health and Safety
Statement](#)



Our Assets

Our assets are vital to the business and our people, and safeguarding them is a top priority. Hain Celestial places its trust in employees by providing valuable Company assets including physical, electronic, and intellectual. In return, we demonstrate our commitment to the Company's success by handling these assets responsibly and with care.

IN PRACTICE

Use sound judgment in your daily work to prevent loss, theft, waste, or misuse of our assets. Recognize the different types of assets, including:

- **Physical property:** Tangible items such as buildings, machinery, office equipment, computers, phones, hardware, materials, and finished goods. Keep them secure and use them according to our policies and intended purpose, not for personal gain.
- **Electronic assets:** Data accessed or stored electronically, like our network, email, voicemail, databases, and software.
- **Personal data:** Information identifying employees or other individuals, including government ID numbers and human resources data.
- **Financial assets:** Assets tied to finances, such as cash, bank deposits, or tradable financial instruments. Handle our finances as carefully as you would your own.

- **Intangible assets:** Our Company possesses valuable intangible assets that are crucial to our success. These include our reputation, ideas, trade secrets, product development, copyrights, trademarks, and patents. Safeguard these assets from harm or unauthorized disclosure.
- **Intellectual property:** Our intellectual property sets us apart and keeps us competitive. Handle it with utmost care, ensuring it is accessed or used only within Hain Celestial. This includes brand names, logos, trademarks, patents, copyrights, creative materials, business plans, strategies, trade secrets, and proprietary information.

Prevent misuse

All our assets are Company property. Protect physical assets by securing them against theft or tampering. Follow our policies and computer security procedures to safeguard information assets and prevent unauthorized access. If you notice any security-related issues, report them promptly to the IT Service Desk.

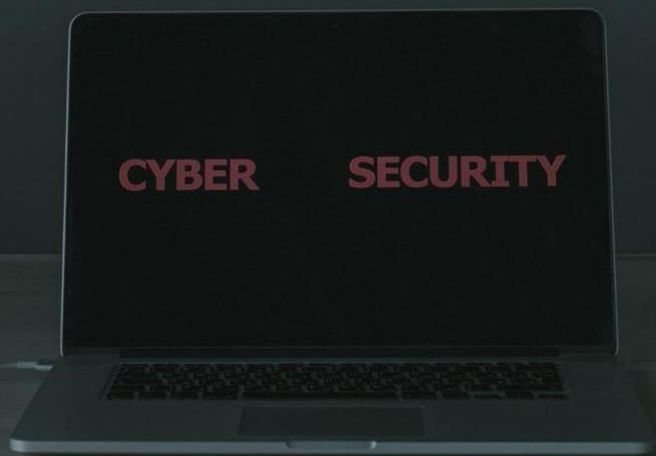
Communicate with care

Remember that all data and communications sent or received through our electronic or phone systems belong to Hain Celestial. These communications may be monitored and disclosed to authorities as permitted by law. Handle sensitive information responsibly and maintain confidentiality to protect our Company's interests.



IT and Corporate
Security
Policies &
Procedures

Acceptable Use
Policies



Acceptable use

Information about our Company, our customers, our employees and our suppliers are some of our most valuable assets and must be used and protected in an appropriate manner. Similarly, IT Systems belonging to Hain and provided by the Company to its workers, or in some cases, individuals contracted to do work for Hain, to process and store information, must also be used and protected appropriately. This Policy sets out the minimum standards that must be met.

Practice good cybersecurity

You are our first line of defense against security breaches. Create strong passwords and update them as required. Never share passwords and be cautious of phishing scams, avoiding clicking on suspicious links. Report suspicious emails to the IT Service Desk. Avoid using work devices for personal email accounts and refrain from installing unauthorized software or using unapproved internet sites to prevent malware and maintain system integrity. Hain has installed security apps on our systems to protect our assets and prevent misuse. You are expected to comply with these security measures. You may not attempt to disable them or try to hide your activity.

Protecting and respecting our assets ensures the sustainability and growth of our business. Together, we all must uphold the trust placed in us and contribute to our Company's continued success.

Did you know we also have a duty to protect intellectual property belonging to other individuals or organizations?

- Treat it with the same care as you would ours.
- Use it appropriately and only when authorized.



I like to do work during the day in my local coffee shop. Sometimes I leave my laptop unattended for a few minutes while ordering food or taking a phone call. Is there any problem with this?

Q

Yes. We need you to help protect our IT systems, physical property and electronic information. Someone could use your computer to access sensitive data, or even steal the device when you're not looking. Never leave Hain assets unlocked or unattended in public. Also make sure nobody can see your screen when doing work in public places, like coffee shops or airplanes.

A

Q

During a business review meeting, we were discussing financial forecasts for Hain's leading brand. I saw a co-worker taking photos of the meeting slides, and when I asked her about it, she said she was saving them for when she leaves the Company. Is this okay?

A

No, it isn't. This information is our confidential financial information. Advise her not to share this to her personal devices or with anybody outside of the Company, and contact the Legal Team. She shouldn't share this kind of information with any third party without authorization.





Data Protection and Privacy

CONFIDENTIAL INFORMATION

Our confidential information is a critical asset that sets us apart and keeps us competitive. As employees, we have a responsibility to safeguard this sensitive data from unauthorized access, disclosure, or misuse.

How to Protect It:

- **Be mindful:** In your daily work, you may encounter various confidential details about Hain Celestial, our vendors, customers, or business partners. Treat this information with care, as exposing it could harm us and our stakeholders.
- **Recognize confidential information:** Examples include new product or marketing plans, recipes, manufacturing processes, budgets, sales and profits data, employee and customer information, and potential acquisitions or disposals.
- **Limit access:** Only access confidential information necessary for your job, and never share it with unauthorized individuals, both inside and outside Hain Celestial. Unauthorized disclosure might be illegal.
- **Handle external requests:** If the media or outside sources request confidential Company information, do not respond directly. Refer such requests to the Legal or Corporate Communications Team and consult with your supervisor.
- **Prevent leaks:** Familiarize yourself with the confidential information you handle. Be cautious not to inadvertently disclose it in public places where others might overhear. Avoid viewing it on devices visible to others or via unsecured Wi-Fi networks.

