

**HAIN  
CELESTIAL  
OFFERS PRODUCTS  
TO HELP  
SUPPORT  
HEALTH  
& NUTRITION  
AS PART OF  
A HEALTHY  
LIFESTYLE.**



**A HEALTHIER WAY OF DOING BUSINESS**

2012 CORPORATE SOCIAL RESPONSIBILITY REPORT

# WELCOME TO HAIN CELESTIAL'S 2012 SOCIAL RESPONSIBILITY REPORT

A HEALTHIER WAY OF DOING BUSINESS MEANS A HEALTHIER WORLD.

**A Healthier Way of Doing Business** can best be achieved when a company supports health and well-being with both its products and its practices. This is our way of life at Hain Celestial.

Today's responsible companies must deliver not just value for their stockholders, but value for the world, by incorporating corporate responsibility into their culture with a long-term commitment to improvement. This preparedness is crucial as we profitably grow our brand portfolio, our sales, and our geographic footprint.

As we face global challenges of scarcity, climate, water and hunger, Hain Celestial continues its efforts to embed social responsibility into all activities. As a leading organic and natural products company in North America and Europe, our brands appeal not only those who love our products, but to the growing number who share

our concerns and our values. We continue to seek to improve human, animal and environmental health through our product offerings, social purpose, and sustainable business practices.

This report covers our total company for calendar year 2012\* and details our progress as we work to build value for all of our stockholders. The information it contains is intended to be useful to our valued consumers, customers, business partners, shareholders, employees, non-governmental organizations, government agencies, and all those interested in a healthier world. Any omissions should be accepted without further inference.

Your comments and questions should be directed to [csrrelations@hain.com](mailto:csrrelations@hain.com). We look forward to hearing from you.

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\*Data as of 12/31/12.

# A HEALTHIER WAY OF LIFE™

## A MESSAGE FROM IRWIN D. SIMON

In 2012, our team met business challenges with ingenuity and passion. We increased our commitment to sustainability in many areas of our operations, and achieved then-record sales and profits (refer to our fiscal year 2012 Annual Report and our earnings releases for the first half of Fiscal 2013). We sought and added strategic acquisitions that complement our portfolio, both in the U.S. and in the U.K. As consumers demand more transparency, whether about genetically modified organisms (GMOs), country of origin, or other areas of concern, we believe we are ahead of the curve and well prepared to answer the questions. Our model for growth is and must be a sustainable one that builds trust. Our products support a healthier lifestyle.



Consumers also deserve the best value we can provide. We work closely with farmers and others in the agricultural industry to ensure consistent supply of our ingredients as consumer demand for organic and natural “clean label” ingredients grows, while driving productivity to be competitive and profitable. We work to meet and exceed the exacting demands of our retailer and distributor partners at this time of concern for product quality and safety, as well as sustainable, socially accountable, and ethical sourcing.

## HEALTHIER BRANDS WITH HEALTHIER STANDARDS.

We continue to invest in our brands to keep them in the

growth stage of their lifecycles, regardless of their age or maturity. Our brands are healthy as we innovate for growth while following our stringent product standards. We are committed to setting the pace for organic and natural product market growth.

Since our founding in 1993, our values and their application have remained strong and consistent as our business evolves. We were green before it was politically correct or expected. We do not take the easy path and will not compromise our ingredient and safety standards. We do not use GMOs, artificial and synthetic additives, non-nutritive sweeteners, or artificial colors, preservatives or flavors in our organic and natural products.

## STAYING GREEN.

Our valued employees are the bedrock of our Company, and we have continued to raise the bar as we improve our quality of work life. Their dedication motivates me and as of this writing, we have moved into our new offices which are structured to foster collaboration and teamwork, including an innovation center, a yoga room, open meeting areas, and lots of stairs to climb for exercise. We will be able to further reduce our environmental footprint through waste reduction and recycling improvements in addition to the strong efforts in place at our manufacturing facilities. My deepest thanks go to the team that helped to build our new home, and to all of our employees for supporting this move.

Our four key areas of corporate and social responsibility focus remain unchanged: **Healthier Products. Healthier Packaging. Healthier Environment. Healthier Communities.** As you read these pages, I hope you will reach out to us so that we can hear your comments and suggestions, and work together to stay green – and growing.

Sincerely,



**Irwin D. Simon**

Founder, President, Chief Executive Officer  
and Chairman of the Board



# ABOUT OUR COMPANY

Hain Celestial is a leading organic and natural products company in North America and Europe. We are a leader in many organic and natural categories with well-known brands. Our mission is to be the leading marketer, manufacturer and seller of organic and natural better-for-you products by anticipating and exceeding consumer expectations in providing quality, innovation, value and convenience. We are committed to growing our Company while continuing to implement environmentally sound business practices and manufacturing processes.

Corporate Social Responsibility is of great importance to our Board of Directors and to Irwin Simon, our Founder, President, Chief Executive Officer and Chairman of the Board. A committee of international senior management participates in the creating and approving this report, and its activities and writing are led by our Senior Vice President, Global Technical Services and Chief Sustainability Officer.

# WE'RE GREEN AND GROWING.

## 2012 SOCIAL RESPONSIBILITY HIGHLIGHTS

We reduced our global CO<sub>2</sub> emissions by over 6,500 tons—  
a 13x increase over the previous year.

We took 80,000 road miles out of our supply chain from our  
U.S. personal care business, the equivalent of crossing the  
mainland U.S. over 28 times!

100 tons of film used by our Lima® brand in Europe is now  
home-compostable and no longer in the waste-stream, and  
our Lima® cereals are now in biodegradable packaging.

Our newly acquired Histon facility in the U.K. is now a zero  
waste facility, and total waste is down 25% since 2008.

Our eight new Dream® non-dairy beverages launched in the  
U.S. are 30-40% lower in calories and sugar than our original  
varieties, potentially reducing U.S. calorie intake by 150  
million calories.

Our irrigation investment in Ghana in 2011 to grow fair  
trade citrus and pineapple for our U.K.-based Johnson Juice®  
brand has resulted in two annual harvests and more fruits  
are under consideration.

We converted an additional two million bottles used for  
our personal care products to 100% post-consumer plastic,  
and reduced packaging by 6% on 1.3 million other Avalon  
Organics® brand bottles.

## OUR SOCIAL RESPONSIBILITY STRATEGY

Our Company was founded in 1993 in recognition of the growing consumer desire for better-for-you products produced without synthetic and chemical ingredients. Irwin Simon, our Founder, recognized that a growing number of people wanted to consume wholesome foods and beverages, and later to be aware that what they used on their bodies could contribute to their overall

health and well-being.

Today we have seen strong growth in organic and natural product sales driven by consumer demand along with innovation and expansion into new channels of distribution. We have encouraged consumers to read labels to know what is in their products and to make informed purchase decisions.

# HAIN CELESTIAL OFFERS PRODUCTS TO HELP SUPPORT **HEALTH & NUTRITION** **AS PART OF A HEALTHIER LIFESTYLE.**

The core of our strategy is reflected in this statement; we support health and nutrition for all consumers by offering products for **A Healthier Way of Life™** in heart, body and mind.

As we stated in our fiscal year 2012 annual report, the World Health Organization ("WHO") cites being overweight and or obese as the fifth leading risk for global deaths related to diabetes, ischemic heart disease and cancer.

WHO promotes healthy lifestyles by (i) reducing the fat, sugar and salt content of processed foods; (ii) ensuring that healthy and nutritious choices are available and affordable to all consumers; (iii) practicing responsible marketing; and (iv) supporting regular physical activity. This consistency with our mission and goals reaffirmed our belief that our strategy is applicable and needed throughout the world.

## PRINCIPLES OF SUSTAINABILITY

In 2012, we also adopted new Hain Celestial Principles of Sustainability which extend our environmental goals to include CO<sub>2</sub> emission reduction targets of 10% year-over-year through 2020. Our original goals to reduce waste, water consumption, natural gas, and energy usage remain in force as we look into the future, and our four strategic pillars guide our planning and decision-making:

## HEALTHIER PRODUCTS

We provide wholesome products to consumers, with leading #1 or #2 brands in many of our categories. 99% of our food products worldwide are made from ingredients not containing GMOs.

## HEALTHIER PACKAGING

We continue to reduce our environmental impact by improving materials, sourcing and logistics with the goal of reducing road miles.

## HEALTHIER ENVIRONMENT

Organic and natural products help promote environmentally-friendly practices including biodiversity and sustainability. We continue to evaluate best practices to reduce our overall global footprint.

## HEALTHIER COMMUNITIES

We seek to create healthier communities around the world by how we source, what we sell and how we give back. Our Company community is a priority and critical to our future success.

# HEALTHIER PRODUCTS

As consumer demand for healthier food continues to grow around the world, there is great debate about what is actually the best and safest food to eat. From where and how our food is grown, to the effects of synthesized ingredients, to how products are labeled, it has become more difficult for consumers to understand the risks and benefits of many types of foods. It has therefore never been more important for us to adhere to our long-standing principles.

Our organic and natural brands, including personal care, resonate with consumers because of their clarity and trustworthiness. They deliver the benefits consumers want including value and convenience, with the assurance that our products are safe to consume or use. Taste and nutrition are essential requirements to preserve the brand loyalty we have worked so hard to build. Product quality and safety are our key priorities and we have invested in many programs and certifications to assure our customers that our products meet the highest standards.

We have implemented a five-step program to improve the healthfulness of our products and fulfill our duty to help consumers make good purchase decisions for themselves and their families. We are committed to the foundation of our Company which is rooted in health and good nutrition, and our strategy combines sustainability with nourishment to benefit both people and the planet.



