



Hain Celestial Group CODE OF **BUSINESS Conduct & Ethics**

BUILDING A BETTER FUTURE

BUILDING A BETTER FUTURE

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YOUR RESOURCES

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER



I am excited to be at Hain Celestial as we embark on this transformation and begin the next chapter in the Company's history. Our employees have helped to build this great Company, which pioneered selling organic, natural and better-for-you products and inspiring people to make healthier choices for themselves and their families. For over 25 years, this Company has been providing great, innovative products to consumers while continuing to focus on product quality and safety. In doing so, we've worked hard to earn the trust of our consumers and customers.

As we look to the future, we have a tremendous opportunity to continue to build the Company and the culture we want to be a part of at Hain Celestial. Not only is it important for us to focus on restoring the health of this Company, but it is even more important for us to focus on "how" we are going to move forward on our journey to a Healthier Hain Celestial.

We have the necessary components to build that better future – in our great employees and world class brands. Our good reputation and continued success are dependent upon each of us acting with integrity and making ethical decisions. As we pursue our goals and face the challenges inherent in a Company undergoing a transformation and doing business around the world, we must all be guided by our Code of Business Conduct and Ethics. It will help us interact responsibly with others, make good decisions and handle all situations with integrity. Everyone must be able to trust that, in interacting with Hain Celestial, we will always act with the highest ethical standards.

If you take away one thing from this message, it's this: your actions really do matter. You are an ambassador for our Company, representing Hain Celestial and our brands to the world. That's why it's so important to read our Code carefully and consult it regularly. Make sure you understand it and ask questions or share concerns if anything doesn't make sense.

I want to personally thank you for embracing our Code and for your commitment to Hain Celestial and our journey ahead. With your help and dedication to integrity and excellence, I'm confident that we will continue to build that better future and reaffirm our reputation as an exceptional company.

Sincerely,

Mark L. Schiller

President and Chief Executive Officer



WHAT MOTIVATES US

Our Guiding Principles provide the inspiration and motivation to make products that benefit people and our planet.



OUR GUIDING PRINCIPLES





WHAT GUIDES US

Our industry and the world around us are rapidly changing. At Hain Celestial, we know the value of quickly evolving right along with change; however, we must never lose sight of the importance of upholding the highest standards of ethics and integrity. That's why we have our Code of Business Conduct and Ethics – ***to turn our Guiding Principles into actions.***

What's Inside

Within the Code, we have a variety of tools for each of us to use to stay true to our Guiding Principles, in our daily work. It spells out our ethical standards and helps us understand the laws and regulations that apply to Hain Celestial, its officers, directors and employees. But it offers so much more than a list of do's and don'ts. The Code touches on specific workplace concerns that could potentially be encountered.

While the Code can't cover every possible situation, we hope that it provides guidance which will empower every employee to make good decisions and find the right resources for help. As you read through the Code, you'll notice references to specific Company policies. Be sure to visit these policies, which discuss topics in greater detail.



FOOD FOR THOUGHT

There are lots of great reasons to read the Code. It helps us to:

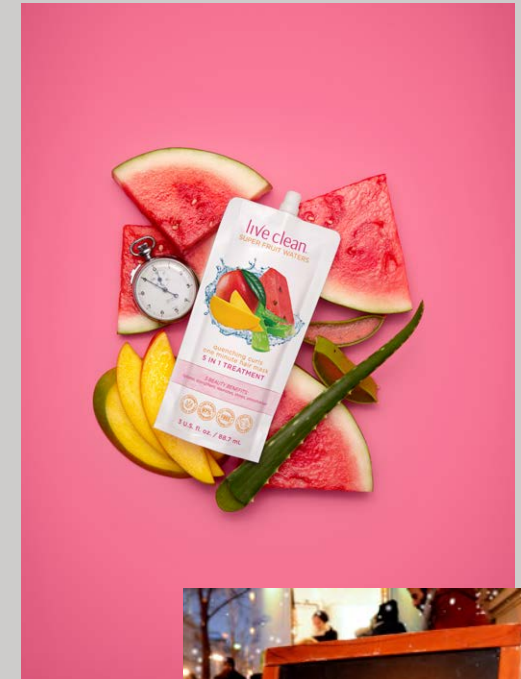


Who It's For

This Code applies to each of us as employees of Hain Celestial, no matter where in the world we work or what jobs we hold, including officers and directors, full, part-time and temporary employees. We also need you to help ensure that anyone who does work on our behalf, such as consultants, contractors, agents, distributors, business partners and suppliers, follow the Code. No one, at any level of our Company has the authority to ask you, nor anyone else who does work on our behalf, to break our Code, our policies or the law.

There's one more thing to keep in mind as you read the Code: Hain Celestial

respects your rights. You should always feel free to share anything you observe with your manager or supervisor, or any of the other resources mentioned throughout the Code. Also, nothing in our Code is intended to interfere with your right to speak about matters of wrongdoing which are of a public concern or to engage in trade union, works council, labor organization or collective bargaining activities that are protected under the employment laws of the countries in which we operate. In addition, nothing in this policy prevents you from providing information to government authorities regarding possible legal violations.





WHAT'S EXPECTED OF US

As members of the Hain Celestial team, each of us shares the responsibility to be our best selves and do what's right for our Company, our employees, our shareholders, our customers and our consumers.

We all have an obligation to:

Always act with integrity – Let integrity shine through in every interaction and every business decision. Remember, your actions reflect on our Company.

Uphold the law and our policies – A variety of laws apply to your job. Be sure to know them and follow them, as well as our Code and our policies.

Say something – You have a voice, and we want to hear it. [Speak up](#) if you see or suspect a violation – or if you just have a concern.

Supervisors have added responsibilities:

Set a great example – Your team watches and models what you do – from your actions to your attitudes. Always demonstrate integrity and show your support for our Code and our Guiding Principles.

Be a Guide – Know the Code to be prepared to answer questions from your team. Don't know an answer? Then help find the right resources. Promote the Code, emphasize its importance and encourage your team to read it.

Open your door – Inspire confidence by letting your team know you're willing to listen when they need to talk or have questions. Never make light of their concerns, and prevent retaliation against those who have the courage to speak up.

Be proactive – Offer help without investigating situations yourself. We rely on you to report concerns through the appropriate channels and to seek help in resolving matters when they arise.



When the Code Is Broken

If a law or a policy has been broken, so has our Code. To Hain Celestial, any violation of the Code is serious and could result in corrective or disciplinary action, even potential termination of employment. If a law has been broken, the consequences could be even more serious, with possible fines or criminal prosecution.

A violation of the Code also occurs when someone looks the other way when misconduct occurs or encourages someone else to do something illegal or unethical. If you see somebody breaking the law or a policy, it is your responsibility to [report it](#).