By diligently protecting our confidential information, we preserve our competitive edge and maintain trust with our stakeholders.

PROTECTING OUR DATA

We take our responsibility for protecting personal information & data seriously. Our Global Privacy Policy provides consumers with information about how Hain Celestial collects, uses, discloses, and safeguards certain of the personal information and data it gathers. It also describes options they may have concerning their personal information. In general, our processing of personal information is designed to improve the purchasing experience of consumers and to provide relevant information about our products, services, and promotions.

Regional Employee Privacy Notices describe the categories of personal data we process, how your personal data is collected, used, and transferred, and for what purpose we process your data.

Ensuring the security of personal data is an integral aspect of our operations. As we engage with suppliers, customers, business partners, consumers, and employees, they entrust us with their information, and it's our duty to shield it from potential risks such as loss, exposure, or improper use by following our Data Protection Policy and Guidelines. Let's uphold our commitment to those who rely on us to safeguard their data.



Respect privacy.

We prioritize safeguarding individuals' privacy. We ensure that the collection, utilization, and disclosure of their personal data are solely for valid business reasons. Moreover, we strictly adhere to all data privacy and protection regulations, including General Data Privacy Regulation (GDPR), the California Consumer Privacy Act (CCPA), upholding the security of this information across all our business operations.



ENSURING DATA PRIVACY

Follow our IT policies.

To prevent unauthorized access or inadvertent disclosure of information, always follow our computer and network security procedures. Never share your ID or user password with anyone, and never use unsecured websites to send or receive confidential or personal information.

What is considered “Personal Information / Data”:

It's confidential information about a person, such as:

- Name
- Date of birth
- Compensation/salary
- Benefits
- Contact information (email or home addresses and telephone numbers)
- Credit card information
- Financial information (social security number or other government issued identification number, banking or tax records)
- National Identification Number / Social Security Number
- Medical records, information and history
- Names of family members
- Closed circuit TV footage
- Fingerprint and other biometric data
- Racial or ethnic origin
- Political opinions
- Religious or philosophical beliefs
- Trade union memberships
- Data concerning sex life or sexual orientation

Speak up about data leaks.

If you become aware that personal information/data has been compromised, share your concerns immediately with the IT Support Team and the Legal Department so we can take immediate action.



Employee Data
Privacy Policies
and Notices

Global Data
Protection Policy
and Guidelines

OUR COMPANY

The way we do business matters. We remain true to our word and are committed to honesty, accountability, and integrity.

Hain Celestial is known for competing passionately and honestly in the marketplace. We earn that reputation by upholding U.S. and international sanctions, antitrust, and competition laws, which protect consumers and prevent companies from gaining an unfair advantage. In your work, focus on fairness and compliance with these laws wherever we do business.

Violating sanctions, antitrust and competition laws could lead to severe legal penalties for you and our Company. Get to know the laws in the countries where we operate and how they apply to your job. These laws cover antitrust, monopoly, competition and cartel issues, and they can be complicated. If you have questions about the legality of an arrangement, contact the Legal Team for guidance.



Inspiring Healthier Living



Ensure Equitable Practices. Avoid any actions that could be seen as unfair or deceptive in trade, and remain vigilant about pricing practices that erode customer trust.

Guidelines to Follow:

- **Equal treatment:** Avoid discriminating among competing customers based on pricing, discounts, or allowances.
- **Resale price agreements:** Do not enter into agreements with customers that could potentially violate national or local antitrust or competition laws regarding resale prices of our products.
- **No forced purchases:** Customers should not be compelled to buy unwanted products to acquire what they do want.
- **Compliant exclusivity:** Ensure that any exclusivity or territorial arrangements with suppliers and distributors align with all competition laws - both within and outside of the country in which you operate.
- **Document agreements:** All agreements should be written and comply with our Global Contract Creation and Review Policy.

By adhering to these principles, we maintain a trustworthy and transparent relationship with our valued customers.

FAIR COMPETITION

Exercise sound judgment in all interactions with competitors, ensuring that your discussions do not create the appearance of agreements that might hinder fair competition. Our Antitrust and Competition Policy outlines and clarifies “Our commitment to doing business the right way, which includes engaging in and promoting fair competition in the market.

Specifically, avoid:

1. **Impermissible communications with competitors:** Never engage in discussions or agreements with competitors to set prices, discounts, promotions or other terms and conditions of sale for products or services.
2. **Production or supply limits:** Do not collaborate with competitors to restrict production or supply.
3. **Division of territories:** Do not enter into agreements with competitors to divide territories, markets, customers, or contracts.
4. **Third-Party boycott:** Do not participate in actions that aim to exclude a third party from the market.
5. **Customer discouragement:** Do not engage in practices that discourage customers from buying products from other companies.

By upholding these guidelines, we promote healthy competition and maintain our commitment to ethical business practices.



Gather information fairly.

All companies gather information about their competitors, but when you do, make sure you do so fairly. Only use publicly available information – never confidential information or other information that was improperly obtained.

Trade shows & industry groups.

Trade shows and industry groups are great for networking and collaboration, but we must be careful not to discuss competitive activities. Never use these events or groups to exchange sensitive information. Consult with the Legal Team prior to attending a trade association meeting to ensure that association activities and discussions cover only permitted subject matter.



Antitrust &
Competition Policy

WOULD YOU KNOW WHAT TO DO IN AN INAPPROPRIATE CONVERSATION WITH A COMPETITOR?

