



Hain Daniels Group

## Anti-Slavery and Human Trafficking Statement 2023

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

As a business, we want to ensure that working conditions in our business and in our suppliers' businesses are safe and hygienic, child labour is not used, employment is freely chosen, a living wage is paid, working hours are controlled and that there is no discrimination or harsh or inhumane treatment.

### The Hain Daniels Group

Hain Daniels is a leading manufacturer in the food industry. Its portfolio of brands and businesses include New Covent Garden Soup Co.<sup>®</sup>, Yorkshire Provender<sup>®</sup>, Linda McCartney's<sup>™</sup> (under licence), Hartley's<sup>®</sup>, Farmhouse Fare<sup>™</sup> and Cully & Sully<sup>®</sup>, amongst others.

We form part of The Hain Celestial Group and our ultimate parent company is The Hain Celestial Group, Inc. (which is listed on NASDAQ).

The trading companies within the Hain Daniels Group are Histon Sweet Spreads Limited, Hain Frozen Foods UK Limited, Daniels Chilled Foods Limited and Farmhouse Fare Limited.

Hain Daniels employs over 1,000 people between its various sites in England.

Hain Daniels is committed to responsible procurement. Our worldwide supply base provides us with thousands of raw materials, ingredients, packaging items and pieces of equipment. Ingredients, packaging supplies, and equipment come mainly from within the UK and Europe.

## Our Policies on slavery and human trafficking

The following of our Policies reflect our commitment against slavery and human trafficking:

- The Hain Celestial Group, Inc. has published a Global Human Rights Statement, setting out the Group's commitment to human rights, at: <https://www.hain.com/wp-content/uploads/ESG/GlobalHumanRightsStatement-Final.pdf>;
- The Hain Celestial Group, Inc.'s Child Labor and Anti-Slavery Policy, which Hain Daniels has adopted and to which the Group companies adhere;
- The Hain Celestial Employee Code of Business Conduct and Ethics, which sets out the Group's principles on Human Rights, Anti-Slavery and Child Labor. Employees have received a copy of this Code and new starters receive a copy upon enrolment. A copy can be found at: <https://ir.hain.com/static-files/a4b73865-3ff9-499a-88da-eda289667f9f>;
- Our Ethical Trading Policy; and
- Our Supplier Code of Conduct.

## Due Diligence and Risk Assessment

As part of our initiative to identify and mitigate risk:

- we adhere to the Ethical Trading Initiative (ETI) Base Code and encourage suppliers to adhere;
- we gather data on suppliers: suppliers are asked to complete a self-assessment ethical compliance questionnaire. In the questionnaire, they are asked (amongst other questions):
  - if they have accreditations (including ethical audit certificates) and ethical trading policies, and to provide copies;
  - whether they are registered with Sedex (if they're not, we ask whether they comply with the ETI Base Code and ask additional ethical questions on their policies); and
  - questions around their recruitment agencies, including the auditing of such agencies and if the agencies are operating to a minimum of the ETI Base Code;
- for direct materials suppliers, we source for the most part from UK agents to whom the Modern Slavery Act 2015 applies;
- we are an A/B Member of Sedex and we require suppliers to become members of Sedex (thereby complying with the Ethical Trading Initiative Base Code) and to link to us on the Sedex platform so that we have visibility of their ethical status and can

better understand compliance, development and risk from an ethical trading perspective;

- we have updated our contracting processes with suppliers to include specific prohibitions against the use of slavery and human trafficking;
- we require all recruitment and employment agencies that we use (and that our suppliers use) to hold a GLAA (Gangmasters and Labour Abuse Authority) Licence;
- the cost of recruitment for Hain Daniels is a business cost and no fee for recruitment is charged to workers, directly or indirectly; and
- we have a confidential Whistleblowing hotline.

#### Training and awareness

Anti-modern slavery posters are displayed and accessible to employees at sites, and employees have received (and new starters receive) a copy of The Hain Celestial Employee Code of Business Conduct and Ethics.

This statement is made pursuant to section 54, Part 6 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 30 June 2023. It has been approved by the board of directors of each of Histon Sweet Spreads Limited, Hain Frozen Foods UK Limited, Farmhouse Fare Limited and Daniels Chilled Foods Limited, who will review and update it annually.

Signed:

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Wolfgang Goldenitsch, CEO Hain Daniels Group

Director of Hain Daniels Group companies, being:

Histon Sweet Spreads Limited,

Hain Frozen Foods UK Limited,

Daniels Chilled Foods Limited

Farmhouse Fare Limited.

Date: June 2023