We continue to consider *The Precautionary Principle* in our activities and avoid actions that carry potential health risks. Pre-damage control of risks is consistent with our best practices to assure public health. The Principle provides that “when human activities may lead to morally unacceptable harm that is scientifically plausible but uncertain, actions shall be

taken to avoid or diminish that harm. ‘Morally unacceptable harm’ refers to harm to humans or the environment that is:

- threatening to human life or health, or
- serious and effectively irreversible, or
- inequitable to present or future generations, or
- imposed without adequate consideration of the human rights of those affected.”

A key example of our application of this principle is in regard to the current public debate regarding GMOs. We first published our policy regarding the use of GMOs in 2004 and chose to eliminate them from our products as quickly as feasible. Today, 99% of our food products do not contain GMO ingredients.

Outside of the United States, more than 60 nations require that the presence of GMOs be labeled. We support the consumer’s right-to-know and believe that the presence of GMO ingredients should be labeled so that consumers can make informed purchase decisions.

# HAIN CELESTIAL'S FIVE INITIATIVES TO PROVIDING A HEALTHIER WAY OF LIFE™

- 1** Reduce 5% of calories per serving in our food products worldwide by 2016 without the use of non-nutritive sweeteners or other chemicals.
- 2** Target 5% overall reduction in sugars and sweeteners as part of calorie reduction.
- 3** Reduce salt in our products in accordance with the National Salt Reduction Initiative (NSRI) in the U.S. and similar standards worldwide in our extended geography, particularly Canada and Europe. This reflects a goal of a 20-30% reduction in population intake of sodium in 2014, affecting 33 of our identified categories.
- 4** Continue to provide our customers with clear and accurate on-pack information.
- 5** Source ingredients that are minimally processed for our naturally-labeled food products.



## INITIATIVE #1:

Reduce 5% of calories per serving in our products worldwide by 2016 naturally without the use of non-nutritive sweeteners or other chemicals.

We have always been conscious of the need to deliver satisfaction to our consumers while working to reduce calories per serving. This is challenging when we will not resort to artificial sweeteners or flavor/textural enhancers and use only ingredients that meet our organic and natural standards. We therefore quantified this goal beginning in 2011 and are making progress in reducing calories to assist our brand-loyal customers in achieving their weight management goals.

In our first full year of calorie reduction activity, we focused on categories that are consumed with high frequency.

In particular, we focused on our non-dairy beverage category. With the U.S. introduction of new Dream™ varieties including Sunflower, Coconut Almond Chia Blends, Rice Quinoa Blends, and Rice Dream® Unsweetened non-dairy beverages, we project first full-year calorie reduction to be nearly 150 million calories reduced with these products alone.



Our new Westbrae® Organic Vegetarian Chilis in aseptic packaging are 5% lower in calories per serving than our previous varieties under our Health Valley® brand. As vegetarian protein gains momentum, particularly due to new U.S. Department of Agriculture My Plate food guidance system recommendations to consume more protein in



the form of beans, peas, soy, nuts and seeds, our chilis will meet the needs of consumers seeking more healthful protein alternatives.

We are also working toward reducing calories next year for both our U.S. branded snacks and certain refrigerated products. Our Terra® brand has long used proprietary technology to save millions of calories through continuous vacuum-frying of certain snack varieties, yielding 30-40% reductions in fat content and commensurate calorie reductions.

Our U.K. business has developed a program for future calorie reduction encompassing our New Covent Garden Soup Co.® chilled soups, Linda McCartney® frozen and chilled meals, and fruit spread brands while maintaining the high quality our consumers expect.

As obesity continues to affect our world population, delivering the product benefits demanded by organic and natural product consumers while contributing to their weight management activities is a distinctive goal that we have set for ourselves.

## INITIATIVE #2:

Target 5% overall reduction in sugars and sweeteners as part of calorie reduction.

As we reduce sugar in our organic and natural products, we take great care not to add artificial sweeteners, and to achieve great taste with only natural alternatives or flavor enhancements. We have brands including Lima® that only add fruit concentrates or cereal syrups



for added sweetness, and never add sugar at all. We do not use refined ‘white’ sugars in our organic and natural formulations.

Reducing sugar is an important part of the fight against obesity. The average woman should consume no more than six (6) teaspoons of sugar per day, and nine (9) teaspoons for the average man. Six teaspoons equals 100 calories; sweetened breakfast cereals can contain as much as four teaspoons per serving. These sugars can cause a spike in blood sugar and insulin, followed by a ‘crash’ leaving you hungrier than before, after which you may overeat. It is for this reason that consumers should control their sugar intake as part of a balanced diet of wholesome and nutritious foods.



Our Dream® and Natumi® non-dairy beverage brands in Europe achieved a 1.5% reduction in the sugar content of their chocolate varieties, and are continuing to work toward calorie savings. Similarly, in Canada, our unsweetened non-dairy beverages represent 13% of our sales versus 1% in the prior year. Each unsweetened beverage contains half the amount of sugars of our sweetened varieties in Europe, while delivering the taste and benefits demanded by our consumers.

Although we have strived to reduce sugar in some of our formulations over the last decade, this commitment has now extended across our portfolio of food products and we expect to realize reductions, particularly in non-dairy, by 2016 as planned.

### INITIATIVE #3:

Reduce salt in our products in accordance with the National Salt Reduction Initiative (NSRI) in the U.S. and similar standards worldwide in our extended geography, particularly Canada and Europe. This reflects a goal of a 20-30% reduction in population intake of sodium in 2014, affecting 33 of our identified categories.

In the U.S., Hain Celestial was one of the first companies to voluntarily sign up for the National Salt Reduction Initiative (NSRI) when it launched in 2010, coordinated by the New York City Department of Health.<sup>1</sup> We worked to initially meet the 2012 reduction targets, and many of our brands, including Health Valley®, have already met several of these aggressive targets.

As part of our mission to provide “A Healthier Way of Life™”, Hain Celestial has also achieved the 2014 sodium targets in nearly half of the NSRI categories in which we manufacture and market products, ahead of schedule. Since we already meet the 2014 target on unflavored chips, we will be adding the flavored chip category to our commitment to actively reduce sodium. We are the first company to do so.

Among many other products undergoing similar evaluation, we also reformulated and removed all added salt from three Walnut Acres® brand pasta sauces, which will save consumers from consuming nearly three million milligrams of sodium annually. We have also reduced or eliminated salt in certain varieties of MaraNatha® nut butters.

<sup>1</sup> <http://www.nyc.gov/html/doh/html/diseases/salt.shtml>

This commitment extends to the rest of the world in our selling geography. In Europe, we introduced a new Lima® Shoyu Soy Sauce with 27% less sodium than our original variety and 28% less than competitive brands in the market. We similarly introduced a new Lima® Tamari Sauce with 21% less sodium than our original, and 25% less than competitive brands.



In Canada, we have focused on our Yves Veggie Cuisine® vegetarian chilis and reduced their sodium content by 20%, while preserving product taste and texture analogous to products containing meat. We also continue to increase sales of our lower-sodium Imagine® brand soups in Canada.

#### **INITIATIVE #4:**

Continue to provide our customers with clear and accurate on-pack information.

From ‘green’ and sustainable claims, to ingredient call outs, today’s consumers want transparency and accuracy on product labels. We consider it very important to provide consistency and clarity to consumers for effective decision-making, and have clear standards for formulations and communications to build trust.

In the U.S., there are several labeling schemes and retailer programs that provide selected information

or comparative rankings, but they are voluntary and do not necessarily reveal information we consider to be important, such as the presence of artificial colors suspected of adverse health effects.\* Rather, we work with over twenty different agencies and certifiers on a global basis to provide assurance to our customers that the language communicating claims is clear, consistent and correct.

For example, in 2011 we chose to have all Avalon Organic® products certified to the ANSI/NSF 305 Standard for Personal Care Products Containing Organic Ingredients. To be certified by this independent third party, all formulas must contain a minimum of 70% organic content and all other ingredients must not be available in organic form and must be evaluated and approved by an independent scientific panel. When a personal care product features the NSF logo on its label, it demonstrates to consumers that it has been independently evaluated to meet the standard’s requirements.

In the U.K., efforts to harmonize packaging including a “traffic light” system indicating relative healthfulness have been underway for some time to improve communication. Recently, the European Food Safety Authority (EFSA) updated and eliminated many nutrition and health claims to enhance accuracy and communication. It also mandates on-pack information including energy content per portion; expanded nutritional data including saturated fat and salt; and clear identification of allergens. Our brands in Europe are compliant and exceed these standards.

\*University of Southampton Study, as published in The Lancet, 2008.

**INITIATIVE #5:**

Source ingredients that are minimally processed for our naturally-labeled food products.

This is the core of our health and nutrition strategy: to stay as close to nature as we can in our naturally-labeled food products. For our food products that are not certified organic, we use stringent, self-imposed criteria so our products support a healthier lifestyle. We avoid GMOs. We do not use high-fructose corn syrup (HFCS) or non-nutritive (synthetic) sweeteners in our organic and natural food products. Nor do we use artificial flavors, colors or preservatives.

We continue to increase our gluten-free product offerings, and we test our products in our own laboratories to ensure their compliance when making a gluten-free claim. Many of our brands continue to offer gluten-free versions of our best-selling products, and work to certify new products that are inherently gluten-free as free of cross-contamination risk. Our designated site, [www.glutenfreechoices.com](http://www.glutenfreechoices.com), is a resource for consumers who want gluten-free products that are also natural and/or organic. We also offer gluten-free toothpaste and mouthwash from our JASON® brand, and all food and personal care products in the U.S. making this claim are tested for gluten in our own laboratories at detection levels stated as safe for celiac patients by The American Journal of Clinical Nutrition. Hain Celestial Europe has also increased the number of gluten-free products in the Lima® brand, now representing 13% of its 190 products, working with the Coeliac U.K. organization. Hain Celestial Canada has certified our Garden of Eatin'® brand as gluten free, as it has been in the U.S.



