

HILLENBRAND

Health and Safety Policy

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Policy Category: Health and Safety	Policy No.: HS-1	Effective Date: September 1, 2025
Global Health and Safety (H&S) Policy	Version: 1.0.3	Owner: Chief Sustainability Officer

1. Purpose

Hillenbrand, Inc. (“Hillenbrand”) aspires to be a company where the positive impacts of our people, products and partnerships help better the environments in which we operate. Hillenbrand seeks to demonstrate good corporate citizenship by adhering to all health and safety regulations and promoting these practices within our business. This commitment is embodied in our Core Values and it is also a component of our Code of Ethical Business Conduct (“Code”), available at <http://hillenbrand.com>

2. Scope and Application

This Global Health and Safety Policy (“Policy”) applies to Hillenbrand, including its subsidiaries and direct and indirect affiliates (collectively, the “Company”). From time to time, the Company may require any of its relevant consultants, agents, sales intermediaries, distributors, and independent contractors to comply with this Policy. This Policy includes all employees and third-parties who are not employees of the Company, but whose work is controlled by the organization or whose occupational health and safety are directly impacted by the Company’s operations, products or services.

The Company respects the related laws of each jurisdiction in implementing this Policy. If necessary, this Policy may be supplemented by necessary appendices or supplemental guidelines to ensure compliance with the respective law. The Company will comply with the stricter of applicable law or this Policy.

3. Policy Statement

The Company is committed to providing associates with a safe work environment, free of recognized hazards that may cause severe occupational injuries and illnesses.

Hillenbrand has zero tolerance for workplace violence. The company will not tolerate any violent conduct, including the use of language that threatens, coerces, or intimidates other associates, vendors, or customers.

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The possession of guns, knives, and other weapons and/or dangerous devices or substances is prohibited on company property, including in any personal vehicle, unless otherwise permitted by local laws. Where it is believed that a violation of this policy has occurred, the company reserves the right to search an associated desk, locker, or personal belongings for prohibited devices or substances.

Additionally, where laws and regulations do not address health and safety matters, the Company will make decisions based on best practices from its operating companies or as otherwise may be identified by the Group Presidents, or the Environment, Health & Safety Global Leader.

When a significant H&S matter arises that requires notification to a government authority or otherwise could expose the Company or any of its employees or visitors to significant potential liability or harm, that matter must be reported to key leaders (such as the Group President or the individual who the respective duties have been delegated by the President, Legal, and Chief Sustainability Officer and EHS Global Leader, as defined in the EHS Incident Event Notification Procedure HS1-3.

Violations of this policy may lead to disciplinary action up to and including termination of employment with the Company. Any associate with knowledge or suspicion of any violations of this global policy must report these concerns to the Ethics and Compliance Department, the Legal Department, the Ethics Hotline via phone or online at www.EthicsPoint.com. The company investigates all reports of violence or policy violations. As a reminder, no associate will be retaliated against for raising a concern.

4. Operating Company Responsibilities

The Company expects its operating companies; Environment, Health and Safety personnel, including its H&S Leaders (as defined below); and all associates to support this Policy. Everyone is responsible for EHS within the company and expected to look out for themselves and others. The H&S Leaders have responsibility for coordinating activities such as the following in connection with this Policy:

- (a) Promote cooperation and constructive relationships between associates, customers, and vendors with the shared goal of health and safety.
- (b) Create, implement, and maintain best industry practices regarding health and safety to comply with all regulations.
- (c) Adopt Life Saving Rules to protect associates from higher risk activities.
 - Machine Guarding: Authorization is required before over-riding, disabling, deviating from procedure, or crossing a guarded barrier.

HILLENBRAND

- Confined Spaces: Authorization is obtained prior to entering a confined space to ensure that energy is isolated, atmosphere has been tested, and proper procedures are followed.
 - Energy Isolation (Lockout/tagout): Isolation is secured and verified to zero energy prior to beginning work.
 - Hot Work: All flammable and ignition sources are controlled prior to starting any hot work.
 - Line of Fire: Associates must position themselves away from moving objects, vehicles, pressure releases, and dropped objects and out of the line of fire. Appropriate barriers are established to protect against these danger zones.
 - Cranes and Lifting: All lifts will be planned including inspecting the equipment and load. Cranes are only operated by trained associates who delineate the barrier and exclusion zones. Working under a suspended load is not authorized.
 - Working at heights: Tie off is required to an approved anchor when above the applicable fall protection standard (4 ft for General Industry Standards). All equipment must be inspected prior to use and tools must be secured to prevent line of fire incidents.
- (d) Promote associate involvement in performing corrective and preventive safety practices.
 - (e) Form an EHS Working group where co-worker representation is formally recognized and engaged in a joint-worker health and safety committee.
 - (f) Conduct periodic reviews of site activities to monitor compliance with safety best practices and procedures.
 - (g) Track corrective actions from site audits, safety committees, or periodic reviews to show continuous improvement regarding safety and health standards.
 - (h) Obtain approval from regional EHS and legal prior to submitting responses to regulatory agencies for notification of an incident or event, closure of action items from an audit, or any other non-routine request.
 - (i) Develop a Safety Management System (SMS) focused on standardizing health & safety practices across operations and the reduction of workplace incidents based on legal requirements and/or recognized standards/guidelines.
 - (j) Educate all associates on health and safety practices: ensure that all associates are trained in compliance with local legal requirements prior to performing the task.
 - (k) Evaluate the safety performance of all contractors who provide machinery, equipment, products and services ensuring that safety and environmental performance is a factor in the selection of the contractor.
 - (l) Strive to identify and reduce hazards to prevent illnesses and injuries, while encouraging the health and well-being of our associates.

