

HILLENBRAND

Policy Category: Corporate Governance	Policy No.: PM-6	Effective Date: 01/12/2023
Supply Chain Transparency Policy	Version: 1.0.0	Owner: Chief Procurement Officer

1. Purpose

Hillenbrand, Inc. - including its subsidiaries and direct and indirect affiliates - values the implementation of human rights and environmental standards in its business operations and throughout its supply chain.

2. Scope and Application

This Supply Chain Transparency Policy ("**Policy**") applies to Hillenbrand, including its subsidiaries and direct and indirect affiliates (collectively, "**Hillenbrand**").

3. Policy Statement

I. Introduction

Respect for human rights and protection of the environment are integral parts of Hillenbrand's work and business relationships. Respect for human rights and environmental protection at Hillenbrand and our suppliers not only serves to comply with legal requirements and global initiatives, but also creates the conditions for sustainable business and a future worth living.

A. Respect for human rights

1. Commitment to international standards

Hillenbrand, Inc. is a participant in the United Nations Global Compact ("UNGC").

We take our responsibility within the framework of laws, regulations and guidelines seriously and are committed to contributing to the implementation of a sustainable and socially responsible policy in its supply chain. In addition, Hillenbrand works through various measures to ensure that business partners, in particular direct suppliers, also respect human rights, and is committed to ensuring that this is also the case with indirect suppliers.

These commitments are anchored in our core values and are also part of our Code of Ethical Business Conduct ("**Code of Conduct**"), which is available at [Ethics & Compliance :: Hillenbrand, Inc. \(HI\)](#). Hillenbrand ensures the fundamental rights contained therein for all employees worldwide, and at the same time expects all employees worldwide to comply with the following principles in a binding manner:

- Prohibition of child labor,
- Free choice of employment (no forced labor),
- Prohibition of discrimination,
- Adherence to the principle of equal opportunity and equal treatment,
- Remuneration, as per local law

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- Freedom of collective bargaining and association,
- Compliance with occupational safety regulations.
- Prohibition of deprivation of natural resources
- Prohibition of certain commissioning of security forces

2. Human rights strategy

According to our Code of Conduct, our company's business activities must always comply with applicable law and the requirements of our company's [Code of Ethical Business Conduct](#). In this regard, Hillenbrand has integrated human rights and environmental due diligence requirements into existing management systems and procedures, such as for occupational health and safety, environmental protection, supplier management, site management or cooperation with security forces. Our company-wide whistleblower system provides concern raisers with concern channels.

In addition to this Policy and the [Concern Procedure](#), the Hillenbrand [sustainability reports](#) contain more detailed information on the respective regulations and procedures.

3. Human rights in the supply chain

Hillenbrand not only expects its own employees to comply with human rights-related principles. We also expect our suppliers and business partners to effectively respect, ensure and protect human rights and minimum environmental standards in their business activities. We have set out our expectations regarding our suppliers and business partners in our [Supplier Standards](#). These [Supplier Standards](#) include numerous behavioral obligations and expectations and, above all, safeguards the fundamental human rights of our suppliers' employees. These include as far as allowed or required by law i.e.:

- Prohibition of forced and child labor, incl. human trafficking,
- Right to freedom of association and assembly,
- Responsibility for health and safety standards,
- Prohibition of discrimination,
- Conducting risk-based audits,
- Consideration of human rights and environmental risks in procurement and purchasing processes, especially when selecting or entering into contracts with new suppliers
- Providing supplier employees with access to Hillenbrand's complaint mechanisms.

These guiding principles are part of our contractual agreements with our suppliers. We expect them to also commit to respecting human rights and protecting the environment, to establish appropriate due diligence processes and to pass on these principles and expectations to their own suppliers.

B. Holistic environmental protection

Every entrepreneurial activity has far-reaching effects on the environment. This is particularly true for manufacturing industries. In order to live up to our responsibility, Hillenbrand has set itself the goal of recording and managing its environmental impact, in many areas in close cooperation with our suppliers and business partners. In this context, we are committed as follows:

Hazardous Materials: working with hazardous materials only takes place within the strict limits set by national and international laws.

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Waste Management: Waste is handled, collected, transported, stored and disposed of in an environmentally sound manner. Waste management is conducted in accordance with relevant global and regional hazardous waste management regulations.

Conflict Minerals: All products used or manufactured are free of conflict minerals. Conflict minerals include tin, tantalum and tungsten and their ores and gold from conflict and high-risk areas as defined by Regulation (EU) 2017/821, Section 1502 of the Dodd-Frank Act (U.S.) or other applicable comparably stringent national, supranational or international standards.

We comprehensively engage our suppliers to protect the environment with the help of the [Supplier Standards](#). Accordingly, we expect our suppliers to:

- Act in accordance with applicable legal norms and international standards relating to the environment,
- Minimize pollution and continuously improve environmental protection; and
- Establish and apply an appropriate environmental management system.

II. Procedure Description

The procedure for implementing human rights and environmental due diligence consists of the following components:

A. Risk management

The cornerstones for the implementation of human rights and environmental due diligence are, on the one hand, the identification of risks and potential impacts and, on the other hand, the derivation of effective measures.