### **THE NON-GMO VERIFICATION PROJECT**

Today, our global portfolio of food products is 99% non-GMO in accordance with international standards. We published a policy in 2004 regarding the use of GMOs as previously noted. We have worked for many years to eliminate GMOs from our products at incremental expense versus conventional crops, and that is difficult as the number of genetically-modified crops permitted in the U.S. has grown. We have also enrolled many of our key brands in the national Non-GMO Project, a private and independent group that offers third-party verification for organic and other ingredients and products to ensure that only non-GMO ingredients are used in products making a non-GMO claim.

We have enrolled over 500 products, both organic and natural, and two-thirds have been verified by the Non-GMO Project. Our organic ingredients and products are also verified as non-GMO by organic auditors including Quality Assurance International (QAI) and other international certifiers, which doubles our efforts to maintain the integrity of our supply chain. Until such time as regulations mandate labeling the presence of GMOs in products in the U.S. as is required in over 60 other countries, we will continue our support of the Non-GMO Project to reassure our customers.

# MEETING CUSTOMER NUTRITIONAL NEEDS

Many consumers turn to organic and natural foods because they believe they are better for their health than conventional or synthetic ones. Others have nutritional needs, allergens or illnesses that have specific requirements, and we work to meet those needs with innovation. We continue to work to market organic and natural products with improved nutritional profiles to deliver value and build loyalty. Our consumers know and trust us to meet their needs with quality and safety.

We have innovated in the U.S., the U.K., and in the rest of the world to introduce and improve many unique and nutritious products. Among our exciting new products:

- New Yves Veggie Cuisine® lentil patties in Canada now have added Quinoa, an ancient grain that has been called one of the world's healthiest foods by the The Food and Agricultural Organization of the United Nations (FAO) due to its phytonutrients, and high fiber and protein content.
- Our Casbah® brand has now introduced Freekeh – a super grain made from green wheat with the benefits of whole grain and a great source of fiber.
- In the U.K., our New Covent Garden Soup Co.® brand of fresh soups introduced a range of "fresh bowl" soups featuring a unique packaging design that allows the vegetables to be added "fresh" to the soup by the consumer when heating. This preserves more natural vitamins.
- In Europe, our non-organic Dream™ brand beverages have been fortified with calcium, Vitamins D2 and B12, as well as other nutrients to compliment specific varieties.
- Our Lima® brand in Europe has achieved Bio-Coeliac certification for its first nine products to meet growing demand for gluten-free foods.
- Our JASON® brand toothpastes and mouthwashes are now gluten-free, extending to nonfoods in this important category.
- We acquired BluePrint® Juices in the U.S. at the end of 2012, which offers highly nutrient-dense organic and non-GMO juices not subjected to heat pasteurization.

In the U.S. and Canada, we have over 3,000 products with attributes to meet the diverse needs of our consumer market:

U.S. and Canada	
Lower in sodium (in low-, light-, -free, and no-sodium-added forms)	8%
Lower in fat (in low-, reduced-, or -free forms)	15%
Certified organic products	60%
Certified gluten-free products	20%
Certified Kosher products	90%
Vegan/vegetarian products	19%
Whole Grain products	9%

Our Medical Advisory Board, led by Austin Abramson, M.D. of Mount Sinai Hospital in New York, consults with us as necessary including our on-staff nutrition and science teams. We use best practices to ensure that our products meet the guidelines agreed to by most professionals in the medical community, while our culinary team works to make them taste great.

# PRODUCT QUALITY AND SAFETY

**Safety First.** Our focus on product quality, integrity and safety reached new heights in 2012 as we upgraded our Food Safety Management System to strengthen our controls over safety and sourcing practices. We have manufacturing facilities across the world and participate in the Global Food Safety Initiative (GFSI) which encompasses several international authorities that assure our compliance. They include the Safe Quality Food Institute (SQF) predominantly in the U.S.; the British Retail Consortium (BRC); and International Organization for Standardization (ISO) 9001, among others.

As the U.S. Food Safety Modernization Act (FSMA) and similar programs are implemented around the globe, we have taken steps to monitor our procedures and processes for compliance, and participate in best-practices across numerous programs including:

## **HACCP: HAZARD ANALYSIS AND CRITICAL CONTROL POINTS**

This is the most widely used international management system for food safety from harvesting raw material to the time of consumption, controlling biological, chemical, and physical hazards. All of our facilities must have a HACCP program in place that is implemented and monitored.

## **GMPS: GOOD MANUFACTURING PRACTICE**

GMP (or cGMP, for current GMP when updated) is a process of quality management specifically to meet identity, quality and purity standards in manufacturing. GMPs are enforced by government organizations to ensure safety through audits and testing, and all facilities that produce product for Hain Celestial must have an accepted program in place.

## **ON-SITE TESTING:**

We maintain our own laboratories for critical testing, including microbiological and allergen testing, for accuracy and timeliness. We supplement our on-site testing with other raw material and finished goods testing by accredited third-party laboratories as required by best practices for specific types of products. We review our testing protocols and conduct gap analyses as part of our continuous improvement protocol.

## **INGREDIENT CONTROL:**

We have protocols for approving and accepting receipt of raw materials at each facility for compliance and traceability.

We select our ingredient suppliers with great care and, in keeping with our sustainability goals, seek to procure from sources that are domestic and in close proximity to the respective points-of-manufacture when feasible. In this way we can support our local communities, as well as reduce road miles and CO<sub>2</sub> emissions from transportation.

In addition to quality standards, we also encourage diversity among our global suppliers as part of our Social Accountability and Ethical Sourcing practices previously referenced. We conduct various types of audits for our suppliers who are managed by a cross-functional team of technical and supply chain employees. We personally audit ingredient suppliers based on a priority schedule established by our Quality and Procurement teams.

## **TRAINING:**

In addition to training procedures mandated by GFSI, we conduct ongoing education and training for employees at our facilities with a core focus on consistency and safety in conjunction with our HACCP plans. We empower our teams to assert themselves to contribute to process improvement under our "Improve Quality" mandate at all plants and warehouses.

Our complete Food Safety and Quality Manual encompasses all of these areas and is mandatory for all facilities and manufacturing partners.

# THIRD-PARTY CERTIFICATION

We work with over 20 different agencies and certifiers on a global basis to meet all requirements for our product claims and representations, and to provide assurance to our customers that our products have met the stringent criteria and standards that we state.

## **FOOD:**

- American Heart Association
- British Retail Consortium (BRC)
- Coeliac U.K.
- Ecocert (Europe)
- Fair Trade U.S.A.
- Gluten-Free Certification Organization
- GreenChoice (Environment Canada)
- Heart and Stroke Foundation of Canada
- Oregon Tilth Certified Organic (OTCO)
- OU/Kof K/Star K/Circle-K/Scroll K/KSA (Kosher certification)
- Quality Assurance International (QAI)
- Safe Quality Foods (SQF 2000)
- Soil Association (U.K.)
- Safe Quality Foods (SQF 2000)
- Texas Department of Agriculture
- The Forest Stewardship Council
- Whole Grain Council

## **PERSONAL CARE AND HOUSEHOLD:**

- Agriculture Biologique
- Aloe Science Certification
- Biogarantie (Europe)
- Cancer Foundation Association
- The Coalition for Consumer Information on Cosmetics (Leaping Bunny)
- Design for Environment (DfE)
- International Organization for Standardization (ISO 9000)
- NSF International
- OU (Kosher certification)
- Rainforest Alliance
- The Skincare Foundation

In the U.S. and Canada, our manufacturing complaint rate for our food brands has dropped by over 27% this year, a threefold improvement over the prior year, as we implement continuous improvement programs based on customer feedback. Our primary call center is managed internally so that we can maintain direct lines of communication at all levels and stay close to our loyal customers.

Each year, as we strive to reduce our environmental footprint, we also work to improve practices at our facilities to promote safe working conditions through sanitation, occupational health and safety, and employee empowerment. We require our employees to report all incidents immediately without fear of reproach. We demand the same of every business partner, and our Supplier Code of Conduct has been implemented across our supply chain as part of our manual of requirements to be a Hain Celestial supplier.

As our demand for sustainable ingredients continues to grow, we work with our growers and suppliers to safeguard a consistent and reliable flow of the ingredients we need.

Our Social Accountability and Ethical Sourcing Audit for all suppliers, including our hundreds of ingredient suppliers from around the world, must be signed to ensure not only the safety and quality of our ingredients, but that they are produced ethically with care for human, animal, and environmental well-being. We will not do business with suppliers who do not follow our Supplier Code of Conduct and required ethical practices including fair and equitable treatment of qualified employees. We specifically require:

- No child or compulsory labor.
- A safe and healthy workplace environment.
- No discrimination of any kind.
- Dignified treatment of all employees.
- Appropriate working hours and renumeration.

# WINNING WITH CONSUMERS

## HAIN CELESTIAL EUROPE



Rice Dream® Original + Calcium, Vitamins D2 and B12  
Oat Dream® Original + Calcium, Vitamins D2 and B12  
Almond Dream® Original + Calcium, Vitamins E, D2 and B12

Awarded the International Taste and Quality Institute Award 2012 for Superior Taste in Brussels, Belgium

## Terra® Original and Terra® Blues Chips

Awarded the International Taste and Quality Institute Award 2012 for Superior Taste in Brussels, Belgium



Lima® Mild Shoyu Soy Sauce  
(28% less salt than other common soy sauces)

Lima® Mild Tamari Soy Sauce  
(25% less salt than other common tamari sauces)

Lima® continues to improve its health profile through sodium reduction

# WINNING WITH CONSUMERS

## HAIN DANIELS UNITED KINGDOM

New Covent Garden Soup Co.® Mexican Chipotle Chicken Soup  
Cully & Sully® A Mighty Mushroom Soup ... It's Magic!