Code Waivers

Exceptions or waivers to the Code for employees and non-executive officers may only be given by Hain Celestial's General Counsel. Only the Corporate Governance and Nominating Committee of our Board of Directors may give waivers for directors or executive officers.



TO THE CORE

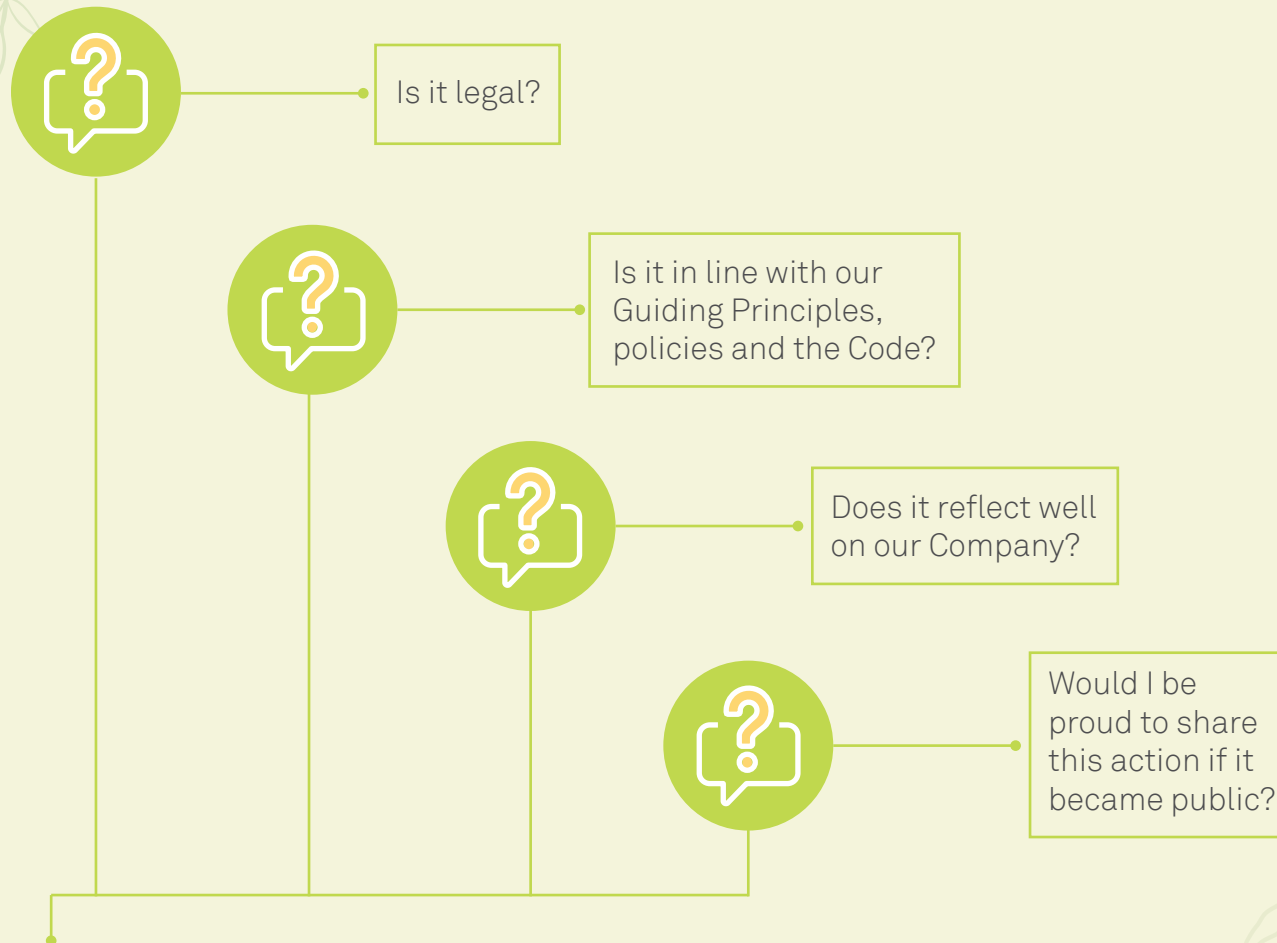
Q: *I work in a country where the local customs seem to conflict with our Code. What should I do?*

A: *Laws and customs differ from country to country. Our policy is that all of our officers, directors and employees are to always follow the stricter requirement and must at all times act in accordance with the Code. If you're in doubt, contact the General Counsel for guidance.*



IT'S YOUR DECISION MAKE IT A GOOD ONE

We make countless decisions at work every day. How can we make sure they're all good decisions? It's not always easy to know the right thing to do. Whenever you're in doubt, ask yourself:



Did you answer “yes” to all of these questions? If so, good! You can probably proceed. If you gave any “no” or “I’m not sure” answers, take a step back. Before you act, reconsider your actions and ask for guidance – it’s always better than going ahead with something that might not be right.



WHAT WE CAN DO

At Hain Celestial, open communication is key. That means making sure everyone feels comfortable and confident sharing questions or concerns. If you believe someone has violated the Code, our policies or the law, or if you're concerned about a particular situation, it's your duty to share your concerns – even when you're not sure if misconduct has occurred.

Contact the following resources with any concerns:

- Your supervisor
- Your local Human Resources representative
- The General Counsel and Chief Compliance Officer
- Or, for financial matters, the Chief Financial Officer, Chief Accounting Officer and the Audit Committee

If you don't feel comfortable speaking up directly, there is another option: the [Business Conduct Hotline](#). It's a resource for sharing concerns 24 hours a day, 7 days a week. The Business Conduct Hotline is operated by an independent third-party service and allows you to report concerns anonymously (where permitted by law), in your local language.

To reach the Business Conduct Hotline:

From the United States and Canada, call:
1 (800) 461-9330

For dialing instructions for other countries, visit [Your Resources](#) at the end of the Code.

Or go online:

[Ethicshelpline.hain.com](https://ethicshelpline.hain.com)

What Happens Next?

We treat all reports that we receive sensitively and discreetly, protecting your confidentiality to the greatest extent possible. All reports are investigated and handled as quickly as possible. If

a violation of law has occurred, we may also report the incident to government authorities. Each of us has a responsibility to cooperate fully with any resulting investigations.

No Retaliation

Your comfort and confidence in speaking up are of utmost importance, and you shouldn't fear retaliation for sharing a concern. That's why we prohibit retaliation of any kind against anyone who shares a concern in good faith or participates in an investigation. Even if your report can't be substantiated or turns out to be untrue, if made in good faith, retaliation against you will not be tolerated.