Hillenbrand has therefore created the conditions for effective risk management. Such as the set-up of a "Supply Chain Due Diligence Council", at which experts from various disciplines periodically exchange views on human rights and environmental issues and work towards the continuous improvement of existing processes.

B. Risk analysis

At least once a year or on an ad hoc basis, the Hillenbrand Chief Procurement Officer or designee conducts a risk analysis to identify potential risks in the supply chain, but also in its own business area. The risk analysis is divided into several steps.

First, an abstract risk analysis is carried out based on the master data of our direct suppliers and macro-economic risk profiles (e.g. country or industry-related risks). The results of this analysis are then verified in the concrete risk analysis based on specific data (e.g. from supplier self-reports with questions regarding specifically identified risks, audits, external rating agencies). The identified risks are finally weighted and prioritized using the appropriateness criteria (e.g., possibility of influence).

The results of the risk analysis are communicated to Hillenbrand's management and published annually where and when as required by applicable law.

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C. Preventive measures

If human rights or environment-related risks are identified in our own business area as part of the risk analysis, Hillenbrand will take appropriate preventive measures without delay. These measures must be suitable for preventing or minimizing risks.

If we identify a risk at a direct supplier, we immediately initiate appropriate preventive measures against the supplier and monitor their implementation on a risk basis. We proceed in the same way if we have substantiated knowledge of factual indications that suggest a possible breach of duty by an indirect supplier.

Our preventive measures include:

- Training for employees: Hillenbrand offer our employees training on human rights, covering topics such as equal treatment, freedom of expression, sustainability, occupational health and safety, etc. For employees with direct supplier contact, we also offer training to raise awareness of the identification of human rights and environmental risks.
- In addition, Hillenbrand offers training sessions for suppliers that also cover human rights topics on the risk adjusted as needed basis.
- Hillenbrand has implemented a comprehensive supply chain risk reduction program. We have clearly formulated our expectations of suppliers in our [Supplier Standards](#) and have also made corresponding agreements with suppliers to pass on these expectations in the supply chain. As part of our selection process, new suppliers are screened by means of appropriate questionnaires and, if necessary, audits before they are added. Finally, we also carry out regular control measures such as self-disclosure and audits on proven suppliers.

The effectiveness of these measures is regularly reviewed and, if necessary, further developed and adapted to effectively counter new or changed risks.

D. Remedial measures

If, in the course of a risk analysis or other review, we identify potential issues, we will initiate remedial measures to prevent, end or minimize such issues. In our own business area, the remedial measures must lead to the prevention, elimination or remediation of the issue. In the supply chain, as appropriate, we jointly develop action plans together with our suppliers to solve and remediate the issues. In exceptional cases - such as very serious infringements - we may terminate the business relationship with the supplier in question.

E. Concern Procedure

In order to be able to identify any human rights and environment-related risks at an early stage, Hillenbrand has established appropriate concern mechanisms, which can be found at <https://ir.hillenbrand.com/corporate-governance/ethics-compliance>. Our concern hotline, staffed by ethics and compliance experts, is a confidential way to report possible violations of this Policy, [Hillenbrand's Code of Ethical Business Conduct](#), applicable laws or corporate policies. All potential parties, notably our employees as well as business partners and external third parties can reach the reporting hotline 24 hours a day, seven days a week in different languages.

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In addition, potential concerns can be reported confidentially online at concern.hillenbrand.com.

Both reporting channels can be accessed anonymously if permitted by local law.

Globally valid [Concern Procedure Rules](#) define the procedure and the corresponding responsibilities. Their aim is to ensure a fair and transparent procedure that takes into account both the principle of proportionality for the person concerned and the protection of the whistleblower. This guideline also sets the standard for the assessment and consequences of violations of the rules.

After receiving the concern, our team of experts carries out an initial preliminary analysis of the potential incident. If an incident is confirmed, appropriate remedial and preventive measures will be taken.

Hillenbrand does not tolerate retaliation against anyone who reports a concern in good faith, or against anyone who participates in an investigation.

F. Reporting obligations

At Hillenbrand, the Chief Procurement Officer or designee is responsible for monitoring supplier risk management and other due diligence obligations under applicable laws and international standards.

Hillenbrand publishes annual [sustainability reports](#) where and when applicable by law.

G. Regular review

The aforementioned measures for the implementation of human rights and environmental due diligence are reviewed by the Chief Procurement Officer or designee periodically, but at least annually in advance of the reporting deadline, as well as on an ad hoc basis.

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

4. Authorization and Revision History

4.1 Authorization

Date Approved	Version No.	Approved by	Position
20 November 2023	1.0.0	HI Compliance Review Board	HI Compliance Review Board

4.2 Policy Owner: Chief Procurement Officer

4.3 Revision History

Date	Version No.	Change Description	Author	Position
N/A	Supply Chain Transparency Policy	Superseded Policy	Procurement Department	N/A

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13 November 2023	1.0.0	Initial Version	Michael Isaak	Deputy Chief Compliance Officer
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13 November 2023	1.0.0	Initial Distribution Version	Michael Isaak	Deputy Chief Compliance Officer
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4.4 CRB Review History

Date	Version No.	CRB Review	Author	Position
N/A	N/A	N/A	N/A	N/A

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