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- (m) Enhance company business continuity and resilience planning by anticipating and supporting mitigation strategies to reduce business disruption facing our operations and supply chain in line with the Emergency Response Plans.
- (n) Promptly report any work-related incident, illness, injuries or near misses through the appropriate channels as outlined within the Incident Notification Procedure HS 1-3.
- (o) Report any unsafe conditions, practices, or acts through the appropriate channels.
- (p) Speak up and stop work if there are unsafe conditions or hazards. Speaking up is critical when not trained for the job, a standard procedure or work instruction does not exist, or roles and responsibilities are not clearly defined. Leverage the speak up or system applicable to the country regulations before regulatory STOP work is utilized
- (q) Report any violation of health and safety standards to leadership or through ethics reporting channels immediately.
- (r) Ensure associates arrive to work fit for duty to perform the task at hand. Fit for duty includes physically, mentally and emotionally capable of performing their job duties safely and effectively without posing a risk to themselves, coworkers, or the public. Any applicable medical regimen must be controlled and monitored before performing any site work with proper clearances to work.

5. President Responsibilities

The President must ensure that these policy requirements are carried out within the business by working closely with their designated EHS Leaders and that the EHS Leader will have direct access as needed to the President or the individual who the respective duties have been delegated by the President. The Global EHS Director will ensure that each site has EHS support which is identified and communicated. The Regional EHS Leader will ensure that the business is represented in all hiring and termination of EHS employees that support their site or business. No personnel changes or appointments will be conducted without the Regional EHS leader review and approval. EHS that is legally required to report into the business must be approved by the Regional EHS Leader prior to any personnel changes or appointments, or job description changes.

Each President or the individual who the respective duties have been delegated by the President and EHS Leader will establish an appropriate Health & Safety program consistent with this Policy and provide the means to communicate and support this commitment to employees which will include:

- (a) A monthly report generated by local EHS will be provided to site leadership (Operations Directors and Plant Managers) highlighting the sites recordable incident rates.

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- (b) he President or the individual who the respective duties have been delegated by the President. should be aware of the organization's approach to prevent and mitigate significant negative occupational health and safety impacts through routine meetings with the local or Regional EHS team that are directly linked to its operations, products, or services.
- (c) The local EHS will develop a Safety Management System (SMS) together with the applicable site managers and leadership focused on standardizing health & safety practices across the site and the company for a reduction of workplace incidents based on legal requirements and/or recognized standards/guidelines. This includes maintaining a compliance calendar for health and safety topics to understand the legal requirements, timelines, and ensure the elements are completed. The compliance calendar will be shared with site leadership and the Operation Directors.

Regulatory compliance and worker safety are basic responsibilities of our associates and leadership. The site leadership is expected to train, follow, and enforce safety and environmental policies, procedures, and local regulations. Any violations of this policy may lead to disciplinary action up to and including termination of employment with the Company.

6. Operations Center of Excellence and HOM, Chief Sustainability Officer, and H&S Council

The Operations Center of Excellence and HOM, Chief Sustainability Officer and H&S Council has the responsibility to coordinate and adopt appropriate enterprise-wide goals and objectives regarding this Policy as well as approve exceptions to this policy and for periodically reviewing and communicating such objectives and goals to appropriate internal and external stakeholders.

7. Questions

If you have questions regarding this H&S Policy contact EHS @ EHS@Hillenbrand.com or 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](#).

If you have any questions about any other Enterprise Policy, please contact the designated Policy Owner.

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Hillenbrand reserves the right to amend this Policy at any time.

8. Authorization & Revision History

Date Approved	Version No.	Approved by	Position
	HS-1		

9. Revision History

Date	Version No.	Change Description	Author	Position
1/1/22	HS-1.01	Drafted	Tory Flynn Todd Bigelow Janet Skrbina	Chief Sustainability Officer, H&S Council Leader, Sustainability Analyst
6/19/2025	HS – 1.02	Approval requirements for EHS Appointments	Leah Boyd	EHS Global Director
7/21/2025	HS – 1.03	Inclusion of Workplace Violence, Life Saving Rules, Delegation of Authority from President, Safety Committee expectations, Compliance Calendar, Regulatory Agency communication, contractor expectations, fit for duty, speak up and stop work, health and safety program including metrics and audits.	Leah Boyd	EHS Global Director

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9.1 CRB Review History

Date	Version No.	CRB Review	Author	Position