FOOD FOR THOUGHT

Whichever method you use to report, what's most important is that you speak up. When you do, you help us pinpoint activity that could possibly harm our Company, our reputation, our customers or our consumers.



THE ESSENTIALS

Investigations Process and
Non-retaliation Policy



A BETTER WORKPLACE

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

Our People

- Diversity and Inclusion
- Respectful Workplace
- Health and Safety
- Our Company Assets
- Confidential Information



DIVERSITY AND INCLUSION

We find strength in diversity and embrace it in all of its forms.



People have always been Hain Celestial's greatest asset. They're the very heart of our Company, and we believe everyone should feel encouraged, respected and welcomed in our workplace. Diversity and inclusion drive success, and we believe that our employees' diverse backgrounds and experiences are essential to help us continue to deliver innovative products to our customers. We're counting on you to recognize the value of that diversity and help us maintain a positive and inclusive environment, which is essential to our success.

MAKE IT HAPPEN

Promote fairness. Give others an equal chance to succeed by upholding all employment laws that apply to our business. That means practicing equal opportunity in all decisions about hiring, compensation, training, promotions or any other aspect of employment.

Never base decisions on traits like:

- Race
- Color
- Religion
- Creed
- Sex (and pregnancy)
- Sexual orientation
- Gender identity
- Marital or familial status
- Age
- National origin
- Ancestry
- Disability
- Genetic information
- Veteran or military status
- Citizenship status
- Political affiliation
- Any other traits protected by law

Hear and be heard. Make sure everyone has a voice in our Company. Listen to others' ideas and welcome their contributions. If you see or suspect unfairness or possible discrimination in any aspect of employment, [speak up](#) immediately.

Employees should be familiar with any Hain Celestial policies that are specific to their location.



FOOD FOR THOUGHT

We are an equal opportunity employer. If you make any employment decisions, base them only on relevant factors like:

- Performance
- Abilities
- Qualifications
- Individual merit



TO THE CORE

Q: *I believe that I was passed up for a promotion because of my age. I don't want to speak to my supervisor about it because it was his decision. Is there anything I can do?*

A: *Yes. You should [speak up](#) right away. Hain Celestial requires that all employment decisions, including decisions about promotion, be made fairly, without regard to the employee's age. If you're the most qualified person for the job but were passed up for a promotion, we need to know about the situation.*



RESPECTFUL WORKPLACE

We base our interactions with others on mutual respect.

We all have a responsibility to promote an atmosphere which is free from harassment and other inappropriate behavior. We're at our best when we work as a team, but teamwork cannot thrive when harassment or bullying is permitted to occur. We want to keep this behavior out of our workplace, and every employee plays a role. You can help by promoting an atmosphere of teamwork and respect in every interaction.

MAKE IT HAPPEN

Recognize harassment. Harassment happens when someone's behavior creates an abusive, hostile or intimidating work environment or interferes with a person's work. This behavior could be verbal, physical, visual or electronic and is generally based on personal characteristics. Harassment isn't always intentional, but it goes against everything we stand for and will not be tolerated.



FOOD FOR THOUGHT

Harassment could look like:

- Degrading words (written or spoken)
- Jokes based on personal traits
- Remarks and jokes related to ethnicity
- Gestures
- Sharing or posting offensive materials
- Sexual flirtation
- Bullying or emotional abuse

Stay alert for 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. This harassment happens when someone is treated with malice or is threatened physically or emotionally. Bullying might include verbal or physical threats or even sabotage. It could also involve abuse by multiple employees, known as mobbing.

Let us know. If you ever witness or suspect unfair or harassing treatment, or if you experience it yourself, don't let it go. You have an obligation to speak up – we all do. So talk to your supervisor or your local Human Resources representative, or contact the [Business Conduct Hotline](#).

Show respect. Treat others considerately in every interaction. Be aware of how your actions affect others, and watch for signs of any kind of harassment in your own actions and in others'. Remember that our actions can impact the people around us and make them uncomfortable, even if the actions aren't directed toward them.

If you have questions about harassment or our policies, contact your local Human Resources representative.



TO THE CORE

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

Our commitment to safety extends beyond our products to include a healthy, secure work environment.

A safe place to work is your right, and we are all responsible for ensuring our workplace is safe. The Company does all it can to secure your workplace, but we look to you to follow our safety standards and procedures, and the law, and to watch for and report anything potentially harmful.



MAKE IT HAPPEN

Keep us secure. Safeguard your identification and prevent unauthorized people from entering our facilities. Stay alert for suspicious activity, and if you see or suspect something that could harm people or our facilities, report your concerns immediately to your supervisor or local representative *responsible for safety matters*.

Stop substance abuse. Our workplace is drug-free, so understand and follow our policies on alcohol and drug use. We only permit alcohol at certain Hain Celestial events – not while you're on duty. Never possess, use, sell or offer illegal drugs or other controlled substances, and don't attempt to work, operate equipment or drive any vehicle while under the influence of any substance.

Stop workplace violence. Violence has no place in our Company. Help keep it out of our workplace by staying alert for acts like physical assault, violent images or messages, threats, intimidation or property damage. Remember, we don't permit weapons of any kind (including firearms, clubs or other devices primarily used to inflict injury) on our property or while traveling on Hain Celestial business (except as expressly permitted by applicable law).

Report dangerous conditions, safety incidents and injuries. If you are aware of dangerous conditions in your workplace, including manufacturing facilities, or you've experienced or witnessed any safety incidents or injuries, report them immediately to your supervisor or local representative *responsible for safety matters*.



OUR COMPANY ASSETS

Our assets are essential to our business, so we do all we can to protect them.

We share a relationship of trust with our Company. Hain Celestial trusts us with valuable Company assets, including both physical and intellectual property. We repay that trust by taking pride in our Company and using these assets carefully and responsibly.

MAKE IT HAPPEN

Protect what's ours. Use good judgment in your daily work to prevent our assets from being lost, stolen, wasted or misused. Learn to recognize these assets, which include:

Physical property: The tangible things that help us do our jobs, like buildings, machinery, office equipment, laptop and desktop computers, mobile phones, hardware, IT tools and materials, raw materials and finished goods. Keep



these items secure and use them in line with our policies and for their intended purpose – not for personal gain.

Electronic assets: Anything accessed or stored in electronic form, like our network, email and voicemail systems, internet access, databases and software.

Personal data: Any information that can be used to identify our employees or other natural persons such as government-issued identification numbers, or that



references someone's physical, physiological, mental, economic, cultural or social identity, including human resources data.

Financial assets: The assets related to our finances, like cash, deposits to bank accounts or any other financial instrument that's frequently traded or could be converted to cash. Secure our finances as carefully as your own.