1. Stop the conversation right away
2. Explain that you won't discuss this topic
3. Get out of the situation
4. Notify the Chief Legal & Corporate Affairs officer

VIOLATIONS OF ANTITRUST/COMPETITION LAW ARE SERIOUS AND COULD RESULT IN:

1. Termination of employment
2. Criminal investigations and prosecutions, which can result in severe fines or penalties and time in prison

Q

I attended a natural products convention and had a private meeting with executives from three companies in the snacks industry. We talked about a new upstart company that is getting a lot of attention and agreed to decrease our pricing in order to make it more difficult for the new company to sell its products to our customers. Is there any problem with this?

A

Yes, this is very problematic. As a Hain employee, you cannot discuss coordinating pricing with competitors under any circumstances. We also can never take collective action with competitors in an effort to affect the market, including to disproportionately impact one company. If you find yourself in a situation like this you must immediately stop the conversation and notify the Chief Legal and Corporate Affairs Officer.



MARKETING & ADVERTISING

We uphold our commitment to honesty and transparency in all communication

How we share information about our Company, brands, and products holds great importance for our customers, shareholders, and consumers. They rely on our integrity, expecting truthful representation. If you're engaged in creating marketing or advertising content, ensure that every statement we make is accurate and true. This underpins the trust our stakeholders place in us.

Practice truth in advertising.

Always follow advertising laws and regulations and make truthful statements about our products. Never intentionally promote our products in a way that could be misleading to our consumers. We must always endeavor to be accurate, making truthful advertisements and providing any necessary disclosures. All advertising should be aligned with Hain Celestial's values and should never be defamatory in any way.

Follow labeling and marketing review processes.

It is your responsibility to understand what approvals are required for every advertisement or promotion. For claims regarding nutrition or ingredient properties or benefits, submit all claims for approval. The same applies for all product labels – any new or updated labels must be approved before use. Other advertising formats may include social media, television, radio, Hain Celestial operated websites, sponsored media, Hain Celestial endorsed bloggers and brand ambassadors, product email blasts, brochures, “leave behind” materials and external presentations, which must all be vetted for regulatory, legal, compliance and any reputational concerns before dissemination. All influencer relationships and paid sponsorships are governed by very specific laws and must receive legal and regulatory approval.



[Impact Report](#)



Back up claims.

Be prepared to back up any claims you make about our products with solid, documented evidence that has been collected in a valid and unbiased way. Work with your internal partners to understand the necessary substantiation thresholds. Get proper approval for all claims and make sure any visuals accurately reflect our products.

Anti-Greenwashing.

All Hain full- and part-time employees, contractors, consultants, and interns must be honest and truthful about all environmental and social claims made to key stakeholders both internally and externally. We will be open and honest about the current status of the organization's Impact journey.

“Greenwashing” refers to a company's use of misleading marketing to make people believe that your company is doing more to protect the environment than it really is. We have zero tolerance for campaigns that intentionally greenwash to gain attention and recognition.

The Company has a legitimate desire to increase its level of positive impact on people and the planet. We should always work to implement business practices that minimize environmental impact whenever possible. Greenwashing claims will hinder our ability to make meaningful progress towards achieving these goals.





ANTI-CORRUPTION

We achieve success without resorting to unethical or illegal methods. Acts of bribery or corruption are against our values, our policies and the law, and they have no place at Hain Celestial. In compliance with our Anti-Corruption Policy, we strictly adhere to laws that prohibit participation, directly or indirectly, in corruption and bribery. Our success is driven by the excellence of our products and the dedication of our team. With your support, we can ensure our Company remains untainted by these harmful behaviors. Together, we maintain our commitment to integrity and excellence.

Recognizing bribes.

Bribes take many different forms, and they're not always easy to recognize. When anything of value is offered to a third-party in exchange for a favorable decision or to gain an unfair advantage, that's a bribe, and it violates the law and our policies.

Follow the law.

Bribery and corruption laws can be complicated, especially for businesses like ours that operate in different countries. As a U.S.-based corporation trading on a U.S. stock exchange, all Hain subsidiaries, affiliates, employees, and representatives located anywhere in the world must be familiar with and comply with U.S. law, including but not limited to the Foreign Corrupt Practices Act (FCPA), and U.S. export control and trade sanction regulations.

Q

I work in the EU, and I'm not a U.S. citizen. Why do I need to follow U.S. law?

A

Because a U.S. corporation may be liable for conduct of all of its employees, including those who work outside of the U.S., even if the conduct is lawful under local law. Non-U.S. citizens may be extradited to the U.S., tried, and sentenced to jail for FCPA violations. Also, these practices are not only against the law, but against our company policy.



Anti-Corruption
Policy

UK Corporate
Offences for Failing
to Prevent Criminal
Facilitation of Tax
Evasion



Be transparent.

If after receiving prior approval from the Legal Team, you give or receive a gift, payment or anything of value to or from a government official, make sure to record it accurately in our books and records, and never offer or accept anything that might even look inappropriate. We can get into trouble for inaccurately recording an expense or a payment even if the underlying transaction is appropriate and legal.

Monitor our partners.

Remember, third parties work on our behalf. We can be held liable if one of them violates the law while working on our behalf, so select third parties carefully and keep an eye on their work. If you have any concerns about one of our business partners, share your concerns with the Legal Team.

Use special care with government officials.

Never offer government officials anything of value without prior approval from the Legal Team. Officials are employees of any government, anywhere in the world. They also include officials of political parties, candidates, military personnel, professors at public academic institutions, doctors at public hospitals and any government employee acting in a commercial role, like executives at state-owned companies. This can differ, depending on your location so ask for guidance from the Legal Team if you have questions.

Don't pay facilitation payments.

A facilitation or "grease" payment is usually a small fee paid for routine government actions. Some countries allow these payments to speed things up. If someone asks for such a payment, do not pay it – no matter how small.

Seek guidance.

If you are unsure whether something could be considered a bribe under this policy and the law, please contact the Legal Team.



Global Gifts &
Entertainment Policy

Anti-Corruption
Policy



WHAT DO WE MEAN BY “ANYTHING OF VALUE”?
Here are a few examples to consider...