Great Taste 2012 Gold Star\* Award for "Close to Perfect"



Cully & Sully® Pea & Minty Soup

Great Taste 2012 Two Gold Stars Award for "Flawless"

New Covent Garden Soup Co.® Bowls Red Thai Sweet Potato & Coconut Soup  
Highly Commended by the UK 2012 Quality Food Awards



## HAIN CELESTIAL CANADA



Coconut Dream®

Canadian Grand Prix New Product Award™ Finalist

Garden of Eatin'® Sweet Potato Chips

Canadian Grand Prix New Product Award™ Finalist



# WINNING WITH CONSUMERS

## HAIN CELESTIAL CANADA



Europe's Best®

Winner of Favourite Frozen Fruit from the Canadian Family Food Awards from Canadian Family Magazine

Yves Veggie Cuisine®

Winner of Favourite Meat Substitute from the Canadian Family Food Awards from Canadian Family Magazine



## HAIN CELESTIAL UNITED STATES



JASON® Jojoba Shampoo and Conditioner

Featured as the Best Shampoo and Conditioner  
Winner in the 2012 Better Nutrition Magazine  
Beauty Awards in the April 2012 issue



JASON® Tea Tree Deodorant Stick

Winner of a 2012 Natural Health Magazine Beauty Award

Alba Botanica® Very Emollient Original Body Lotion

InStyle Best Beauty Buys—  
Eco Friendly



Alba Botanica® Very Emollient Natural Sunscreen Sport Spray SPF 40

Winner of the Redbook Magazine MVP Award in May 2012 for "Best Sunscreen"

# WINNING WITH CONSUMERS

## HAIN CELESTIAL UNITED STATES



Almond Dream® Dessert Bites

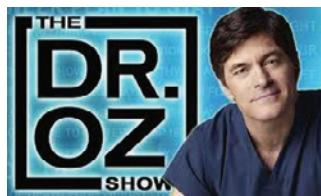
Received a 6th Annual Libby Award  
for Best Dairy Alternative from People  
for the Ethical Treatment of Animals

**PETA**

Almond Dream® Lil' Dreamers™

Featured on the Dr. Oz Show,  
January 2012

Winner of Shape Magazine's  
Healthy Snack Award for Amazing  
Low Calorie Snacks, July 2012



Earth's Best® TenderCare Diapers

Winner of the Editors' Choice Award in the  
Disposable Diaper Category by Baby Gear Lab.  
Our diapers use 20% less petrochemicals than conventional diapers.

Earth's Best® Baked Chicken Nuggets

A "Packaged Picks" from Parents®  
Magazine, August 2012



# WINNING WITH CONSUMERS

## HAIN CELESTIAL UNITED STATES



Candle Café Seitan Piccata with Lemon Caper Sauce

Winner of Natural Health Magazine's  
Second Annual Good Food™ Awards,  
March 2012



Rosetto® Cheese Ravioli  
Rosetto® Beef Ravioli  
Rosetto® Cheese Tortellini

Winner of the 2012 American  
Culinary ChefsBest Best Taste Award



Imagine® 32 ounce Creamy Soups  
Imagine® 32 ounce Broths  
Imagine® 17.3 ounce Chunky Style Sou.



Gold Medal Recipients from American Masters of Taste

MaraNatha® All Natural No-Stir Almond Butter

Grand Prize Winner of the Cooking Light Award  
for the Best Smooth Almond Butter in 2012



CookingLight

# HEALTHIER PACKAGING

We define Healthier Packaging in three key ways:

- 1** Reducing packaging weight to lower our related carbon footprint for all structures including glass, film, plastics and corrugate, which represents the bulk of our packaging.
- 2** Reducing road miles required to transport packaging to point of manufacture.
- 3** Improving packaging structures for safety and recyclability.

After achieving our initial 5-Year, 5% reduction goal one year ahead of schedule in North America as reported last year, we are proud that we have now fully achieved this globally, excluding recent acquisitions. We have renewed this objective to achieve an additional 5% reduction by 2017 based on our 2012 achievements.

Our healthier packaging efforts are coordinated with our productivity initiatives, so that while reducing our environmental imprint, we build value and appeal for our consumers while maintaining or improving our margins. We also must maintain package integrity, aesthetics and safety, and this is a commitment that all functional business areas support. We will not sacrifice safety and continue to improve our use of materials to support quality and shelf life.

We are flexible and want to optimize our efforts while meeting the needs of our supply chain. Our five key tactical approaches remain:

## 1. Changes in packaging format selection.

Earth's Best® brand infant jarred food variety packs transitioned from a 3 by 4 configuration to a 2 by 6 configuration, enabling a 212-ton reduction in the amount of corrugate used. We also now only used recycled materials for our merchandising caddies that are not food-contact surfaces.



## 2. Use of bulk packaging.



We worked cooperatively with jetBlue Airways over the last few years to reduce the amount of corrugate required to pack our Terra Blues® chips, the official chip of jetBlue Airways. We increased our case pack size by over 3 times with bulk packaging that preserved product integrity using less corrugate.

## 3. Changes in product size.

We discontinued our 300 gram Love Tub range in favor of a 100 gram range which enabled us to not only pack more units per carton, but to reduce associated portion size and calories for this indulgent dessert.



## 4. Operational waste reductions.



We are implementing laser-etched date and lot coding on our Farmhouse Fare® brand desserts, removing the need for inks and solvents to imprint.

## 5. Reduced structures.

We continued our efforts to reduce packaging for our personal care business, and after changing our Avalon Organics® brand packaging to 100% recycled PET (rPET) last year, in 2012 we additionally reduced



the weight of 1.3 million bottles by 6% and moved the production of 1.9 million bottles to within 50 miles of our production facility, taking 80,000 miles out of the supply chain.

Our focus on paperboard has led to record achievement in sourcing this year.

- In the U.S., we have achieved 100% compliance with sourcing only from recycled material or sustainable, well-managed forests excluding one remaining snack brand that we expect to complete next year. In North America alone we used 7.89 tons of corrugate and 2.88 tons of cartons in 2012 and this continues to be very important to us.
- Our Canadian Operations have achieved 95% compliance.
- Hain Celestial Europe has also achieved 95% compliance, with only our GG Unique Fiber® brand remaining at 70%.
- In the UK, Hain Daniels business is now focused on this initiative in addition to its focus on waste and resource reductions. All new products are now only being introduced in certified paperboard.
- The Forest Stewardship Council (FSC) continues to

certify most of our paper and board materials. We also continue our efforts to increase our usage of aseptic packaging, particularly as aseptic packaging has the highest product-to-package ratio and the percentage of homes with access to carton recycling is expected to reach nearly 150 million homes by 2014 in the U.S.

As part of our efforts to reduce consumer waste, we have embarked on many new initiatives in all of our geographies. In Europe, as reported last year, we have focused on replacing plastic films with biodegradable materials. In 2012, we succeeded in reducing the amount of post-consumer waste that our products generate for landfills by converting to home compostable and biodegradable film for several product categories. Implementing this has reduced film waste from our Lima® certified organic tea products by 100 tons per year. We have similarly converted our Lima® cereals and rice product packaging (for nine rice products) to biodegradable film and expect to use 530kg of biodegradable packaging annually for rice alone per year.

## HEALTHIER PRODUCTS IN HEALTHIER PACKAGING

We have continued our efforts to improve the health and safety of our packaging through a strategy that identifies risks and areas for improvement. This strategy encompasses an assessment of our materials and their content, including their environmental footprint, source, renewability, and recyclability.

One of our key initiatives has been to eliminate Bisphenol-A (BPA) from our packaging, which is a potentially toxic substance found in certain packaging materials. We have built upon our early commercialization nearly four years ago of non-BPA material in our infant formula packaging, and now have converted production of our products to using non-BPA material packaging including cans, jar lids, and other sources.

We also repackaged many of our products in available structures of non-BPA materials, including sustainable aseptic packaging, due to their lower footprint.

**alba<sup>®</sup>** **AVALON**  
**BOTANICA<sup>®</sup>** **ORGANICS<sup>®</sup>**

The Responsible Packaging Committee of the Sustainable Food Trade Association honored Avalon Organics® and Alba Botanica® brands with a 2012 Responsible Packaging Award for the use of 100% post-consumer recycled plastic for their respective 14 ounce and 12 ounce bottles.

## PACKAGING SCORECARD 2012

Brand	Total Paperboard Sources from Recycled Material or Sustainable, Well-Managed Forests	Percent of Post-Consumer Recycled Content	Total Packaging Sourced from Non-Renewable Sources	Improvement	Percent of Finished Product that is Recyclable, Compostable, or Biodegradable	Percent of Packaging, Packaging Reduction or Packaging Innovation achieved in 2012
<b>HAIN CELESTIAL CANADA</b>						
	95%	Minimum 43%	26%		53%	Yves Veggie Cuisine™ cartons: GreenChoice100 (100% recycled, 100% clean energy, 100% Carbon Neutral)
<b>HAIN CELESTIAL PERSONAL CARE U.S.</b>						
	100%	Minimum 45%	35%	13%	95%	Working with suppliers to increase packaging recyclability and/or increase recycled resins in manufacturing.
<b>HAIN CELESTIAL GROCERY U.S.</b>						
Arrowhead Mills®	100%	Minimum 35%	15%		100%	Commitment to the environment, recycling, and sustainability.
DeBoles®	100%	Minimum 35%	1%		100%	No change.
WestSoy® Tofu	100%	Minimum 35%	72%		85%	No change.
Earth's Best® (Co-pack and self-manufacture)	100%	Glass: 20% Pouches: 0% Cartons: 35% Steel closure: 26% Paper label: 0% Corrugate tray: 43% Shrink film: 0%	Glass: 55% Pouches: 60% Cartons: 0% Steel closure: 71% Paper label: 0% Corrugate tray: 0% Shrink film: 100%	11%		Cartons for pouches downsized -11%  No change.
Spectrum®	100%	Glass: 55% Flint Glass: 40% Green Glass: 70%	24%		100% Plastic Jugs/Bottles 100% Corrugate 100% Glass 100% Steel Drums	Glass reduction of 6% on highest volume container Working with glass suppliers to reduce the weight of the flint glass to achieve 2013 sustainability goals. Switched Spectrum cartons to CCNB (recycled with post-consumer) from SBS. Reviewing options to lightweight PETE bottles. Reviewing options to use PCR resin in our HDPE packers.