Intangible assets: The assets you can't see or touch, but are valuable to our Company, like our reputation, ideas and trade secrets, product development, copyrights, trademarks or patents. Prevent these assets from being harmed or disclosed.

Intellectual property: A type of intangible asset we create through our work that makes us unique and keeps us competitive. Use our intellectual property with care, never allowing anyone outside of Hain to access it or use it without authorization. These assets include:

- Brand names, logos, trademarks, patents and copyrights
- Creative materials, including marketing materials and branding content
- Business plans, strategies, trade secrets and other proprietary information

Prevent misuse. All of our assets belong to our Company. Protect our physical assets as you would your own by securing them to prevent theft or tampering. Protect our information assets by following our policies, as well as our computer and network security procedures, to prevent unauthorized access. If you become aware of any security-related issue, report it immediately to the IT Service Desk.

Practice good cybersecurity. Remember, you are our first line of defense when

it comes to security breaches. Create strong passwords, update them as required and never share them. Also, beware of phishing scams – never click on suspicious links in emails, even if the email appears to be from someone you know. If you receive an email that is suspicious, report it immediately to the IT Service Desk. You also shouldn't access your personal email account on work devices. Do your part to prevent malware and maintain the integrity of our systems by never installing unauthorized software or using unapproved networking services.

Communicate with care. All data and communications sent or received through our electronic or phone systems belong to Hain Celestial. We reserve the right to monitor these communications and disclose them to the authorities, as permitted by law.



FOOD FOR THOUGHT

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.



THE ESSENTIALS

IT Policies and Procedures



TO THE CORE

Q: *During a business review meeting, we were discussing a new product innovation scheduled to launch this year. I saw a co-worker taking photos of the product, and when I asked her about it, she said she was sharing them with a supplier. Is this okay?*

A: *No, it isn't. This information is our intellectual property. Advise her not to share the photos, and contact the Legal Department. Even if this is a vendor we currently work with, she shouldn't share this kind of information without authorization and a proper agreement in place.*

Q: *It's hard for me to remember long passwords with random combinations of letters, numbers and capitalization. I like to use easy-to-remember passwords for my accounts, such as "welcome12345." Can I use a simple password for my Hain Celestial email account?*

A: *No. We need you to help protect our IT systems, physical property and electronic, financial and intangible assets by using complicated passwords to prevent security breaches.*



CONFIDENTIAL INFORMATION

Our confidential information makes us unique and competitive. It's another valuable Company asset, and it's our job to protect it.

Our employees have access to all kinds of information – about our business, products, suppliers, customers and so much more. Much of this information is confidential, and as employees, we understand that we have an obligation to protect it from unauthorized access, disclosure or misuse.

MAKE IT HAPPEN

Protect what's confidential. In your daily work, you may be exposed to a variety of information about Hain Celestial or our vendors, customers or business partners that is sensitive or not available to the public. Exposing this confidential information could be harmful to us and our suppliers and customers.

Confidential information looks like:

- New product or marketing plans
- Recipes or product formulations
- Manufacturing processes and strategies
- Budgets and other forecasts
- Sales and profits
- Our employees, customers, co-manufacturers or suppliers
- Potential acquisitions, mergers or disposals

Don't share it. If you need to access confidential information, only access what you need to do your job, and never share it with anyone who doesn't have a legitimate business need to use it. That includes anyone either inside or outside of Hain Celestial who isn't authorized. Sharing the Company's confidential information can even be against the law. If you receive a request from the media or other outside sources for confidential Company information, don't respond. Refer it to the proper department. Talk to your supervisor if you're not sure.

Stop possible leaks. Get to know the types of confidential information that you work with. Watch over it, and if you suspect a possible leak of confidential information, share it with your supervisor immediately.



FOOD FOR THOUGHT

Be aware out there!

You could unknowingly disclose confidential information by discussing it in public places where others might hear. Never view it on devices where others can see – or access it through an unsecured Wi-Fi network.



THE ESSENTIALS

Data Privacy Policy



TO THE CORE

Q: *A member of my team is leaving the Company. I overheard her saying she planned on sharing a marketing plan of ours that we never ended up using. Is that okay?*

A: *No, it isn't. This information is still the property of Hain Celestial. Each of us has an ongoing obligation to protect this information from disclosure, even after employment ends.*



A BETTER COMPANY

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

Fair Practices

- Antitrust and Competition
- Marketing and Advertising
- Anti-corruption
- Inside Information

Responsibility

- Product Quality and Safety
- Gifts and Entertainment
- Accurate Recordkeeping
- Anti-money Laundering
and Terrorist Financing

Trust and Transparency

- Protecting Privacy
and Personal Data
- Conflicts of Interest
- Working With Third Parties



ANTITRUST AND COMPETITION

We welcome healthy and fair competition, succeeding on our own merits.



Hain Celestial is known for competing passionately and honestly in the marketplace. We earn that reputation by upholding U.S. and international 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.



MAKE IT HAPPEN

Know the law. Violating 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 General Counsel for guidance.

Treat our customers fairly. Avoid unfair or deceptive trade practices, and be alert to pricing practices that violate the trust of our customers.

Make sure:

- You don't discriminate with respect to price, discounts or allowances among competing customers.
- You don't enter into any agreements with our customers regarding their resale price for our products that would breach (or risk breaching) any federal, state or local antitrust or competition laws.
- You don't require a customer to purchase a product they don't want in order to buy the product they do want.
- Exclusivity and territorial arrangements with suppliers and distributors comply with competition law.
- All agreements are in writing and comply with our Contract Creation and Review Policy.

Use care with competitors. Use good judgment in any interactions with competitors. Your conversation must never give the perception of an agreement that could restrain healthy competition. Never discuss or make an agreement with a competitor about:

- Fixing prices of products or services
- Limiting production or supply
- Dividing up territories, markets, customers or contracts
- Boycotting a third party to keep them out of the market
- Discouraging customers from buying products from other companies



FOOD FOR THOUGHT

Would you know what to do if you found yourself 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 General Counsel.

Violations of antitrust/competition law are serious and could result in:

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

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.

Be aware at trade shows and in industry groups. Trade shows and industry groups are great for networking and exchanging ideas, but they can lead to inappropriate deals when competitive activities are discussed. Never use these events or groups to make such deals or to exchange sensitive information. Consult with the Legal Department prior to attending a trade association meeting to ensure that association activities and discussions cover only permitted subject matter.