Cash or cash equivalents like gift cards



Expensive gifts, entertainment, travel & tickets



Personal favors



Discounts not available to the public



Charitable or political donations



And beyond

**VIOLATIONS OF
ANTI-CORRUPTION
LAWS COULD
RESULT IN...**



Termination of employment



Criminal investigations and prosecution which can result in severe fines and penalties, even individual liability



PRODUCT QUALITY & SAFETY

We are committed to providing “Better-For-You” products and we won’t compromise on delivering that promise.

At Hain Celestial, we’re proud of our reputation for offering safe, high-quality products. When we say “Better-For-You” Products we aspire to the following:

1. Responsibly Sourced Ingredients
2. Simple Formulations
3. Organic & Non-GMO Options
4. Healthy & Nutritious Foods
5. Reduced Packaging Footprint
6. Reduced Manufacturing Footprint

We are continuing to refine this strategy through cross-functional teamwork. All Hain employees, suppliers, and partners are responsible for helping us to achieve our Better For You Product Standards. More importantly, all of our products must be of high quality and safe for our consumers. To deliver on our high quality and safety expectations, we have the following:

1

Good Manufacturing Practices

Good Manufacturing Practices (GMPs) are the methods, equipment, facilities and controls for producing the products we sell. GMPs may be different based on country and product type. Please make sure that you are aware of and abide by all GMPs that apply to your work. If you have questions about GMPs, please contact your local member of the Global Regulatory, R&D, and Quality Team (RDQ) team.

2

Quality & Safety Programs

Our Quality and Safety Programs are designed to ensure that we comply with all laws, certification requirements, industry best practices and consumer expectations. Everyone plays a key role in our products and operations meeting these expectations. We must all take steps to ensure we have the policies and procedures in place to monitor the traceability of our products and any related consumer complaints.

3

Global Supplier Code of Conduct

We expect our suppliers to maintain the same high standards relating to environmental and social impact as we do, including safe and fair treatment of all workers. Additionally, we expect our suppliers to govern their businesses with the highest form of respect and ethics as defined in our Global Supplier Code of Conduct—and, in compliance with all applicable laws and regulations.



Speak Up

We all have a responsibility for compliance with all of our product related policies and programs, including those relating to quality and food safety. If you become aware of anything that could compromise the quality or safety of our products, share your concerns immediately to your manager, the People Department, the Legal Department, or through the Ethics and Reporting Portal. That includes any concerns about any supplier that you believe isn't upholding its commitment to our high standards.



Better-For-Your
Product
Standards

Occupational
Health and Safety
Policy

Global Supplier
Code of Conduct





Gifts and Entertainment

We won't allow or use gifts or special treatment to influence business decisions. Offers of gifts or entertainment are nothing new in business. But when an offer goes too far, it could create a sense of obligation or affect someone's decision-making in an inappropriate way. We want to avoid situations like these, and we're counting on you to understand and follow our policies, so every decision you make is fair and unbiased. Hain's Gifts and Entertainment Policy outlines our approach to Business Courtesies and clarifies regional differences to our approach.

Know what's acceptable

It may be challenging to know when a gift, entertainment, or other offer is appropriate and acceptable. Please use the following guidelines to help you make informed decisions on appropriate gift giving.

ACCEPTABLE

Given occasionally and of nominal value A reasonable business expense

Personal and given for a special occasion Legal and appropriate

NOT ACCEPTABLE

Lavish or extravagant

(e.g. vacations or private jet travel)

Given to win a favor

Given to influence a decision

Cash, or some cash equivalent (e.g. gift cards)

Don't make offers to government officials.

No matter how small an offer may be, if it's made to a government official, assume that offer is inappropriate. Even if you believe an offer is appropriate in a certain country, remember that we prohibit offers of any kind to government officials without prior approval from the Legal Team.

Honor the recipient's rules.

If you're the one offering a gift or entertainment, take the time to know the recipient's policies. Many companies, especially if they do work with any government entities, prohibit their employees from receiving payments, gifts or entertainment, no matter how small, so don't put our relationship with them at risk.





Global Gifts & Entertainment Policy



These rules also apply to receiving gifts and entertainment.

Not only do we have to avoid offering or giving inappropriate gifts and entertainment, we cannot accept these things from others either. If someone offers you a lavish gift, you can't accept it. If you have a question about whether a gift or entertainment is appropriate, ask the Legal Team for guidance.

Don't use a middleman.

Hain Celestial prohibits anyone from offering or accepting an improper payment, gift or entertainment on our behalf. Doing this through someone else, including sales representatives, distributors and contractors, is no different than doing it yourself.

Travel and Expenses

Many officers, directors, employees of Hain Celestial, and our consultants, travel and incur expenses for business purposes. We all need to be responsible and prudent in spending our resources. It is important that everyone is aware in advance of what is a legitimate business-related expense to be paid for using a Company-issued credit card, and what other employee incurred expenses (e.g., cash paid costs or mileage incurred) may be reimbursable, and all other applicable rules and expectations concerning travel and expenses. We have regional Travel and Employee Expense Reimbursement Policies that provide guidelines to follow when traveling for business purposes to obtain the most cost-effective method for travel, to maintain compliance with travel restrictions, and to ensure the safety and security of our travelers.



Travel and
Employee Expense
Reimbursement
Policies



Accurate Records

We make sure our records accurately reflect the state of our business. We rely on our records to make business decisions and meet our legal and corporate obligations. That's why they must be complete and accurate at all times. Each of us contributes to our records in some way, so make sure you are always careful and honest whenever you handle a Hain Celestial record – no matter how small.

Put accuracy first.

Follow our process for maintaining records. Record every entry accurately, including time, cost and expenses. Never alter, purposely omit, destroy or make false or misleading reports or entries in Company business or financial records. To do so may lead to an investigation into fraudulent activity on the part of the Company and/or you as an individual. Also be ready to support your entries with documentation such as expense reports or invoices.





Ensure the integrity of our financial or operational records.

