EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS) INDEX

As the EU is still updating the ESRS at the time of drafting the report, we are only publishing areas in this section where we are currently ESRS-aligned.

ESRS Disclosure Requirement	Disclosure Requirement	Links
ESRS 2	General Disclosures	About Hillenbrand, on page 5 Hillenbrand Operating Model, on page 6 How We Approach Sustainability, on page 14
BP-1	General basis for the preparation of sustainability statements	How We Approach Sustainability, on page 15 About This Report, on page 49
BP-2	Disclosures in relation to specific circumstances	How We Approach Sustainability, on page 15 About This Report, on page 49
GOV-1	The role of the administrative, management and supervisory bodies	Hillenbrand Operating Model, on page 6 How We Approach Sustainability, on page 16 Governance, on page 13
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Governance, on page 13
GOV-5	Risk management and internal controls over sustainability reporting	Governance, on page 13
SBM-1	Strategy, business model and value chain	About Hillenbrand, on pages 6–11 Hillenbrand Operating Model, on page 6 How We Approach Sustainability, on pages 15–18
SBM-2	Interests and views of stakeholders	Serving Our Stakeholders, on pages 42–45
IRO-1	Description of processes to identify and assess material impacts, risks and opportunities	About This Report, on page 49 Double Materiality Assessment, on page 18
IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	About This Report, on page 49 How We Approach Sustainability, on page 15
MDR-P	Policies adopted to manage material sustainability matters	Governance, on page 13
E1 Climate Change		
E1-2	Policies related to climate change mitigation and adaptation	Energy and Emissions, on pages 23–24 Task Force on Climate-Related Financial Disclosure (TCFD) Report, on page 49
E1-5	Energy consumption and mix	Energy and Emissions, on pages 20–21
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	Energy and Emissions, on pages 20–22
E2 Pollution		
E2-1	Policies related to pollution	Pollution, on page 25–26
E2-4	Pollution of air, water and soil	Pollution, on page 25

EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS) INDEX

E3 Water and marine resources

E3-1	Policies related to water and marine resources	Water resources, on page 25–26
E3-4	Water consumption	Water resources, on page 25

E5 Resource Use and Circular Economy

E5-1	Policies related to resource use and circular economy	Resources and Circular Economy, on page 26

S1 Own Workforce

S1-1	Policies related to own workforce	Our People, on pages 28–32
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Our People, on pages 28–32
S1-6	Characteristics of the undertaking's employees	Our People, on pages 28–30
S1-10	Adequate wages	Our People, on page 31
S1-14	Health and safety metrics	Health and Safety, on page 36
S1-17	Incidents, complaints and severe human rights impacts	Health and Safety, on pages 32–34 LkSG Report Canada S211 Report Compliance Concern Reporting, on page 13

S2 Workers in the Value Chain

S2-1	Policies related to value chain workers	Our Supply Chain, on pages 38–40 LkSG Report Canada S211 Report
S2-2	Processes for engaging with value chain workers about impacts	Our Supply Chain, on pages 38–40
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Our Supply Chain, on pages 38–40

S3 Affected Communities

S3-1	Policies related to affected communities	Communities, on page 42
S3-2	Processes for engaging with affected communities about impacts	Communities, on page 42

G1 Business Conduct

G1-1	Business conduct policies and corporate culture	Governance, on page 13
G1-3	Prevention and detection of corruption and bribery	Governance, on page 13