THE ESSENTIALS

Antitrust and Competition Policy



TO THE CORE

Q: *I was interviewing a candidate who used to work for a competitor. She told me about the new marketing plan her old company is currently developing. Since she no longer works there, is it okay to share this information with our marketing team?*

A: *No, it's not. If this information is not publicly available, it's not appropriate to use it for our benefit. In a situation like this, you must immediately stop the person before they share something that could be confidential or proprietary. If you learn something from the candidate before you're able to stop the conversation, you must contact the Legal Department, and cannot share the information with anybody else.*

MARKETING AND ADVERTISING

We are true to our word and engage in open and honest communication.

The way we communicate about our Company, our brands and our products matters to our customers, stockholders/shareholders and consumers. They trust us to be truthful and honest, so if you're involved in developing marketing or advertising materials, make sure everything we say is true.

MAKE IT HAPPEN

Practice truth in advertising. Always follow advertising laws and regulations by never making false statements about our products or our competitors' products. That includes never promoting our products in a way that could be misinterpreted or misleading to our consumers. Don't just be technically accurate – be completely accurate and transparent, because we're responsible for any reasonable interpretations of the claims we make. This includes making truthful advertisements and providing any necessary disclosures. All advertising should be aligned with the goals of Hain Celestial and not be defamatory in any way.



Follow labeling and marketing review processes. You must seek the required approvals for every ad or promotion. For every claim we make 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 include television, radio, digital marketing, Hain Celestial operated websites, sponsored media, Hain Celestial endorsed bloggers and brand ambassadors, product email blasts, social media, brochures, “leave behind” materials and external presentations, which must all be vetted for regulatory, legal, compliance and any reputational concerns before dissemination.

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 establish the necessary substantiation thresholds. Get proper approval for all claims and make sure any visuals accurately reflect our products.



FOOD FOR THOUGHT

Consider this – many of our products are enjoyed by children, so use special care when creating any communications they might see.



TO THE CORE

Q: *In brainstorming ideas for a new ad, one of my co-workers suggested that we emphasize the organic and better-for-you aspects of our product. Another co-worker suggested that the ad also hint at the idea that our competitor's products don't meet the same high standards as ours. Is there a problem with this?*

A: *Maybe. There are certain types of claims we can make about competitor's products, but they all must be truthful, and we must be able to substantiate them. If we can't back the claim with real evidence, we can't include it in our ad. To make sure claims are appropriate, please consult with the Legal Department before using them in advertisements.*



ANTI-CORRUPTION

We are committed to conducting business with integrity and transparency.

We don't have to rely on unethical or illegal tactics to succeed. We don't tolerate acts of bribery or corruption and comply with laws that prohibit corrupt practices; the quality of our products and our people are all we need. With your help, we can keep this harmful activity out of our Company.

MAKE IT HAPPEN

Recognize bribes. Bribes take many different forms, and they're not always easy to recognize. When anything of value

is offered 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 international businesses. These laws vary from country to country, and they cover acts like kickbacks, bribery and inappropriate favors. Get to know the laws wherever you do business and follow them. If a country's laws conflict with our Code or policies, follow the strictest requirement.

Be transparent. If you ever give or receive a gift or some other benefit, make it appear accurately in our books and records, and never offer or accept anything that might even look inappropriate. The Company 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, 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 Department.



Use special care with government

officials. Never offer government officials anything of value without prior approval from the Legal Department. Officials are employees of any government, anywhere in the world. They also include officials of political parties, candidates, military personnel, professors, doctors at public hospitals and any government employee acting in a commercial role, like executives at state-owned companies.

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, don't 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 Department.

**THE ESSENTIALS**

Anti-Corruption Policy

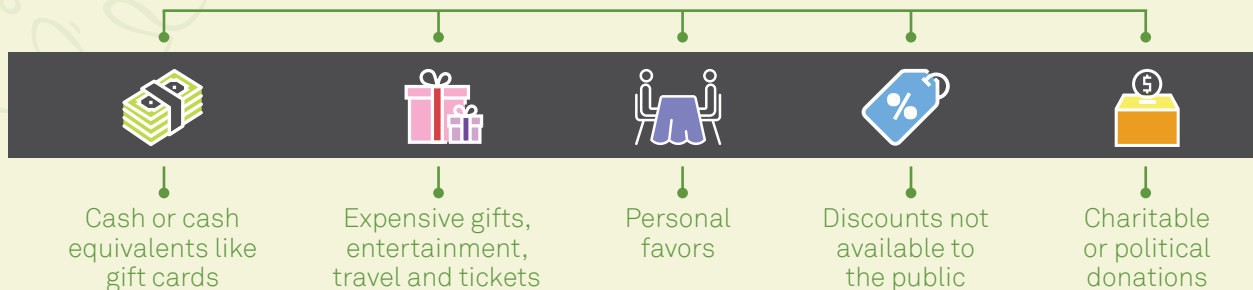
**TO THE CORE**

Q: A consultant working for us has submitted an invoice that lists some very vague payments in cash. He is seeking reimbursement for these payments. Should I question this invoice?

A: Yes. We need to better understand these payments. When reviewing cash payments or any items on an invoice, always ask for supporting details and receipts. We expect our consultants, distributors and other third parties to be transparent and honest in their recordkeeping, so ask for more details, and if you're concerned about a possible bribe, [share your concerns](#) immediately.

**FOOD FOR THOUGHT****What does "anything of value" mean?**

Some examples are:

**Violations of anti-corruption laws are serious and could result in:**

Termination of employment

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



INSIDE INFORMATION

We keep inside information confidential, never using it for personal gain.

We learn a lot through the course of our jobs – sometimes even material, nonpublic information about our Company or our business partners. Hain Celestial expects us to protect this information, not to share it with anybody else, and once we have it, not to buy or sell stock or securities until it becomes public.



MAKE IT HAPPEN

Recognize inside information. It's information about our Company or our customers, suppliers or other business partners that has not yet been released to the public. Investors would find inside information useful to decide when to buy or sell certain securities/shares. People with inside information have an unfair advantage, and trading when you have such information is called insider trading. Insider trading is against the law.

Material, inside information could be:

- Financial earnings, losses or forecasts
- New product or business developments
- Potential acquisitions, sales, mergers or disposals
- Possible management changes

Don't trade. If you receive or uncover inside information about our Company or any of our customers or business partners through your work or through someone else, don't trade until after it becomes public.

Don't tip others. Don't share inside information with any unauthorized person – inside or outside of our organization – even family or friends. This is known as “tipping,” another form of insider trading that is just as illegal as trading on your own.

Know when to trade. All employees must follow Hain Celestial's Insider Trading Policy and honor our trading windows. Some Hain Celestial employees may have regular access to nonpublic information through their work. If that describes you, then you may need to follow procedures in addition to Hain Celestial's trading window, which limits when you may trade in our Company's securities. If you think this requirement may apply to you, contact the General Counsel with any questions.