## PACKAGING SCORECARD 2012

Brand	Total Paperboard Sources from Recycled Material or Sustainable, Well-Managed Forests	Percent of Post-Consumer Recycled Content	Total Packaging Sourced from Non-Renewable Sources	Improvement	Percent of Finished Product that is Recyclable, Compostable, or Biodegradable	Percent of Packaging, Packaging Reduction or Packaging Innovation achieved in 2012
MaraNatha® & SunSpire®	100%	Corrugate Trays 35% Glass: 60% Metal Lids: 25% Paperboard: 80%	16%		100% Glass 100% Corrugate 100% Plastic Pails 100% Steel Drums 100% Fiber Drums 100% PET Jars	Use of slip sheets from incoming PET jar pallets on FG shipments.  Smaller trays for Costco items with conversion from glass to PET jars—resulting in reduction of paperboard use  Corrugate reduction/Costco change from glass to PET: full implementation  Packaging (glass) corrugate is reused to ship finished goods.
<b>HAIN CELESTIAL FROZEN U.S.</b>						
	100%	Cartons: 60% Corrugate: 35%	62%		7% Rosetto® 19% Entrees	Working with all suppliers to increase packaging recyclability.
<b>CELESTIAL SEASONINGS U.S.</b>						
Celestial Seasonings®	100%	Minimum 35%	34%		89%	86% of all folding cartons are printed on recycled board, with a minimum of 35% post-consumer content  Paper in flexible packaging structures is SFI certified  Liner board for corrugate packaging is 47% post-consumer content  Medium for corrugate packaging is 100% post-consumer content
<b>HAIN CELESTIAL SNACKS U.S.</b>						
Terra® Chips	90%	Minimum 35%	69%		0%	99% of Terra's solid waste is recycled.  Terra was able to source an additional 10% of paperboard from recycled sources.
Sensible Portions®	90%	Cartons: 60% Corrugate: 35%	74%		0%	Sensible Portions was able to convert to a cartons supplier using 60% post consumer recycled sources.

## 2012 Packaging Summary Savings—5 Year Breakout

	2009	2010	2011	2012	2013	TOTALS	Savings by Brand
Packaging Format Selection		1,200,466	1,200,466	301,925	410,007	3,112,863	84% MaraNatha® Costco Jar; 16% Earth's Best® Glass to Pouch
Display Pallet Changes			337,500	6,250	24,920	368,670	90% Sensible Portions® Costco; 10% Terra® Chips Costco
Bulk Packaging	93,434			592,682	381,010	1,067,126	100% Sensible Portions®
Product Size Change				519,617	0	519,617	100% Garden of Eatin'®
Operational Waste			34,782		0	34,782	100% Garden of Eatin'®
Reduced Structures	232,000	83,000	5,223	266,714	153,283	740,219	10% AM; 10% Spectrum® Glass; 90% Sensible Portions® Films
Component Elimination			109,669	11,023	0	120,692	100% MaraNatha®
Increase cases count/ pallet				8,400	0	8,400	100% Rosetto® Tortellini
Total	325,434	1,283,466	1,687,640	1,706,611	969,219	5,972,370	
Years % of total 5 year savings	5%	21%	28%	29%	16%	6.3%	
Incremental annual savings	0.3%	1.4%	1.8%	1.8%	1.0%		

# HEALTHIER ENVIRONMENT

As consumers grow more concerned about the health of our environment, in 2012 we worked together in order to accelerate our efforts to reduce our footprint, and greenhouse gases in particular. Our five environmental goals remain consistent, and we took important steps to set the stage for future improvement, with a long-term view of our operations and areas for improvement.

Our five goals are:

- 1 Reduce relative waste and water consumption.
- 2 Reduce greenhouse gases.
- 3 Improve usage of renewable energy.
- 4 Reduce natural gas and electricity usage.
- 5 Reduce usage of fuel and increase use of green transportation by our common carriers, including through the U.S. Environmental Protection Agency SmartWay collaboration program.

We began by planning to move to new headquarters, which has been accomplished as of this writing.

We move from a county that did not support commercial recycling to a neighboring county that facilitates it, while seeking to balance the commutes of our employees and not unfairly increase road miles. We estimate that will enable recycling of over 850 pounds of trash per month just from this one office.

We moved to a building which can support more services for our employees on site, reducing their need to travel offsite and creating more emissions.

We largely eliminated plastic water bottles, paper coffee cups and similar waste in favor of a return to washable cups, filtered water in pitchers, and other opportunities to reduce waste and water usage.

We encourage our employees to follow responsible practices for recycling at home and in our offices, and continue to reduce our paper usage. We will be implementing an updated, electronic document retention program and tracking employee copying volume to drive continued reduction in these areas.

We continue to recycle our office cartridges and reduce oil usage, reducing our waste to landfills.

All Hain Celestial offices continue to implement these practices, including Hain Celestial Europe which only sources office materials from post-consumer content/recycled materials.



## HAIN CELESTIAL EUROPE

Hain Celestial Europe was again awarded the Milieucharter 2012 for its outstanding environmental performance. This award reflects commitment to waste, energy and water management, and air and soil pollution reduction.



Representatives from Hain Celestial Europe receive the Milieucharter 2012 Award.



## OUR NEW SENSIBLE PORTIONS® PLANT

Our new facility in Mountville, Pennsylvania will reduce our greenhouse gas emissions by over 379,000 pounds each year in comparison to our previous facility. This includes saving over 215,000 kWh each year, and included energy reduction and lighting improvement which benefited our employees as well. This investment also provided a strong rate of return and is expected to pay back in just two years.

## ENVIRONMENTAL HIGHLIGHTS

### Reducing Water:

- In North America, we reduced our water usage by 17% per ton of production, including a 7% reduction in Canada.
- In the UK, we similarly reduced our water usage by over 12% across all facilities, and by 2.6% in our European operations.
- We do not have water stress at this time and our operations continue to improve and reduce our usage of water, as well as to manage wastewater effectively.

### Reducing Waste:

- Hain Daniels reduced the amount of waste going to landfill by nearly 7.5% overall, and contributing to 95% of its waste now being diverted from landfills in favor of composting and recycling. Three sites have zero waste going to landfills.
- In North America, waste increased reflecting system changes that we expect to improve next year.
- Hain Celestial Europe continues to reduce waste with a strong focus on package reduction and biodegradable materials as previously reported.

### Reducing Greenhouse Gases:

- We reduced our GHG (greenhouse gas) emissions at a rate 13x improved versus prior year, increasing our reduction to 6,500 tons.
- This reflects an enterprise-wide commitment to reducing our carbon footprint in all areas of product, packaging and production.

### Reducing Natural Gas and Electricity Usage and Improving Use of Renewable Energy:

- In North America, we significantly reduced our use of electricity by 22.6% per ton of production, and our natural gas usage by 3.6% respectively.
- In the UK, we similarly reduced our usage of electricity by over 24.8% with our natural gas usage remaining essentially flat.
- Hain Celestial Europe reduced electricity usage by 8.5% and heavy fuel by 11%, reflecting greater energy efficiency as production increased. Our office in Belgium produces its own electricity meeting 46% of its needs, and the remaining purchased (54%) is of green energy only. Our Danival facility in France also produces its own electricity using solar cells, and GG Unique Fibre in Norway purchases green electricity generated by water cascades.

## HAIN DANIELS

Hain Daniels continues to reduce its environmental footprint, retaining its ISO14001 certification at our Luton site, its ISO 18001 at our Histon site, and maintaining our Legacy Carbon Trust Standard through 2013.

- Our Histon site achieved the prestigious Marks & Spencer's 'Plan A' Silver Sustainability Award, one of only ten in the country, among other accreditations from our valued customers.
- We reduced power usage for lighting at our frozen foods plant by 66% and are adding light sensors beginning this year.
- Automated sensors cut running time by 35% with commensurate power savings.
- A new capital investment at Histon will reduce the number of road tankers required to service the plant to one-sixth of current levels.
- Hain Daniels has planned additional efforts to improve environmental performance in all areas.

### Environmental Efficiency at Hain Celestial Company Plants (North America)

	Fiscal Year 2011	Fiscal Year 2012	2012 vs. 2011 Index	2012 Unit Reduction	2012 CO <sub>2</sub> Reduction
Production Lbs	140,471,454	140,124,069			
Production Tons	70,236	70,062	99.8		
Nat Gas Therms	1,833,963	1,763,566		65,862	329.0
Per Ton	26.1	25.2	96.4		
Electricity kWh	33,238,963	25,678,792		7,477,971	5,276.0
Per Ton	473.2	366.5	77.4		
Water Gallons	129,695,411	107,390,402		21,984,273	
Per Ton	1,846.6	1,532.8	83.0		
Solid Waste Lbs	4,041,182	3,999,972		31,216	
Per Ton	57.5	57.1	99.2		

### Environmental Efficiency at Hain Celestial U.K. Company Plants

	2011 Includes ICL	2012 Includes Histon	2012 vs. 2011 % Change
Total Lbs production	230326122.7	404364130.4	75.6
Total Electricity (kWh)	33066778.3	43613870.8	31.9
Total Gas Therms	980801.1	2126264.9	116.8
Total Water (Gallon)	118526602.6	182259606.8	53.8
Total Waste to Landfill (lb)	6090425.4	5634512.8	-7.5
kWh/lb	0.1	0.1	-24.9
Therm/lb	0.0	0.01	23.5
Gallon/lb	0.5	0.5	-12.4
WTL lb/lb	0.03	0.01	-47.3
% diverted from landfill	91	95	3.3

### Environmental Efficiency at Hain Celestial Europe Company Plants (Natumi)

	Fiscal Year 2011	Fiscal Year 2012	2012 vs. 2011 Index
Production (T)	28.191	30.725	+ 9%
Heavy Fuel / Gas (m <sup>3</sup> )	818.131	798.923	
Heavy Fuel Gas /T	29,02	26,00	-11%
Electricity (kWh)	3,965,435	3,951,006	
Electricity (kWh/T)	140,66	128,59	-8.5%
Water (m <sup>3</sup> )	94.028	99.923	
Water (m <sup>3</sup> /T)	3,34	3,25	-2.6%

# ENVIRONMENTALLY-RESPONSIBLE SOURCING AND ANIMAL WELFARE

Our commitment to **A Healthier Way of Life™** encompasses our commitment to responsible sourcing and the welfare and humane treatment of animals.

