



EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of The Hain Celestial Group, Inc. (“Hain Celestial”) to employ, advance in employment, and otherwise treat all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, age, national origin, ancestry, physical or mental disability, medical condition, marital status, veteran status or other non job-related characteristics.

Hain Celestial has established an Affirmative Action Program to promote the employment and advancement of members of those eligible groups identified by statute and regulation, including minorities, women, qualified disabled individuals and Vietnam-era veterans, special disabled veterans, Armed Forces Service medal veterans and other protected veterans. If you wish to self-identify yourself as an eligible veteran or disabled individual, please contact the Equal Employment Opportunity Coordinator (“EEO Coordinator”).

The policy of non-discrimination and affirmative action pursued by Hain Celestial applies to all levels of employment and to all employment practices, including (but not limited to) recruitment, hiring, promotion, demotion, termination, benefits, salary, transfer, layoff and rehire, and training, and to educational, social, and recreational programs.

It is the responsibility of every member of management to assure effective implementation in all personnel activities. The overall responsibility for reporting and monitoring the effectiveness of our program has been assigned to Hain Celestial’s designated EEO Coordinator, Jerrilyn Askew, Director—Human Resources. Should you have any questions regarding this policy, please contact Jerrilyn Askew at (631)730-2221. The Affirmative Action Plan is available for review from 9 AM to 5 PM Eastern Time Monday through Friday from the EEO Coordinator at the Corporate Human Resources Office in Melville, NY.

December 16, 2008