FOOD FOR THOUGHT

Violations of insider trading laws are serious and could result in:

- Termination of employment
- Criminal investigations and prosecution, which can result in severe fines or penalties and time in prison



THE ESSENTIALS

Insider Trading Policy



PRODUCT QUALITY AND SAFETY

We won't compromise on our commitment to providing the highest quality products.



At Hain Celestial, we're proud of our reputation for offering safe, high-quality products. That's what consumers expect from us, and we won't let them down. To help us deserve that reputation, we demand only the best from you and from our suppliers and business partners.

MAKE IT HAPPEN

Show pride. You can help us continue to provide safe products by meeting both the safety standards required by law as well as our own high standards. If you're involved in manufacturing our products, always follow the safety and quality procedures that apply to your job and to Hain Celestial or your company, and if you see someone not following these procedures, escalate the issue to your supervisor. Expect, and be rigorous in demanding, the same level of quality from our suppliers.

Speak up. We all have a responsibility for quality and food safety. If you become aware of anything that could compromise the quality or safety of our products, [share your concerns](#) immediately. That includes any supplier that you believe isn't upholding its commitment to our high standards.

Follow programs. Our Quality and Safety programs are written specifically to ensure that we comply with all laws, certification requirements, industry best practices and consumer expectations. Everyone within our supply chain plays a key role in our products meeting these expectations. Personnel in our corporate offices must also operate in accordance with the Company's programs such as those relating to traceability of products and management of customer complaints.



FOOD FOR THOUGHT

In your daily work:

- Always comply with Good Manufacturing Practices, which are the operational requirements necessary to enable us to produce food products safely.
- Comply with all Quality and Safety programs.
- Apply our quality and safety standards for products every day – no exceptions.
- Accurately document all activities.
- Don't allow products to leave our control without meeting those standards.



TO THE CORE

Q: *I'm involved in the distribution of our products and suspect a possible safety issue. When I talked to my supervisor about it, she didn't seem concerned. Should I report this?*

A: *Yes, you should. We need to know immediately about any potential safety issues – from development and manufacturing through distribution. Even though your supervisor isn't concerned, there may still be an issue we should investigate as a product withdrawal or public recall may be required.*



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.



MAKE IT HAPPEN

Know what's acceptable. The challenge is knowing when a gift, entertainment or other offer crosses the line. In general, the following guidelines can help you see the difference.

Acceptable offers are ...

- Given occasionally and of nominal value
- A reasonable business expense
- Legal and appropriate
- Personal and given for a special occasion

Unacceptable offers are ...

- Lavish or extravagant (for example, vacations or private jet travel)
- Given to win a favor
- Given to influence a decision
- Cash, or some cash equivalent

Don't make offers to government officials.

No matter how small an offer may be, if it's made to a government official, 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 Department.

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.

These rules also apply to receiving gifts and entertainment. Not only do we have to avoid giving inappropriate gifts, entertainment and offers, we cannot accept these things from others either. If someone gives you or offers to give you a lavish gift, as hard as it may be, you can't accept it. If you have a question about whether a gift, entertainment or offer is appropriate, ask the Legal Department for guidance.

Don't use a middleman. Hain Celestial prohibits anyone from offering or accepting an improper payment, gift or entertainment on our behalf. That includes sales representatives, distributors or contractors.



FOOD FOR THOUGHT

How do I turn down an offer or a gift?

It may not be easy to turn down an offer or a gift, but here's what you can do:

- Politely refuse an offer if it goes against our policies.
- If you're worried about offending someone or harming a business relationship, send the gift to your local Human Resources representative.
- If you're not sure what to do, ask for help before accepting.



THE ESSENTIALS

Gifts and Entertainment Policy



TO THE CORE

Q: *A vendor has offered me a ticket to a sporting event she is attending. She told me she often offers these to other customers. May I accept?*

A: *Yes, you may accept, but only if the value is reasonable, the vendor is present, and she often offers similar tickets to other customers.*

Q: *After our first year of working together, a vendor sent me a gift to thank me for doing business with them. It was a portable steel coffee mug with their company's logo on it. May I accept it?*

A: *Yes, you may accept it since the item is reasonable in value and is likely given to other customers.*



ACCURATE RECORDKEEPING

We make sure our records accurately reflect the state of our business.

We rely on our records to make business decisions and meet our 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.

MAKE IT HAPPEN

Put accuracy first. Follow our process for maintaining records. Record every entry, including time, cost or expenses accurately. 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 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 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.

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.



FOOD FOR THOUGHT

Does your job involve providing information to regulatory authorities?

Make sure your disclosures are:

- Complete
- Fair
- Accurate
- Timely



TO THE CORE

Q: *I brought up an irregularity I found to my supervisor. I found some payments being made to a vendor without proper invoices. She told me she would take care of it, and I should forget about it. Should I?*

A: *No, don't ignore 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 another resource immediately.*



ANTI-MONEY LAUNDERING AND TERRORIST FINANCING

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

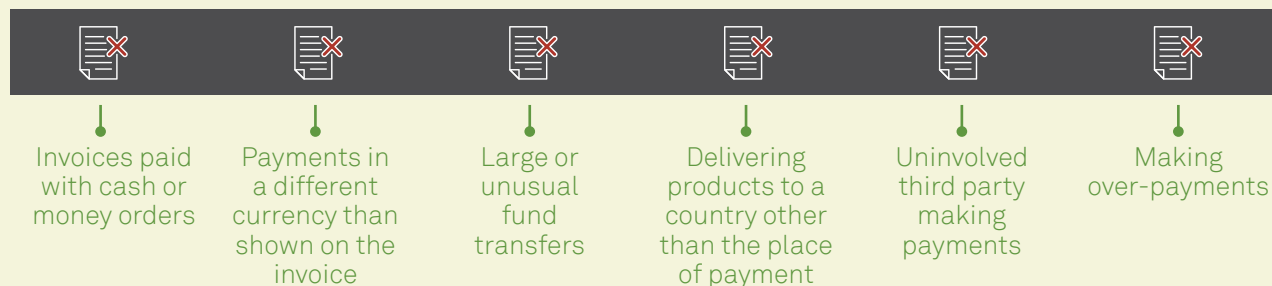
When criminals make money through illegal activity, they sometimes disguise it by running it through a legitimate business. We do not allow funds like these into our Company, and keeping it out requires vigilance.

MAKE IT HAPPEN

Check and double check. 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.

What should I watch for?

Stay alert for suspicious deals, which might involve:



Know our business partners. To make sure Hain Celestial only works with reputable business 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 business.