We have reduced our environmental footprint through three key initiatives:

**We continue to reduce road miles,** as referenced in our Healthier Product and Healthier Packaging achievements. Hain Celestial Europe now sources 80% of its ingredients locally within Europe; in North America nearly 60% of the ingredients required for our diverse portfolio are sourced within North America to our stringent specifications.

**We also support organic farming** which protects ecosystems, enhances soil structures, conserves waters, encourages biodiversity, and supports family farms in addition to its benefits to human health. Organic farming reduces the penetration of millions of pounds of synthetic

pesticides and nitrates into our soil. The principles of organic farming were developed by the International Federation of Organic Agriculture Movements (IFOAM) in order to mandate environmental care and principles. We market over 2,000 organic products and continue our efforts to support organic farmers as required acreage continues to increase based on product demand.

In addition to organic farming, **we are also concerned about sourcing our ingredients and packaging sustainably.** We have increased our use of paper and board that is either recycled or sourced from well-managed forests. In the U.S., 100% of our paperboard is sourced in this manner, and in Canada and Continental Europe, over 95%, with new material largely certified by the Forest Stewardship Council (FSC).

We also source ingredients sustainably that threaten



tropical, deforested land. Our participation in the Roundtable on Sustainable Palm Oil (RSPO) for both our North American and European businesses continues, and including our latest acquisitions, all palm oil purchased directly by Hain Celestial will be RSPO certified by the end of 2013. We continue to review our ingredients to assess their components which may be affected.

## **ANIMAL WELFARE AND FISHERY**

Our animal-based ingredients are of extreme concern to us, and we require audits and affidavits to ensure that any such ingredients used in our organic products meet our criteria:

- All animals must be properly maintained under compliant animal living conditions which accommodate their health and natural behavior, including pasture and forage.
- They are fed organic agricultural products typically comprised from vegetarian sources.
- They are not administered growth hormones or antibiotics.

Hain Daniels also supports the Royal Society for the

Prevention of Cruelty to Animals (RSPCA), a local charity that promotes animal welfare.

Our joint venture, Hain Pure Protein, continues to use "animal friendly practices" in accordance with the U.S. Department of Agriculture to offer its turkey, chicken, and specialty poultry products. Family farms with well-lit, well-ventilated barns are the first step in a local processing chain that minimizes transportation and stress. This commitment to animal welfare results in more healthful and ethical foods.

We also source fish products sustainably, and our Earth's Best® frozen foods as well as our Hain Daniels products adhere to the stringent voluntary standards of the Marine Stewardship Council to promote sustainable fishing. In addition, the fish oil sourced for our Spectrum® Fish Oil supplements is actually a by-product of the Peruvian fishmeal industry, and makes use of a fish product considered waste in another industry.



# HEALTHIER COMMUNITIES

Our commitment to **A Healthier Way of Life™** is exemplified by our care and dedication to our consumers, employees, suppliers and all other stakeholders. We are consistent in our standards at all levels and believe that healthier products create healthier communities from farm to fork.

It is critically important to us that our suppliers share our values and practices, and once again we have implemented improved procedures to validate this through audits and affidavits. As our global footprint expands we implement these standards without exception, working with our suppliers to improve their compliance through corrective action under our Social Accountability Audit process. Our focus has been on ethical practices with zero tolerance for forced or child labor; commitment to quality and safety; use of renewable resources; transparency; and assurances to improve in a manner consistent with our goals.

## ETHICAL TRADE

We continue to improve local sourcing in order to reduce the footprint of our products during their life cycles. This is not always possible and we source internationally as required to our strict specifications and testing protocols. We are expanding our relationship with Fair Trade USA to facilitate compliance in addition to our own internal procedures. Our core requirements are:

- Managing and documenting our pricing, labor, and community-development practices across all communities.
- Supporting family farms.
- Encouraging conversion to organic farming.
- Promoting biodiversity and eco-friendly farming.

## OUR BRANDS CONTINUE THEIR SUPPORT OF COMMUNITIES GLOBALLY

**Celestial Seasonings®** brand created Healthy Teas, Healthy Planet to assure consumers that our products are sourced and blended with environmental consciousness.

**SunSpire®** brand supports farmers in developing countries through the Caring for Cocoa Communities Program.

SunSpire® brand also supports ECHOES (Empowering Cocoa Households through Opportunities and Education Solutions), a global development alliance between USAid and the World Cocoa Foundation. It provides relevant education opportunities for children in Ghana and Côte d'Ivoire.

Fair Trade U.S.A. ensures that our SunSpire® brand growers use sustainable farming methods and have fair pricing and labor conditions.

**Danival®** brand is a member of the "Bio-Partenaire" Association and has been audited by Ecocert under the ESR (Equitable/Solidarity/Responsible) Ecocert Fair Trade Standards (for cocoa as well as sugar and quinoa products), and sources the majority of its ingredients from local certified suppliers.

**Earth's Best®** brand supports Whole Foods Market and its Whole Planet Foundation, which funds poverty alleviation in 51 countries. This includes the Supplier Alliance for Microcredit that funds microcredit projects worldwide.

Earth's Best® brand also supports the Sesame Street Workshop, which promotes literacy, and health and wellness in over 150 countries.

## GHANA

Our investment in Ghana continues to literally “bear fruit.” Hain Celestial Europe has long supported The Protos Project, which brings better living conditions to rural families with clean water, both in Ghana and in South America. Its goal is equitable, sustainable and participatory water management.

Hain Daniels has invested in irrigation in Ghana since 2011 for ethically-sourced pineapple, and more recently citrus, resulting in new Fair Trade blended juices. Planning for additional fruits and blends such as melons, will assure the success of this venture as the lives of the farmers continue to improve.

We are also supporting beehive colonization, consistent with our support for bees in the U.S. as we work with Whole Foods Market to assure consistent honey bee populations. Nine beehives are to be colonized and their honey analyzed for flora and residue.



Irrigation is in place from an adjacent dam. Three varieties of melons have been planted as a trial.



Working the beehives.

## CORPORATE GIVING

We have continued our commitment to supporting charities and foundations whose missions are consistent with our own. In addition to our Company donations, our employees are dedicated to helping others and we are proud of the many activities in which they engage.

Our focus continues to be on feeding the hungry, exemplified by our work with food banks in North America and Europe, and our support for groups including:

- The Bowery Mission in New York, which provides meals and support for independent living.
- FareShare in the United Kingdom and Canada, which supplies food to the vulnerable and needy. This included 180,000 meals in the UK alone. We also partnered with Project Winter Survival to pack and distribute survival kits to many who are homeless in Toronto, and supported the first distribution to take place in Vancouver. Fresh Choice Kitchens of Vancouver also honored Hain Celestial Canada for its support for the Greater Vancouver Food Bank Society.
- In partnership with the New York Mets, we support City Harvest, the Long Island Cares Harry Chapin Food Bank, and Island Harvest to help feed our local community surrounding our headquarters. We also supported the victims of Hurricane Sandy with the help of our employees who donated their time after-hours and weekends to help deliver food and personal care products.
- We have partnered with Feed the Children since 1988 and since then have contributed over \$10 million in value.

- We supported Sunrise Day Camp, the only dedicated day camp in the U.S. strictly for children with cancer.
- We have partnered with Mount Sinai Hospital in New York to support research related to improving the health of children.
- Our strong alignment with Whole Foods Market continues with our contributions to the Whole Planet Foundation, which funds poverty alleviation in 51 countries from whom it sources. It provides microfinance grants to institutions, which offer microenterprise loans to the poor.
- We supported Vitamin Angels, a worldwide organization helping 25 million malnourished children per year that provides vital nutrients. It particularly provides Vitamin A as just two capsules per year can prevent blindness in childhood for malnourished children.
- We had both men and women at the Celestial Seasonings® facility in Boulder, Colorado participate in the St. Baldrick's Foundation event to raise money for pediatric cancer research by being sponsored for shaving their heads.
- Our support for Sesame Workshop through our Earth's Best® baby food brand promotes literacy, health and wellness in over 150 countries.
- We continue to support heart health.

## CELESTIAL SEASONINGS® B STRONG RIDE

Celestial Seasonings® again sponsored the Boulder, Colorado-based B Strong charity cycling event to raise funds for local and national cancer causes in Boulder and around the country. This included the new George Karl Foundation inpatient cancer wing at Boulder Community Hospital. Additional Hain Celestial brands including Earth's Best®, The Greek Gods®, MaraNatha® and Arrowhead Mills® sponsored the event which raised over \$300,000.



# OUR EMPLOYEES

Our people are critical to our business performance and our culture continues to be concerned with their health and quality of work life. We are proud of our employee retention and development.

Each year, new employees join our Company either through business acquisitions we have made or through recruitment as our need for particular skill sets has grown. Our culture reminds them that A Healthier Way of Life™ includes their business day, and we take steps each year to support healthy living, training, and to provide opportunities for promotion. We want every employee to reach his or her maximum potential, and our Human Resources team has improved our process for facilitating this goal.