If your role at Hain Celestial requires that you disclose information to the government or regulatory authorities, follow our policies and internal controls, making sure the information you provide reflects an honest and accurate picture of our financial or operational position. Any information we disclose, file or submit must be full, fair, accurate, timely and understandable.

Cooperate fully with audits.

With regard to our accounting practices and financial statements, we rely on you to cooperate and communicate openly with members of our Internal Audit team as well as external independent auditors, government investigators and regulators. Never attempt to influence, coerce, manipulate or mislead them.

All information should be provided in a complete, timely, fair and accurate manner irrespective of to whom is requesting this data.

Annual reporting.

We create annual Impact reporting that showcases how we're tracking towards achieving our purpose. We rely on all team members to accurately and swiftly report this data to our Impact team in order to do this successfully. It is imperative that we all help to provide this information in an accurate, timely, and compliant manner.

Watch for unusual activity.

If you regularly access our records, watch for irregularities, like false entries or statements, unrecorded funds or payments, omissions or misleading statements. These could be signs of potential fraud, bribery or money laundering activity. If you have concerns, speak up immediately.

Manage records properly.

Follow our policies and schedules for storing, retaining and disposing of our records, whether paper, electronic or otherwise. Destroy any documents that are scheduled to be disposed of, but never dispose of documents that are subject to a legal hold.

Q

I noticed that certain purchases by my plant manager aren't accounted for in our books and records, and may have been for personal use. I asked him about the purchases, and he told me not to worry about it. Should I report this?

A

Yes, you should report this. You may have found some misconduct that we need to know about. And remember that no one, not even someone above you may pressure you to ignore it. Share your concerns with the Legal Team immediately or report via our hotline.



Anti-Money Laundering

We won't allow illegally generated money to move through our Company.

When criminals make money through illegal activity, they sometimes disguise it by running it through a legitimate business. We do not allow funds like these into our Company, and keeping it out requires vigilance – make sure you are familiar with and following our finance policies and vendor payment procedures.

Stay Vigilant.

Criminals depend on companies not paying close enough attention to their finances to detect money laundering. Use good judgment and pay attention to the records and transactions you deal with every day, especially when customers or third parties are involved. Make sure you know:

1. **Who** is involved in all aspects of the transaction
2. **Where** product is going
3. **How** payments are being made

Know our business partners.

To make sure Hain Celestial only works with reputable partners who conduct business legally and legitimately, stay alert and do your research. If you work with business partners, choose them carefully. Also monitor their work to make sure they are upholding all laws and policies that apply to our Company.

Q

A customer placed an order and was sent an invoice. The invoice was paid, and then before the product was shipped, the customer canceled the order. I was asked to send a refund check to an entity that isn't the customer, and that I've never heard of. Is this something I should report?

A

Yes, you should. Sending a refund payment to a party that didn't make the initial payment is a sign of potential money laundering. Share your concerns immediately but do not tell the customer or third-party that you have suspicions about their activities. To do so may be a breach of anti-money laundering laws.

WATCH OUT FOR:

1. *Invoices paid with cash or money orders*
2. *Payments in a different currency than shown on the invoice*
3. *Large or unusual fund transfers*
4. *Delivering products to a country other than the place of payment*
5. *Uninvolved third party making payments*
6. *Making overpayments*





Conflicts of Interest

Our decisions are always objective, free from any personal gain or bias.

One way we earn the trust of our consumers, business partners, shareholders and fellow colleagues is by showing integrity in our business decisions and avoiding possible conflicts of interest. A conflict happens when you make a business decision in your own interests rather than in Hain Celestial's best interests. Even the appearance of a conflict can harm you and our Company, so learn to recognize conflicts and avoid them. Consult our Conflict of Interest Policy and make sure to fill out the Potential Conflict of Interest Disclosure Form, if applicable.

The following are examples of "conflicts of interest":

Outside employment

Never accept a second job or consulting opportunity with a Hain Celestial customer, supplier or competitor. This could take away from your commitment to our Company.

Gifts, entertainment or offers

Accepting a gift, favor or other benefit or offer could make you feel obligated to the giver, creating a real or perceived conflict of interest. Never solicit, request or make business decisions based on gifts or business courtesies.

Personal investments

Having a significant financial interest in one of our suppliers, customers or competitors is prohibited – that includes any company that competes with us or wants to do business with us.





Personal relationships

Having a friend or relative enter into a business relationship (directly or via the business they work for) with our Company could affect your decision-making. The same applies to supervising a family member or friend, so disclose any relationships like these to the Legal Team for review.

Personal loans

Obtaining loans from any Hain Celestial customer, supplier or competitor is prohibited. This doesn't include transactions with banks or other financial institutions.

Serving other organizations

Taking on an advisory role, such as a board member, consultant, officer or partner for a company or non-profit organization could interfere with your capacity to perform your job responsibilities at Hain. Before accepting a position, please seek approval from the People Team. Serving in these roles for any Hain Celestial customer, supplier or competitor also creates a perceived conflict.

Business opportunities

Taking opportunities for your own personal gain that you discovered through your work or through Company property or information is also prohibited.

Disclose potential conflicts.

Have you found yourself in any situations like these? You have an obligation to let us know. Report it to your supervisor and the Legal Team, and then we can work together to determine if the situation is a conflict. If it isn't, it can be approved. If not, we will help you find a way to avoid the conflict.

If you're involved in a conflict.

The most important thing is that you speak up about a possible conflict, rather than concealing it. If a conflict does exist, and we can't find a solution, you may have to change your responsibilities or your relationship with the company or organization involved.





OUR WORLD

We're proud to be known as a Company that cares about people and the world around us. It's reflected in every action we take, including who we work with.



International Trade

It's exciting to think that our products are enjoyed by people around the world. But working with multiple countries requires that we respect their varied import and export laws and regulations. Be sure to know and understand the requirements that apply to our business and your job. We need to operate with integrity at all times and in all places where we do business.

Follow international regulatory laws.