FOOD FOR THOUGHT

Know the “who, where and how” of every transaction. Make sure you know:

- **Who** is involved in all aspects of the transaction
- **Where** product is going
- **How** payments are being made



TO THE CORE

Q: *A customer recently terminated an order for product early and requested that the refund check be paid to a third party. Is this something I should report?*

A: *Yes, you should. Making a payment to a third party makes funds more difficult to trace and is a sign of potential money laundering. [Share your concerns](#) immediately but do **not** make the third party aware that you have suspicions about their activities. To do so may be a breach of anti-money laundering laws.*



PROTECTING PRIVACY AND PERSONAL DATA

*We take our responsibility
seriously to protect personal
information/data.*

Securing personal information/data is a critical part of our business. Our suppliers, customers, business partners, consumers and employees all share this information/data with us when we work together, and we must protect it from possible loss, disclosure or misuse. Help us keep our promise to everyone who trusts us with their information.

MAKE IT HAPPEN

Respect privacy. We protect individuals' privacy, including by only collecting, using or disclosing their personal information/data for legitimate business purposes. We also follow all data privacy and protection laws that protect this information/data wherever we do business.



FOOD FOR THOUGHT

What is 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, banking or tax records)
- 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

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 or use unsecured networks to send or receive confidential or personal information.

Speak up about leaks. If you become aware that personal information/data has been compromised, [share your concerns](#) immediately with the Global Data Privacy Officer so we can take action.



THE ESSENTIALS

Data Protection Policy



TO THE CORE

Q: *I'm traveling for work this week, and I may need to do some work on my laptop in a coffee shop or hotel. I often access personal customer information for my job. Is it okay to store some of this information on my hard drive to make it easier?*

A: *No, you should never store confidential or personal information on your laptop. This is especially risky if you're traveling. Your laptop could be stolen or hacked, making this information particularly vulnerable.*



CONFLICTS OF INTEREST

Our decisions are always objective – never influenced by personal gain.



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.



MAKE IT HAPPEN

Recognize potential conflicts. It can be challenging to identify a conflict of interest. They take many different forms, but certain situations are particularly prone to conflicts, such as:

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 your supervisor 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.

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

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 for

Hain Celestial. Serving in these roles for any Hain Celestial customer, supplier or competitor also creates a perceived conflict. Before accepting an advisory role for another organization, you must receive approval from the Legal Department.

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 General Counsel, 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.



FOOD FOR THOUGHT

What happens if I'm 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 involved.



THE ESSENTIALS

Conflicts of Interest Policy



TO THE CORE

Q: *I recently started my own baking business, which I work on after hours and on weekends. I sell my products at local events and festivals. Is there any conflict between this and my job at Hain Celestial?*

A: *No. We permit outside employment as long as it doesn't interfere with your ability to do your job for Hain Celestial, and it doesn't create a conflict of interest. Working after hours and on weekends generally doesn't violate the Code, but remember you may not solicit our customers or vendors to buy your products. Remember, it is always best to speak up about your potential conflict and seek approval. Not every potential conflict is a problem, but Hain Celestial requires full transparency.*



WORKING WITH THIRD PARTIES

We only work with third parties who share our commitment to the highest standards.

Our business thrives when our relationships with business partners are healthy and productive. If you work with any third party, help us make sure they always uphold our Code, our policies and the laws that apply to our business.

MAKE IT HAPPEN

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, 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. 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.



FOOD FOR THOUGHT

What should I watch for?

Stay alert for anything that violates our Code or policies, like violations involving:

- Human rights
- Child labor
- Safety
- The environment
- Finances or accounting
- Bribes or conflicts of interest



THE ESSENTIALS

Supplier Code of Conduct

Anti-Corruption Policy



TO THE CORE

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

A: *Yes. We take environmental violations 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 General Counsel immediately.*



A BETTER 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.

A Global Responsibility

- International Trade
- Human Rights, Anti-slavery and Child Labor
- The Environment
- Good Corporate Citizenship
- Charitable and Political Activities

Communications

- Speaking on Behalf of Our Company
- Social Media



INTERNATIONAL TRADE

We believe integrity is global and practice it in every international transaction.

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.

MAKE IT HAPPEN

Follow international regulatory laws. We are a global Company, and we work with business partners around the world. If you do work in our international business units, know and follow the laws that apply to our business, our suppliers, customers and other third parties. It is important to pay attention to trade laws, as this is a dynamic area that is rapidly changing and it would be advisable to check with the Legal Department for periodic updates. It is our policy to conduct business in accordance with all international laws and regulations, with strict adherence to those associated with your role and responsibilities, especially as they relate to:

- Licensing
- Shipping documentation
- Import documentation and reporting
- Record retention

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 General Counsel.





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
- End user

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 work 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 General Counsel immediately.



FOOD FOR THOUGHT

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



TO THE CORE

Q: *A customer has asked me to alter the information on an invoice relating to value. Is this okay to do?*

A: *No, it isn't. An invoice is a legal document used to declare imports and exports to Customs. It must be accurate and may never be altered. Notify the General Counsel about this request.*



HUMAN RIGHTS, ANTI-SLAVERY AND CHILD LABOR

Every action we take should benefit society and highlight respect for human rights.

Our business is all about people – bringing them products that benefit their health and well-being. This sense of caring carries over to the way we run our business. Help us demonstrate respect for human rights in every aspect of our operations and supply chain.

MAKE IT HAPPEN

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

We prohibit practices that endanger the health or safety of those who work for the Company. 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 below. 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.

A GLOBAL RESPONSIBILITY - Human Rights, Anti-slavery and Child Labor



FOOD FOR THOUGHT

What should we look for in a business partner? Those who:

- Have no history of human rights abuses, harassment or discrimination
- Follow employment laws, like those regulating hours, conditions, wages or overtime
- Don't exploit children or use child labor
- Don't use forced or trafficked labor
- Ensure their workers' safety



THE ESSENTIALS

Modern Slavery Statements for the UK
Child Labor Policy – US



TO THE CORE

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 your supervisor 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 numerous, from climate change to water quality and scarcity to biodiversity threats, and we recognize that a healthy planet is essential to human health. Our world provides the essential ingredients found in our products. In return, we care for our environment, conserving resources, operating responsibly and meeting all environmental requirements that apply to our business. Help us limit our environmental impact and protect our world.

MAKE IT HAPPEN

Take action. Conserve, recycle or re-use resources whenever possible in order to reduce the amount of waste that is generated, including bottles, cans, cardboard and plastic. Ensure protection and responsible use of all natural resources such as water, air, soil, forestry products and other raw materials.

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 [Sustainability 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.



FOOD FOR THOUGHT

You can make a positive impact just by setting a good example. Demonstrate good environmental stewardship in your own actions every day. This encourages others to do the same – co-workers and business partners alike.