Our offices encourage employee interaction and teamwork, and our new headquarters office has been designed to improve communication and collaboration. We have updated our code of Business Ethics and Conduct, and all employees must sign this code and conduct themselves accordingly as our workplace is based on equality and respect. Our Human Resources team ensures that our policies are clear and applied equitably. This is also reinforced in our Supplier Code of Conduct to govern and assist our employees with these important relationships.

- **Equal Employment Opportunity**

The Hain Celestial Group hires, trains, promotes, and compensates employees and makes all other employment decisions without regard to race, color,

sex, sexual orientation, gender identity or expression, age, religion, national origin, physical or mental disability, veteran status or other protected conditions or characteristics. We have affirmative action programs in place at all domestic locations to ensure equal opportunity for every employee. For more information about Equal Employment Opportunity, please visit [www.hain.com/careers](http://www.hain.com/careers).

- We have built our employee team from a variety of highly talented people and a commitment to diversity. Our offices reflect their labor pool populations. We promote opportunities for women, minorities, multinational, and GLBT (gay, lesbian, bisexual and transgender) employees, and are working toward increasing our diversity.
- We support our employees personal and family lives outside of work and provide full-time regular employees with excellent benefits consistent with applicable laws. We offer benefits for spouses, domestic partners, and children, and strive to maintain costs as our expenses continue to rise.
- Our concern for health and wellness extends outside of our offices as well. Among the many activities supported at varying facilities, we focus on sports teams and inter- and intracompany games; financial support for gym visits, charity walking and running events, and support for health improvement including weight loss. This helps our employees to stay healthy, and can reduce absenteeism and associated costs which benefits both our employees and our Company overall.

We continue to create opportunities for employees who are passionate about a particular cause or event to involve (but never pressure) their associates in such efforts. The dedication of our employees to healthier living is reflected in their personal activities in their communities and charitable endeavors.

## EMPLOYEE SAFETY

Quality and safety is embedded in our activities and occupational health and safety for our employees is key at all facilities. Our participation in the Global Food Safety Initiative (GFSI) and certification by authorized organizations enhances our oversight and has been well-received by our teams. We had zero human rights reviews or impact assessments this year, and zero grievances filed related to human rights requiring formal grievance mechanisms.

Each year we increase our training to keep pace with best practices, and employees at our plants receive continuous education, whether they are full-time or temporary. We have added anti-harassment training annually as well. We conduct risk assessments and implement corrective action as necessary, and ensure proper supervision and tracking of any adverse events which are examined to avoid repetition. We continue to take steps to improve employee safety overall.

We have implemented electronic communication and provision of our procedures to all Company suppliers, and all partners must adhere to our standards and requirements. The previously referenced Supplier Code of

Business Conduct and Ethics is covered during our audit processes, and any partner failing to meet our requirements cannot supply us until this is corrected. This Code clearly has zero tolerance for child labor, forced labor, physical punishment, or discrimination. We also have a published statement on our website regarding compliance to the California Transparency in Supply Chains Act reflecting this commitment.

We follow documented GMPs, including proper employee hygiene and facility sanitation practices, as part of our food and employee safety program.

Our Medical Advisory Board stands ready to assist with health issues that may emerge in any of our locations, and we have increased training of on-site personnel in First Aid, CPR, and Automatic External Defibrillators for acute situations. Our emergency training procedures are well-established to obtain urgent medical help for any employee in need as quickly as possible including ambulance services.

We have clear goals and continuous improvement plans in place at all facilities to promote a healthful and safe work environment.

# A HEALTHIER WAY OF DOING BUSINESS™



Being Organic and Natural Is In Our Heart

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## STANDARD DISCLOSURES PART I: Profile Disclosures

### 1. STRATEGY AND ANALYSIS

<b>1.1</b>	Statement from the most senior decision-maker of the organization.	2012 CSR Report, Page 1, Executive Message
<b>1.2</b>	Description of key impacts, risks, and opportunities.	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K, Pages 10-21 2012 CSR Report

### 2. ORGANIZATIONAL PROFILE

<b>2.1</b>	Name of the organization.	Cover
<b>2.2</b>	Primary brands, products, and/or services.	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K, Pages 1-6
<b>2.3</b>	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K, Pages 1-6
<b>2.4</b>	Location of organization's headquarters.	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K, Page 1
<b>2.5</b>	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K, Pages 3-6, 1
<b>2.6</b>	Nature of ownership and legal form.	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K, Cover Page
<b>2.7</b>	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Hain Celestial Corporate Website/Investor Relations/ Annual Reports/2012 Annual Report on Form 10-K, Pages 1-6, 27
<b>2.8</b>	Scale of the reporting organization.	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K, Pages 1-6
<b>2.9</b>	Significant changes during the reporting period regarding size, structure, or ownership.	Hain Celestial Corporate Website/Investor Relations/2012 Annual Report and Proxy Statement/2012 Annual Report/ Form 10-K, Pages 59-64
<b>2.10</b>	Awards received in the reporting period.	2012 CSR Report Pages 15-21, 26

### 3. REPORT PARAMETERS

<b>3.1</b>	Reporting period (e.g., fiscal/calendar year) for information provided.	2012 CSR Report/Introduction Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K, Cover Page
<b>3.2</b>	Date of most recent previous report (if any).	2011 CSR Report (Calendar Year)
<b>3.3</b>	Reporting cycle (annual, biennial, etc.)	2012 CSR Report/Inside Cover
<b>3.4</b>	Contact point for questions regarding the report or its contents.	Hain Celestial Corporate Website/ csrrelations@hain-celestial.com
<b>3.5</b>	Process for defining report content.	Hain Celestial CSR Committee Activity/Executive Review
<b>3.6</b>	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	Hain Celestial Corporate Website/Investor Relations/Annual Reports /2012 Annual Report on Form 10-K 2012 CSR Report
<b>3.7</b>	State any specific limitations on the scope or boundary of the report.	2012 CSR Report/Inside Cover
<b>3.8</b>	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	2012 CSR Report Pages 20-23, 24, 27
<b>3.9</b>	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	2012 CSR Report/Inside Cover
<b>3.10</b>	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	2012 CSR Report Pages 20-23, 24, 27
<b>3.11</b>	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	There were no significant changes from the previous reporting period except as noted in results disclosed.
<b>3.12</b>	Table identifying the location of the Standard Disclosures in the report.	This table.
<b>3.13</b>	Policy and current practice with regard to seeking external assurance for the report.	This report was not externally assured.

## 4. GOVERNANCE, COMMITMENTS, AND ENGAGEMENT

<b>4.1</b>	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Corporate Governance Guidelines of The Hain Celestial Group  Hain Celestial Corporate Website/Investor Relations/2012 Proxy Statement, Pages 10-13
<b>4.2</b>	Indicate whether the Chair of the highest governance body is also an executive officer.	Hain Celestial Corporate Website/Investor Relations/Corporate Governance Guidelines of The Hain Celestial Group, Page 3  Hain Celestial Corporate Website/Investor Relations/2012 Proxy Statement, Page 6
<b>4.3</b>	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent.	Hain Celestial Corporate Website/Investor Relations/2012 Proxy Statement, Page 10
<b>4.4</b>	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Hain Celestial Corporate Website/Investor Relations/2012 Annual Report and Proxy Statement/2012 Proxy Statement, Pages 13, 57-58
<b>4.5</b>	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance (including social and environmental performance).	Hain Celestial Corporate Website/Investor Relations/2012 Proxy Statement, Pages 29-42
<b>4.6</b>	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Code of Business Conduct and Ethics  Hain Celestial Corporate Website/Investor Relations /2012 Proxy Statement, Pages 27, 57
<b>4.7</b>	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the Company's website organization's strategy on economic, environmental, and social topics.	Executive Review
<b>4.8</b>	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, Corporate Responsibility Strategy and social performance and the status of their implementation.	Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Code of Business Conduct and Ethics
<b>4.9</b>	Procedures of the highest governance body for overseeing the organization's identification and management of economic, Corporate Responsibility Governance and Management environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Corporate Governance Guidelines of The Hain Celestial Group  Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Code of Business Conduct and Ethics  Hain Celestial Corporate Website/Investor Relations/2012 Proxy Statement, Pages 10-14
<b>4.10</b>	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Corporate Governance Guidelines of The Hain Celestial Group
<b>4.11</b>	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	2012 CSR Report
<b>4.12</b>	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	2012 CSR Report  Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Code of Business Conduct and Ethics

<b>4.13</b>	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: has positions in governance bodies; participates in projects or committees; provides substantive worldwide industry engagement funding beyond routine membership dues; or views membership as strategic.	
<b>4.14</b>	List of stakeholder groups engaged by the organization.	2012 CSR Report/Inside Cover, Pages 30-32
<b>4.15</b>	Basis for identification and selection of stakeholders with whom to engage.	2012 CSR Report/Inside Cover, Page 1 Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Code of Business Conduct and Ethics
<b>4.16</b>	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	2012 CSR Report/Inside Cover Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Code of Business Conduct and Ethics
<b>4.17</b>	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	2012 CSR Report/Inside Cover, Page 1

## STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

<b>DMA EC</b>	Disclosure on Management Approach EC	Hain Celestial Corporate Website/Investor Relations/ Annual Reports/2012 Annual Report
<b>Aspects</b>	Economic performance	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report
	Market presence	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report  2012 CSR Report
	Indirect economic impacts	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report  2012 CSR Report/Healthy Communities
<b>DMA EN</b>	Disclosure on Management Approach EN	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report  2012 CSR Report/Healthier Environment
<b>Aspects</b>	Materials	2012 CSR Report/Sustainable Packaging
	Energy	2012 CSR Report/Healthier Environment
	Water	2012 CSR Report/Healthier Environment
	Emissions, effluents and waste	2012 CSR Report/Healthier Environment
	Products and services	2012 CSR Report/Healthier Products
	Transport	2012 CSR Report/Healthier Environment
	Overall	2012 CSR Report

