

HILLENBRAND

Supplier Diversity Policy

Supplier Diversity Policy	Policy No.: PM-5	Effective Date: 05/01/2022
	Version: 1.0.0	Owner: Chief Procurement Officer

1. Purpose

Hillenbrand is committed to developing the strongest supply chain possible by fostering resilient and mutually beneficial relationships with our suppliers. One component of a strong, agile, innovative, and competitive supply chain is a diverse supply base. We strive to encourage diversity in our supply chain by partnering with qualified and certified diverse and small organizations where possible.

2. Definitions

A diverse supplier is a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group or is a local or small business enterprise. Other common classifications include but are not limited to minority-owned enterprises (MBEs), woman-owned enterprises (WBEs), LGBT+ owned enterprises (LGBTBE), veteran-owned (VOB), and proprietors with disabilities (DOBE).

3. Scope

This policy applies to Hillenbrand, Inc., including its subsidiaries and direct and indirect affiliates (collectively, "Hillenbrand") across its North American sourcing activities.

4. Policy Statement

4.1 Our Commitment

Hillenbrand’s policy is to include qualified diverse suppliers as part of our strategic sourcing and procurement process, provided that these suppliers follow our requirements outlined in the Global Procurement Policy: Exhibit A Standard for Suppliers as may be amended from time to time.

All Hillenbrand Global Supply Management team members and Hillenbrand employees are instrumental in meeting the company’s objectives by supporting efforts to create opportunities and reduce barriers for diverse suppliers.

Approved

4.2 Our Focus

The Chief Procurement Officer, or his or her successor or designee, will develop and implement a Supplier Diversity Program consistent with this policy. Hillenbrand employees, with decision making authority within the scope of this policy, are responsible to support this program and our commitment.

The foundation of the Hillenbrand Supplier Diversity Program consists of several focus areas that help ensure program success for all Hillenbrand stakeholders – our associates, customers, shareholders, communities, and suppliers.

Our program focuses on:

- **Sourcing** - seeking out competitive and reliable certified diverse suppliers.
- **Measuring Supplier Diversity** - creating aspirational goals and a regular cadence of measuring progress.
- **Training and Education** – educating our associates, existing and future suppliers on our supplier diversity program, policies, and achievements.
- **Sub-tier Program** - to expand the opportunities for diverse, small businesses, we encourage suppliers of our suppliers beyond Tier-1 to achieve supplier diversity within the value chain.

5. Hillenbrand Contact Information

If you have any questions regarding this policy or if you have questions about supplier diversity initiatives that are not addressed in this policy, please contact:

supplierdiversity@hillenbrand.com

If you have questions regarding this policy, contact the ECD by one of the following methods:

a) Email: ECD@Hillenbrand.com

b) Phone: +1 812-931-5277

c) Concern reporting and inquiry website: concern.hillenbrand.com

d) Ethics Hotline numbers available [here](#).

7. Authorization & Revision History

7.1. Authorization

Date Approved	Version No.	Approved by	Position
4/1/2022	1.0.0	Mike Prado	V.P. Global Sourcing/Chief Procurement Officer

7.2. Revision History

Approved

Date	Version No.	Change Description	Author	Position
3.14.2022	1.0.0	Initial Draft	Maria Climan	Senior Procurement Manager

7.3. CRB Review History

Date	Version No.	CRB Review	Author	Position
4.20.2022	1.0.0	Regular CRB meeting / Approved	JL Stitt	VP Compliance