It is important to pay attention to trade laws, as this is a dynamic area that is rapidly changing and you should check with the Legal Team for periodic updates if these apply to your work. International laws and regulations that may apply depending on your role include those relating to:

- Licensing
- Food, drug and cosmetic regulation
- Shipping documentation
- Import documentation and reporting
- Record retention
- Environmental and social compliance

As a public company based in the United States, we have certain obligations under U.S. law. If an international law conflicts with U.S. law or our Code, or if you have any questions about specific laws, contact the Legal Department.

In short, make sure that any international transaction:

- Complies with all legal requirements
- Is documented accurately
- Clears Customs at the proper declared value
- Has a confirmed final destination
- Avoids boycotts or trade with embargoed countries
- Doesn't involve paying facilitation fees
- Complies with all applicable environmental and social laws

Be accurate and complete.

Handle imports and exports properly by including all required documentation, labeling, licensing, permits and approvals. Also provide complete documentation, classifying each item correctly and ensuring accuracy as best you can. Classify imports and exports in advance based on their:

- Country of origin
- Destination
- End use



Anti-Corruption Policy

Gifts and Entertainment Policy

Global Supplier Code of Conduct



Working with Third Parties

We only work with third parties who share our commitment to the highest standards which are detailed in our Global Supplier Code of Conduct.

Our business thrives when our relationships with business partners are healthy and productive. We must hold all third parties we work with to the same standards we hold ourselves to. That includes our Code, our policies and the laws that apply to our business.

Choose ethical partners.

If you're involved in the selection process for any third parties, choose fairly and without bias. Base your selection on Hain Celestial's business needs, the provider's reputation and integrity, the services or products they offer and the quality and price of their offerings.

Deal fairly.

Never take advantage of our business partners, and be fair and honest in every interaction. Avoid even the appearance of an inappropriate relationship. Never accept improper gifts, entertainment or favors from third parties, and avoid any activity that might look like a conflict of interest.



Watch their work.

To make sure third parties are upholding our high standards and representing Hain Celestial with integrity, periodically monitor the work they do. You'll want to look out for:

- Human rights issues
- Child labor
- Health and safety issues
- Compliance with our high environmental, social, and governance standards
- Financial or accounting issues
- Bribes or conflicts of interest

Remind them of our Code as well as our policies and the laws they must follow. If you see any behavior by a third party that violates any of these, speak up immediately.



Q

I saw a rumor circulating on social media about one of our suppliers being involved in human trafficking. Since I'm not sure if it's true, should I do anything about this?

A

Yes. If this is true, that is a violation of our Code, our policies and the law. We take these issues seriously, along with any other activity that goes against our Code. Even if this story isn't confirmed, we need to know about it. Notify the Legal Team immediately.

[Global Supplier Code of Conduct](#)

[Modern Slavery and Human Trafficking Statement](#)

[Global Human Rights Statement](#)

[Anti-Corruption Policy](#)





Choose ethical trade partners and opportunities.

We follow the trade laws of all of the countries in which we do business, including laws that prohibit transactions with specific countries, entities or people. Do your research to select only business partners who operate with integrity. Speak up about any concerns or violations of trade laws.

Don't boycott.

Hain Celestial doesn't participate in boycotts that the United States doesn't support. If someone invites you to participate in or support a boycott, or if you hear of a boycott that one of our vendors is participating in, contact the Legal Team immediately.

Human Rights

Hain Celestial is committed to respecting and protecting human rights across our operations, extended supply chain, and in the communities where we operate. Our Global Human Rights Policy and Modern Slavery Statements align with.

Monitor business partners.

We only work with third parties who share our respect for human rights. If you work with or hire vendors or other third parties, monitor their activities to ensure their compliance with laws and our policies. Speak up about any possible violation of law.

Follow the law.

Know and uphold the various human rights laws that apply to our business wherever we work. These laws protect people's rights to:

- Fair pay
- A safe place to work
- Reasonable working hours
- Choose whether to work
- Freedom of association or collective bargaining

[Global Human Rights Statement](#)

[Modern Slavery and Human Trafficking Statement](#)

[Global Supplier Code of Conduct](#)





Our Global Human Rights Statement and Global Supplier Code of Conduct prohibit practices that endanger the health or safety of those who work for the Company and within our supply chain. We strictly prohibit the exploitation of children, including child labor, physical punishment, forced or compulsory labor and human trafficking. If you become aware of a violation of these laws, either by a Hain Celestial employee or one of our business partners, speak up immediately

Practice due diligence.

If your job involves selecting third parties, only choose companies that will honor our commitment to respecting human rights as outlined in our Global Supplier Code of Conduct. Never knowingly do business with a company that violates applicable employment laws or engages in human rights abuses or other activities in violation of our policies. Check that third parties have all the necessary and applicable accreditations. Make sure that you follow all of our policies and practices regarding third-party due diligence and you do not work with anybody until any necessary reviews have been completed.

Q

I saw a story in the news about a supplier we have used in the past who may have been using child labor. Since they're not currently working with us, should I say something?

A

Yes. We won't use or buy materials or any goods produced by a supplier that uses forced, bonded or child labor. Let the Legal Team know. We must be sure not to use this supplier again in the future.





The Environment

We are good stewards of our environment and make a positive impact on our world.

The environmental challenges facing our planet are vast. From climate change—to water quality and scarcity—to biodiversity threats, we recognize that a healthy planet and human health are directly linked. Our world provides the essential ingredients that create our products. In return, we care for our environment, conserving resources, operating responsibly and meeting all environmental requirements that apply to our business. We need your help to make the Company a leader on environmental action.

Meeting our sustainability goals.

We have collectively made commitments to Science Based Targets and company-wide environmental and social impact goals. You may be asked to help collect and manage data that helps us to measure our environmental and social impacts or shift a legacy practice in order to help our business be more sustainable. It is the responsibility of all Hain employees to help us achieve these goals in all areas of the business.