<b>DMA LA</b>  <b>Aspects</b>	Disclosure on Management Approach LA	2012 CSR Report/Healthier Communities, Pages 30-32 Hain Celestial Corporate Website/California Transparency in Supply Chains Act
	Employment	Hain Celestial Corporate Website/Careers Hain Celestial Corporate Website/Investor Relations/ Corporate Governance/Code of Business Conduct and Ethics 2012 CSR Report, Healthier Communities Breakdown not yet available
	Labor/management relations	Breakdown not yet available
	Occupational health and safety	2012 CSR Report/Healthier Communities Breakdown by facility not yet available
	Training and education	Hain Celestial Corporate Website/Careers 2012 CSR Report/Healthier Communities, Page 34
	Diversity and equal opportunity	Hain Celestial Corporate Website/Careers 2012 CSR Report/Healthier Communities
	Disclosure on Management Approach HR	Hain Celestial Corporate Website/Careers 2012 CSR Report/Healthier Communities
<b>DMA HR</b>  <b>Aspects</b>	Investment and procurement practices	All contracts concerned with human rights: supportive audit process. 2012 CSR Report/ Healthier Communities
	Nondiscrimination	Hain Celestial Corporate Website/Careers 2012 CSR Report/Healthier Communities No reported incidents of discrimination in CY12
	Freedom of association and collective bargaining	None identified at risk.
	Child labor	Hain Celestial Corporate Website/California Transparency in Supply Chains Act 2012 CSR Report/Healthier Communities
	Forced and compulsory labor	Hain Celestial Corporate Website/California Transparency in Supply Chains Act 2012 CSR Report/Healthier Communities

<b>DMA SO</b>	Disclosure on Management Approach	Hain Celestial Corporate Website/Investor Relations/ Corporate Governance/Code of Business Conduct and Ethics  2012 CSR Report/Healthier Communities
	Corruption	Hain Celestial Corporate Website/Investor Relations/ Corporate Governance/Code of Business Conduct and Ethics  2012 CSR Report/Healthier Communities
	Public policy	Hain Celestial Corporate Website/Investor Relations/ Corporate Governance/Code of Business Conduct and Ethics  2012 CSR Report
	Anti-competitive behavior	Hain Celestial Corporate Website/Investor Relations/ Corporate Governance/Code of Business Conduct and Ethics  2012 CSR Report
	Compliance	Hain Celestial Corporate Website/Investor Relations/Annual Reports /2012 Annual Report  2012 CSR Report
<b>DMA PR</b>  <b>Aspects</b>	Disclosure on Management Approach PR	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report
	Customer health and safety	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report  2012 CSR Report
	Product and service labeling	2012 CSR Report/Healthier Communities
	Marketing communications	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report  2012 CSR Report
	Compliance	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report  2012 CSR Report

## STANDARD DISCLOSURES PART III: Performance Indicators

### 1. ECONOMIC

#### Economic performance

<b>EC1</b>	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Hain Celestial Corporate Website/Investor Relations/Annual Reports/2012 Annual Report on Form 10-K 2012 CSR Report/Healthier Communities
<b>EC2</b>	Financial implications and other risks and opportunities for the organization's activities due to climate change.	
<b>EC3</b>	Coverage of the organization's defined benefit plan obligations.	Hain Celestial Corporate Website/Investor Relations/2012 Annual Report and Proxy Statement/2012 Annual Report/ Form 10-K, Page 78
<b>EC4</b>	Significant financial assistance received from government.	N/A
<b>EC5</b>	Range of ratios of standard entry level wage by gender compared to local minimum wage  At significant locations of operation.	Not calculated

#### Market presence

<b>EC6</b>	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	2012 CSR Report/Healthier Communities (excluding proportion of spending)
<b>EC7</b>	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Hain Celestial Corporate Website/Careers

#### Indirect economic impacts

<b>EC8</b>	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	2012 CSR Report/Healthier Communities
<b>EC9</b>	Understanding and describing significant indirect economic impacts, including the extent of impacts.	2012 CSR Report/Healthier Communities

### 2. ENVIRONMENTAL

#### Materials

<b>EN1</b>	Materials used by weight or volume.	2012 CSR Report/Healthier Packaging
<b>EN2</b>	Percentage of materials used that are recycled input materials.	2012 CSR Report/Healthier Packaging

#### Energy

<b>EN3</b>	Direct energy consumption by primary energy source.	2012 CSR Report/Healthier Environment
<b>EN4</b>	Indirect energy consumption by primary source.	2012 CSR Report/Healthier Environment
<b>EN5</b>	Energy saved due to conservation and efficiency improvements.	2012 CSR Report/Healthier Environment
<b>EN6</b>	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.	N/A

<b>EN7</b>	Initiatives to reduce indirect energy consumption and reductions achieved.	2012 CSR Report/Healthier Environment
<b>Water</b>		
<b>EN8</b>	Total water withdrawal by source.	2012 CSR Report/Healthier Environment
<b>EN9</b>	Water sources significantly affected by withdrawal of water.	N/A
<b>EN10</b>	Percentage and total volume of water recycled and reused.	2012 CSR Report/Healthier Environment
<b>Biodiversity</b>		
<b>EN11</b>	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	N/A
<b>EN12</b>	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	N/A
[EN13-15, 24-25, and 30 are not mandatory or applicable]		
<b>Emissions, effluents and waste</b>		
<b>EN16</b>	Total direct and indirect greenhouse gas emissions by weight.	2012 CSR Report/Healthier Environment
<b>EN17</b>	Other relevant indirect greenhouse gas emissions by weight.	2012 CSR Report/Healthier Environment
<b>EN18</b>	Initiatives to reduce greenhouse gas emissions and reductions achieved.	2012 CSR Report/Healthier Environment
<b>EN19</b>	Emissions of ozone-depleting substances by weight.	N/A
<b>EN20</b>	NOx, SOx, and other significant air emissions by type and weight.	N/A
<b>EN21</b>	Total water discharge by quality and destination.	2012 CSR Report/Healthier Environment
<b>EN22</b>	Total weight of waste by type and disposal method.	2012 CSR Report/Healthier Environment
<b>EN23</b>	Total number and volume of significant spills.	N/A
<b>Products and services</b>		
<b>EN26</b>	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	2012 CSR Report/Healthier Environment
<b>EN27</b>	Percentage of products sold and their packaging materials that are reclaimed by category.	2012 CSR Report/Healthier Packaging Percentages not available
<b>Compliance</b>		
<b>EN28</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	N/A
<b>Transport</b>		
<b>EN29</b>	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Transportation-Related Initiatives

### 3. SOCIAL: LABOR PRACTICES AND DECENT WORK

#### Employment

<b>LA1</b>	Total workforce by employment type, employment contract, and region.	N/A
<b>LA2</b>	Total number and rate of employee turnover by age group, gender, and region.	N/A
<b>LA3</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Medical, Dental, Vision, Life Insurance, Short and Long Term Disability, and Vacation.

#### Labor/management relations

<b>LA4</b>	Percentage of employees covered by collective bargaining agreements.	Approximately 2.03%.
<b>LA5</b>	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	N/A

#### Occupational health and safety

<b>LA6</b>	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	N/A
<b>LA7</b>	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Total Injury Frequency Rate 2.17% Total Lost Work Day Case Rate: 7.52% Zero fatalities
<b>LA8</b>	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	N/A
LA9 Not mandatory		

#### Training and education

<b>LA10</b>	Average hours of training per year per employee by employee category.	N/A
<b>LA11</b>	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	N/A
<b>LA12</b>	Percentage of employees receiving regular performance and career development reviews.	96%

#### Diversity and equal opportunity

<b>LA13</b>	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	N/A
<b>LA14</b>	Ratio of basic salary of men to women by employee category.	N/A

## 4. SOCIAL: HUMAN RIGHTS

### Diversity and equal opportunity

<b>HR1</b>	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	N/A
<b>HR2</b>	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	N/A
<b>HR3</b>	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	1) All employees receive training at hire: 1 hour 2) Annual anti-harassment training 3) Anti-discrimination training: 2 hours

### Non-discrimination

<b>HR4</b>	Total number of incidents of discrimination and actions taken.	N/A
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### Freedom of association and collective bargaining

<b>HR5</b>	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	None required. On-site posting at all facilities, according to local country regulations.
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### Child labor

<b>HR6</b>	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Audit Process does not permit business relationship with such operations.
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### Forced and compulsory labor

<b>HR7</b>	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Audit Process does not permit business relationship with such operations.
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HR8 & 9 not mandatory or applicable.

<b>HR10</b>	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	0% reviews or assessments
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<b>HR11</b>	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms.	0% filed
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## 5. SOCIAL: SOCIETY

### Community

<b>S01</b>	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	N/A
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### Corruption

<b>S02</b>	Percentage and total number of business units analyzed for risks related to corruption.	100%
<b>S03</b>	Percentage of employees trained in organization's anti-corruption policies and procedures.	Code of Business Conduct and Ethics/15%
<b>S04</b>	Actions taken in response to incidents of corruption.	Termination and mediation

### Public policy

<b>S05</b>	Public policy positions and participation in public policy development and lobbying.	2012 CSR Report/Healthier Products
<b>S06</b>	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by Country.	N/A
<b>S07</b>	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	N/A
<b>S08</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	None
<b>S09</b>	Operations with significant potential or actual negative impacts on local communities.	N/A
<b>S10</b>	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	N/A

## 6. SOCIAL: PRODUCT RESPONSIBILITY

### Customer health and safety

<b>PR1</b>	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	2012 CSR Report/Healthier Packaging and Healthier Environment.
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<b>PR2</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services, by type of outcomes.	N/A
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### Product and service labeling

<b>PR3</b>	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	N/A
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<b>PR4</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	N/A
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PR5 not mandatory.

### Marketing communications

<b>PR6</b>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Hain Celestial Corporate Website/Investor Relations/Corporate Governance/Code of Business Conduct and Ethics
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PR7 and 8 not mandatory

### Compliance

<b>PR9</b>	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	None
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