

# HILLENBRAND

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## Concern procedure

It is the goal of Hillenbrand Inc. and its affiliated companies (Hillenbrand) to act in a globally responsible manner. With this in mind, Hillenbrand has developed a comprehensive human rights and environmental due diligence program according to the Supply Chain Due Diligence Act and EU Whistleblower Directive.

Part of this program are the corresponding whistleblower mechanisms. Any concern reporting through one of the channels provided helps us to identify any human rights and environment-related risks at an early stage and to take remedial action if necessary.

Hillenbrand takes all incidents and allegations seriously, regardless of whether they are raised by employees of Hillenbrand, business partners, affected parties or other third parties. We therefore provide all such stakeholders with the opportunity to raise concerns regarding human rights or environmental issues within Hillenbrand, but also with Hillenbrand's supply chain or business partners.

### 1. What types of concerns can the procedure be used for?

The procedure is intended for concerns regarding potential risks or violations under the regulations of the Supply Chain Due Diligence Act. These include:

- Human rights risks or violations: Disregard of occupational health and safety, child labor, forced labor and slavery, unequal treatment in employment, disregard of freedom of association, withholding of an adequate wage, violation of land rights, commissioning or use of unsuitable private/public security forces, causing harmful soil change, water or air pollution, harmful noise emission or excessive water consumption.
- Environmental risks or violations, such as a threatened violation of the prohibition against the production, use or disposal of mercury; the production or use of certain persistent organic substances; or the import or export of hazardous wastes as defined by the Basel Convention.

Concerns can be submitted worldwide by anyone (e. g. employees, business partners, other third parties), which could be potential human rights or environmental violations in Hillenbrand's business or along the supply chain.

If you see evidence of such a risk or violation at Hillenbrand or any of Hillenbrand's suppliers, please do not hesitate to contact our reporting system via [Online Concern Portal](#) or other methods available via [Ethics & Compliance](#).

### 2. Which channels can be used for concern reporting?

Our reporting system is available around the clock, 24 hours a day, seven days a week in different languages through various channels:

First, you can report concerns in selected countries by telephone via the reporting hotlines found here (via: [International-Reporting-Hotlines](#)). Our reporting hotlines are staffed by external specialists in the field of ethics and compliance, in particular also with regard to risks under the Supply Chain Due Diligence Act.

01.04.2026

Furthermore, concerns can also be submitted confidentially via an online reporting form (via: [Online Concern Portal](#)).

Both reporting channels can be used anonymously, provided this is permitted by local law. If you do so, please provide as much as detailed information that enable us to conduct an investigation.

### **3. What are the procedural steps in reporting a concern?**

After receipt of a concern, the concern raiser will receive an acknowledgement of receipt and a contact person for further communication within seven days. The concerns are forwarded to a team of experts in our Compliance department for further review and investigation.

The team of experts will conduct an initial preliminary investigation to determine whether there is sufficient evidence of an actual risk or violation. If necessary, the expert team will seek further information from the concern raiser.

If the concerns are valid, further investigative steps may be taken to ascertain the facts. If an incident is confirmed, appropriate remedial and preventive measures will be taken. After the implementation of any remedial measures, the concern raiser shall be informed of the results. This is usually done within three months after confirmation of receipt (investigation duration may vary from case to case). A detailed explanation of the results is not provided if the Compliance department at Hillenbrand is prohibited from doing so for legal, official, or practical reasons.

### **4. Protection against retaliation**

All information provided by the concern raiser, in particular the identity, will be treated confidentially in accordance with legal requirements. Hillenbrand will not tolerate retaliation against anyone who reports a concern in good faith or against anyone who participates in an investigation. If you believe you have been retaliated against or have witnessed retaliation, report it immediately to the Compliance Department ECD ([ECD@Hillenbrand.com](mailto:ECD@Hillenbrand.com)) or through the concern channels provided.