Honor the law.

Follow all environmental laws and regulations that apply to our business. If you're involved in manufacturing our products, remember your special responsibility to protect our environment. Follow our procedures for sustainability in procurement and pay special attention to how we store, dispose and transport waste and other toxic materials or emissions. See our [Impact Report](#) for more information.

Stay alert and speak up.

Watch for any environmental concerns. Don't ignore potentially harmful situations, like improper disposal of waste – whether it's by a third party or one of our employees. Report these concerns immediately.

Q

I have been asked to help collect energy consumption data for one of our manufacturing facilities, but that isn't a part of my typical job responsibilities. Should I ignore the request?

A

No. Please reach out to your manager to let them know of the request. This way you can properly prioritize this work and collect the requested data in a timely manner for our Impact Team.



[The Impact Report](#)



Corporate Citizenship

We contribute positively to people and communities around the world.

Hain Celestial serves diverse global communities, and we understand our duty to be a responsible corporate citizen. We honor laws and regulations wherever we operate—and we respect people and honor local cultures everywhere we work. We count on you to help us uphold this standard.

Honor all laws.

It's up to you to know and uphold the laws that apply to your job in the country where you work and anywhere we do business. Watch for possible conflicts of local laws with our Code, our policies. If this happens, follow the stricter requirement. If you're not sure what to do, talk to your supervisor or contact the Legal Department.

Show you care.

Contribute to our commitment to increasing our positive impact on people and the communities we serve by emphasizing product quality and safety for colleagues, third parties, and consumers. Stay attentive to laws for safe working conditions and ensure partners align with our standards. Join us in volunteering to create positive societal change in our communities when possible. Collaborate with colleagues to make impactful strides in health, well-being, hunger, environmental conservation, and diversity, equity and inclusion efforts.

Show respect.

Because we work with many different countries, we encounter many different cultures. Respect local customs and cultures, as long as customs don't conflict with our Code or the law. Also make sure we work to minimize any harmful effect our business may have on the environment. Follow all environmental laws and use all resources responsibly.

Impact locally.

We encourage you to find ways that we can help improve our impact on the local communities where Hain operates. This could be environmental remediation, local economic impact, family security and wellbeing, community investments, volunteering, and beyond.

Q

I'm involved in purchasing packaging materials for our products. I've become aware of some new materials that are different from our current packaging, but this would be a more sustainable option. What should I do?

A

Share this opportunity! Hain Celestial is always looking for ways to promote sustainability and make a more positive impact. Talk to your supervisor about this option and notify the Impact team. Together you can analyze the costs as well as the benefits to our environment



Charitable and Political Activities

As individuals, we contribute our own time and resources to causes that are meaningful to us.

We encourage you, as an employee, to be an active member of your community, supporting causes and initiatives that make the world a better place. We recognize and respect that who or what you support is a personal matter, but make sure your activities outside of the workplace don't have a negative impact on our Company, your co-workers or our customers.

Avoid conflicts.

Don't let your support of any charitable or political activity (whether it takes the form of volunteering or financial support) interfere with your job at Hain Celestial. In any outside activities, make sure your participation is lawful and done on your own time, using your own funds and resources.

Take care in your communications.

Always ensure it's evident that you're expressing your personal views, not those of Hain Celestial. Be sure to treat your colleagues and business associates with respect. And never pressure anyone to participate or support causes that you personally endorse.

Contribute responsibly.

We do not explicitly support any specific political beliefs. If you make any charitable or political contributions, be sure to make clear that it's on your own behalf and not on behalf of the Company. You cannot make contributions on behalf of the Company.

Comply with lobbying laws.

Communicating with lawmakers or public officials to help shape public policy is referred to as "lobbying" and is highly regulated. If your job involves interacting with a government body or public official, make sure you know and understand your obligations as they relate to registration, reporting and recordkeeping under the applicable laws of your jurisdiction.

If you plan to seek or accept a position of public office, contact the Legal Team in advance to ensure you avoid any potential conflicts of interest.





Speaking for Hain

The way we talk about our Company matters. Our consumers, customers, stakeholders and investors deserve to receive accurate, clear and consistent communications about Hain. To ensure that we do so and protect our company, only employees who are trained and authorized should speak on behalf of Hain or our brands publicly.

Don't speak on behalf of the Company unless approved by Corporate Communications.

If you're ever tempted to speak out on Hain Celestial's behalf, whether to the media, a financial analyst, a government representative or others, remember not to speak unless you are a designated Company spokesperson appointed by Corporate Communications.

Avoid misunderstandings.

If you're not authorized and familiar with appropriate messaging, your comments could be misunderstood by others. Although you probably mean well, you run the risk of misinforming consumers, customers, stakeholders or the public, violating our Code, disclosing confidential information, making promises we can't keep, or harming our reputation.

What should you do if you receive an inquiry from the media or an analyst?

Always be friendly and courteous. Do not share information about Hain and refer them to connect with Corporate Communications through our Media Hotline at Media.Hotline@Hain.com.



Social Media Policy



Social Media

Today, social media communicates at lightning speed and can be an effective tool for promoting your company. It also presents significant reputational risks for a company when not managed and governed appropriately. Below is guidance for actively posting on social media. Please refer to our Social Media Policy for more details.

Social media keeps us all connected.

The things we share on social media also reflect who we are and what we stand for. That's why it's so important to use this medium carefully, being honest, respectful and protective of our reputation and our confidential information.

Uphold our Values.

Keep in mind that your social media postings aren't just yours. Once posted, they become public information, and anything you say on social media reflects on Hain Celestial, either positively or negatively. So uphold our Values and policies as you post, always being accurate and considerate – never be dishonest or say something threatening, harassing or discriminatory.

Don't speak for us.

While you should feel free to express yourself on social media, remember not to speak on Hain Celestial's behalf. Only authorized team members can speak on behalf of the Company as official spokespersons. Also, if you see a complaint about Hain Celestial or its products on social media or in product comments online, you shouldn't respond. Instead, report it to our Customer Care Team.