THE ESSENTIALS

Corporate Social Responsibility Report



TO THE CORE

Q: *I have some thoughts about how we dispose of plastic waste at our facility. What we do now doesn't violate any laws, but I think we could do better. What should I do?*

A: *Speak up! We welcome any ideas about how to lessen our environmental impact. Talk to your supervisor right away. Maybe your idea could be implemented!*



GOOD CORPORATE CITIZENSHIP

As a Company, we contribute positively to people and communities around the world.



Hain Celestial serves communities around the world, and we understand our duty to be a responsible corporate citizen. That means we honor laws and regulations wherever we operate, and we respect people and local cultures everywhere we work. We count on you to help us fulfill that obligation.

MAKE IT HAPPEN

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 or U.S. law. If this happens, follow the stricter requirement. If you're not sure what to do, talk to your supervisor or contact the General Counsel.

Show you care. Help keep our commitment to helping people by focusing on product quality and safety for co-workers, third parties and consumers. Pay attention to laws that ensure safe working conditions, and make sure our business partners share our commitment. We encourage volunteering to make a positive societal impact in the communities in which we live, work and play. Consider joining your colleagues to make a difference in health and well-being, hunger, environmental conservation and women's empowerment.

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 that nothing we do has a harmful effect on the environment. Follow all environmental laws and use all resources responsibly.

A GLOBAL RESPONSIBILITY - Good Corporate Citizenship



FOOD FOR THOUGHT

If your work touches the communities where we operate, consider ways to build relationships that benefit these communities and Hain Celestial. For instance, consider plans that promote:

- Community investments
- Family security and well-being
- Economic development opportunities



TO THE CORE

Q: *I'm involved in purchasing packaging materials for our products. I've become aware of some new materials that are more expensive than 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. 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.

MAKE IT HAPPEN

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. Make it clear, at all times, that you are speaking and acting on your own behalf, not Hain Celestial's, and be respectful of your co-workers and business colleagues – never pressure them to get involved or contribute to causes that you, as an individual, support.

Contribute responsibly. Hain Celestial does not have or 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.

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.



FOOD FOR THOUGHT

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



TO THE CORE

Q: *I'm participating in a fundraiser for a local charity. I know it would be inappropriate to approach co-workers while at work to ask for their support, but can I use Company email to forward a request?*

A: *No. You may not use Company email or other Company assets to promote your personal activities. Your email may also suggest to others that Hain Celestial supports the charity and put undue pressure on colleagues to contribute.*



SPEAKING ON BEHALF OF OUR COMPANY

To protect our good name, only authorized individuals may speak for us.

The way we talk about our Company matters. Anything we say about Hain Celestial must be accurate and reliable, so we only allow authorized individuals to speak on our behalf. You can help us make sure we deliver consistent and honest messaging.

MAKE IT HAPPEN

Don't speak for the Company. If you're ever tempted to speak out on Hain Celestial's behalf, whether to the media, government representatives or others, remember not to speak unless you are a designated Company spokesperson.



FOOD FOR THOUGHT

Why shouldn't I speak for us?

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 customers or the public
- Violating our Code
- Disclosing confidential information
- Making promises we can't keep
- Harming our reputation

Be careful on social media. If you ever talk about our Company on social media, make it clear that you are a Hain Celestial employee, and your views are your own – they're not the Company's views. Keep your postings constructive, professional and helpful.

Protect confidential information. If you have access to confidential Company information, like information about employees, customers or business partners, never share it with anyone outside of Hain Celestial, including on social media.

COMMUNICATIONS - Speaking on Behalf of Our Company



TO THE CORE

Q: *A co-worker forwarded an email to me from a consumer with a complaint about one of our products. I believe I can easily handle it myself, but I'm not authorized. What should I do?*

A: *While it may be tempting to respond quickly, it's best to forward the email to the Customer Care team in your location, who can make sure it gets to the right individual to respond. This better enables us to keep track of our customer input and comments for future reference.*



SOCIAL MEDIA

We understand the risks and responsibilities involved with social media.

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.

MAKE IT HAPPEN

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 persons authorized to speak on behalf of the Company should comment as official spokespersons. Also, if you see a complaint about Hain Celestial or its products on social media, 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.



FOOD FOR THOUGHT

Remember, Hain Celestial supports your right to freely express your opinions about matters of wrongdoing which are of public concern or to comment about your wages, hours and other terms and conditions of your employment.



THE ESSENTIALS

Social Media Policy



TO THE CORE

Q: *What should I do if I already responded to a social media post? I don't think I said anything bad, but it sounds like I was speaking on the Company's behalf. Should I just keep this to myself?*

A: *No, please don't. If you've already spoken on our behalf, let your supervisor know right away. Then the Company can respond appropriately and minimize any potential harm.*

ONE LAST THING



Thank you for taking the time to read Hain Celestial's Code of Business Conduct and Ethics. Your commitment to this Code matters a great deal, both to your Company and the communities we serve. After all, you aren't just a Hain Celestial employee – you represent our brands to the world in everything you do.

We encourage you to refer to the Code often and let it guide the decisions you make every day – no matter how small. We also ask that you certify that you have read the Code, you understand it, and you are not currently aware of any violations of the Code.

If you have questions or thoughts about any of the information presented here, reach out to your supervisor or any other Code resource. As you go back to work with the Code as your guide, remember what inspires us the most: building a better future for everyone. Together, we're making it happen today.



YOUR RESOURCES

Looking for help? We have a variety of resources ready to provide advice and guidance on our Code:

ISSUES OR CONCERNS	CONTACT
To ask questions on the Code, report potential wrongdoing, misconduct or other ethical concerns	<p>Your supervisor Your local Human Resources representative The General Counsel Or, for financial matters, the Chief Financial Officer or Chief Accounting Officer, or to report misconduct or ethical concerns, the Audit Committee Or, the Business Conduct Hotline Online at: ethicshelpline.hain.com Or call 24 hours a day, 7 days a week: From the United States and Canada 1 (800) 461-9330 Belgium 0800.260.39 (All Carriers) France 0805.080339 (All Carriers) <i>France Telecom</i> 00 800 1777 9999 Germany 0800.181.2396 (All Carriers) <i>Deutsche Bundespost Telekom</i> 00 800 1777 9999 India 000.800.100.4175 <i>VSNL</i> 000 800 100 3428 Ireland 00 800 1777 9999 (Telecom Eireann) Norway 800.24.664 <i>Telenor Nett</i> 00 800 1777 9999 United Arab Emirates 1 (720) 514-4400 United Kingdom (includes England, Scotland, Northern Ireland, Wales) 00 800 1777 9999</p>

