HILLENBRAND

Policy Category: Global Environmental Policy	**Policy No.:** 1.0	**Effective Date:** 7/31/2020
Global Environmental Policy	**Version:** 1.1	**Owner:** Chief Operating Officer

1. Purpose

Hillenbrand, Inc. ("Hillenbrand") aspires to be a company where the impacts of our people, products, and partnerships are responsibly managed on behalf of the environments in which we operate. Hillenbrand supports international efforts to protect the environment and seeks to demonstrate good corporate citizenship by adhering to all environmental regulations and promoting environmental stewardship. This commitment is embodied in our Core Values and is also a component of our Code of Ethical Business Conduct ("Code"), available at https://hillenbrand.com/policies/.

2. Scope and Application

This Global Environmental 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.

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 complying with all applicable environmental laws and regulations. Additionally, where laws and regulations do not address environmental matters, the Company will make decisions based on best practices from among its business units or as otherwise may be identified by the Chief Operating Officer or Global EHS Director.

When an environmental 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, such as a spill, a violation, an accident, or similar matter, that matter must be reported to the President of the applicable business unit ("President"), to the Chief Operating Officer, or to the Company's ethics hotline by phone as provided in the Code or online at http://concern.hillenbrand.com, our online site for raising concerns. Presidents should be kept apprised of any significant inspections and significant outcomes therefrom.

The Company believes that compliance with regulations and permit requirements is a basic management responsibility, and may consider any breach of such requirements to be subject to corrective action under our Code.

4. Business Unit Responsibilities

The Company expects its business units; Environmental, Health, and Safety personnel; and all associates to support this Policy. Those associates with designated or assigned environmental responsibilities 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 toward the shared goal of environmental management and compliance.

(b) Seek and implement cost-effective methods, technologies, and practices to prevent pollution, minimize emissions, conserve raw materials, reuse materials, incorporate recycled materials, reduce packaging waste, safely dispose of waste products, and achieve more efficient use of energy and water in our operations.

(c) Comply with all applicable packaging and materials regulation, including the management and reporting of PFAS, and of other hazardous substances as defined by REACH/RoHS.

(d) Maintain, enhance, and practice internal procedures for handling environmental emergencies.

(e) Maintain up-to-date air and water permitting as required by law, and where not required, consider appropriate reporting or tracking activities.

(f) Maintain a management system, tool, or process that will support consistent environmental programs for each facility and allow for collaboration across the enterprise as appropriate. This includes maintaining a compliance calendar for environmental 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.

(g) Conduct periodic reviews of our activities to monitor compliance with environmental regulations and established internal practices and procedures.

(h) Educate all associates on the importance of their business conduct in protecting our environment.

5. President Responsibilities

Each President must ensure that these policy requirements are carried out by designating an employee or employees to provide leadership on these matters and who will have direct access as needed to the President.

Each President and designated employee will establish an appropriate environmental management system consistent with this Policy and provide the means to communicate and support this commitment to relevant employees.

Each President is responsible to coordinate or delegate communications with government, industry, and the public with appropriate approval and guidance from the Global EHS Director and Legal for non-routine matters, as outlined within the Company's Incident Event Notification Procedure.

6. Chief Operating Officer Responsibilities

The Chief Operating Officer has the responsibility to coordinate and adopt appropriate enterprise-wide goals and objectives regarding this Policy and to periodically review and communicate such goals and objectives.

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

7. Authorization and Revision History

7.1 Authorization

Date Approved	Version No.	Approved by	Position
7/13/2020	1.0.0	HI Compliance Review Board	HI Compliance Review Board

7.2 Policy Owner: Chief Operating Officer

7.3 Revision History

Date	Version No.	Change Description	Author	Position
7/13/2020	1.0.0	Initial Version	Nick R. Farrell; Peter V. Hilton	V.P., General Counsel, Secretary & Chief Compliance Officer; Corporate & Securities Counsel, Interim Chair of SSC
9/2/2026	1.1.0	Organizational updates, reference to packaging and chemical regulation	Janet Skrbina	Sustainability Operations Manager

7.4 CRB Review History

Date	Version No.	CRB Review	Author	Position
7/13/2020	1.0.0	Via email	Nick R. Farrell; Peter V. Hilton	V.P., General Counsel, Secretary & Chief Compliance Officer; Corporate & Securities Counsel, Interim Chair of SSC