Protect confidential information.

Never post or share sensitive, confidential Company information or intellectual property. Also protect personal or sensitive information belonging to our employees, a business partner, supplier, customer, consumer or competitor.

Engaging in social media.

As Hain employees, we have a shared identity by working at Hain, but we recognize that each of us have our own thoughts, opinions and interests. If you talk about our Company on social media, you must declare that you are an employee of Hain. You can do this simply by including in your post, #HainEmployee.



**Social Media
Policy**



You should engage with social media responsibly and in accordance with the following guidelines in connection with Hain:

- Keep your postings constructive, professional and helpful.
- Ensure you disclose your affiliation with the company.
- When engaging in social media, you must comply with the Social Media Policy.
- Never disclose customer or supplier confidential, proprietary or privileged information.
- Do not make false statements or statements about the company or disclose proprietary information.
- Do not engage in political conversations or controversial debate in connection with Hain.
- Do not attempt to “set the record straight”

Dealing with Negativity & Internet Trolls.

- While using social media for personal use, you may come across negative comments about Hain, its products, or the industry. You should be mindful that others are entitled to their opinions.
- Always express ideas and opinions in a respectful manner. Do not use profanity or sarcasm or disparage competitive brands or products.
- Express your points in a clear, logical way. Do not pick fights. Sometimes, it's best to ignore a comment and not give it credibility by acknowledging it with a response.

If you experience trolling or receive a negative comment about your post or that of the Company's, do not respond or engage. Notify Corporate Communications who can assess and recommend an appropriate course of action.



CLOSING THOUGHTS

Thank you for taking the time to familiarize yourself with Hain Celestial's Code of Conduct. Your dedication to this Code holds immense significance, both for our Company and the communities we serve. Remember, you're not simply an employee, but an ambassador of our brands and our Company.

Keep the Code close and let it steer your choices, no matter how minor they seem. We also kindly request that you confirm your acknowledgment of reading and understanding the Code, and currently being unaware of any violations.

If you have questions or thoughts about any of the information presented here, reach out to your supervisor, the Legal Team, or any other Code resource. As you go back to work with the Code as your guide, remember our Purpose: to inspire healthier living for people, communities & the planet through better-for-you brands. Together, we will achieve our Purpose.



INDEX TERMS

Antitrust	Refers to laws and regulations designed to promote fair competition and prevent monopolistic practices that could harm consumers or restrict market competition.
Bribery	A form of corruption that involves offering, promising or giving, requesting, agreeing to receive or accepting payments of anything of value to or from any person in exchange for getting or keeping business or gaining an unfair or illegal benefit or advantage.
Child	Means any person under 18 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.
Child Labor	Means any work performed by a child younger than the age(s) specified in the above definition of child.
Collective Bargaining	Is a negotiation process between employers and a group of employees, typically represented by a labor union, to establish terms and conditions of employment. The Hain Celestial Group complies with the National Labor Relations Act and respects employees' rights to organize and bargain collectively with their employer.
Competition	Refers to the rivalry between companies or entities striving to offer similar products or services within a market, often aiming to attract customers and achieve success.
Conflict of Interest	Refers to a situation where personal interests or relationships may influence or compromise an individual's professional judgment or actions.
Corruption	The misuse of power, position or authority for dishonest private gain.
Forced or Compulsory Labor	Means all work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.



INDEX TERMS

Gifts	Refer to items or offerings given to individuals, often as a gesture of goodwill or appreciation, which could potentially influence their actions, decisions, or judgments.
Greenwashing	Refers to a company's use of misleading marketing to make people believe that it is doing more to protect the environment than it really is.
Human Rights	Refers to the fundamental freedoms, equal treatment, and fair working conditions that employees, stakeholders, and communities should be entitled to, irrespective of their background, within the context of business operations.
Human Trafficking	Means the recruitment, transfer, harboring or receipt of persons, by means of the use or threat of force, deception or other forms of coercion, for the purpose of exploitation.
Key Stakeholders	Anyone who is significantly affected by your business. Examples of key stakeholders include: employees, customers, investors, your local communities, suppliers, etc.
Private Employment Agency	Means any entity, independent of the public authorities, which provides one or more of the following labor market services: (i) matching offers of and applications for employment, without the agency becoming a party to the employment relationship(s) which may occur; and (ii) employing workers with a view to making them available to a third party entity, which assigns their tasks and supervises execution of these tasks.
The Hain Celestial Group	The organization that this Code of Conduct is in reference to. The Hain Celestial Group, Inc., its subsidiaries and affiliates ("Hain Celestial" or "the Company"), and its officers, directors, staff and employees, including temporary and permanent employees, consultants and contractors, agents, suppliers, distributors, business partners, and anyone who engages with foreign government officials on behalf of the Company. The Policy upholds the standards of the Hain Code of Conduct and incorporates all applicable Hain employee handbooks, laws and regulations pursuant to the terms of this Policy.
Worker	Means all non-management personnel.
Young Worker	Means any worker under the age of 18 but over the age of a child, as defined above.

Policies and Statements

Many of our policies and procedures can be found in your internal regional policy library. If you need help finding a policy, please reach out to your manager or the Legal Department. Public facing policies and statements can be found on our website.

Helpful Policies Include:

- Anit-Harassment Policies
- Anti-Corruption Policy
- Antitrust & Competition Policy
- Conflicts of Interest Policy and Submission Form
- Data Privacy, Protection, and Retention Policies
- Employee Handbook
- Environmental, Health and Safety Policies
- Gifts & Entertainment Policy
- Supplier Code of Conduct
- Human Rights Statement
- Impact Report
- Insider Trading Policy
- IT and Corporate Security Policies & Procedures
- Modern Slavery and Human Trafficking Statements
- Occupational Health and Safety Statement
- Reporting and Investigations Policy
- Social Media Policy
- Travel and Employee Expense Reimbursement Policies



Thank You!

