

# HILLENBRAND

<b>Policy Category: Human Rights Policy</b>	<b>Policy No.:</b> 1.0	<b>Effective Date:</b> 7/31/2020
<b>Human Rights Policy</b>	<b>Version:</b> 1.0.0	<b>Owner:</b> Chief Human Resources Officer or Designate

## 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 is a participant in the United Nations Global Compact (“UNGC”) and is committed to fundamental human rights. Hillenbrand seeks to adhere to applicable international human rights laws and seek opportunities to promote human rights in the communities in which we operate. 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://ir.hillenbrand.com>.

## 2. Scope and Application

This Human Rights Policy (this “Policy”) applies to Hillenbrand, including its subsidiaries and direct and indirect affiliates (collectively, the “Company”). This Policy also applies to the Company’s consultants, agents, sales intermediaries, distributors, and independent contractors (collectively referred to as “Business Partners”).

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 respecting the principles of internationally recognized human rights and to international efforts to promote and protect human rights, including as embodied in the UK Modern Slavery Act, and other best practices that the Company may from time to time identify.

The Company will not tolerate abuse of human rights in its operations or supply chain. Specific expectations of our suppliers are governed by the Company’s Supply Chain Transparency Policy, available at <http://ir.hillenbrand.com>.

## 4. Responsibilities of Employees and Business Partners

We rely upon our employees and Business Partners to comply with laws in many different countries and jurisdictions. We establish policies and provide training to assist them in understanding our policies and the regulations most applicable to our businesses. Hillenbrand expects its employees to report any suspicion or evidence of human rights abuses in our operations or in operations of our Business Partners to the Ethics and Compliance Department.

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## 4.1 *Slavery, Forced Labor, Child Labor, & Human Trafficking*

Hillenbrand is committed to terms of employment that comply with applicable laws and regulations in all parts of the world, and adopts the definition of “child labor” provided in Principle Five of the UNGC. We will not tolerate the use of child or forced labor, slavery, or human trafficking in any of our global operations. We expect our businesses to ensure no child or forced labor, slavery, or human trafficking exists within our supply chain and are committed to complying with applicable laws prohibiting such exploitation.

## 4.2 *Respect in the Workplace*

We value treating all employees with professionalism and respect. Our Code sets forth our commitment to this principle

## 4.3 *Compensation & Working Hours*

Hillenbrand will pay wages that meet or exceed legally required wages. Hillenbrand will comply with all applicable local, state, and national wage and hour laws or laws on working time.

## 4.4 *Health and Safety*

We are committed to providing employees and visitors with a safe and healthy workplace and we conduct our business in a safe manner that minimizes potential harm to people, including by conducting appropriate risk assessments.

## 4.5 *Collective Bargaining*

A number of Company employees work under collective bargaining agreements. The Company strives to maintain harmonious relationships with all its employees, including the unions and workers’ councils representing those employees. We recognize and respect employee rights to join or not join any lawful organization of their own choosing. We are committed to complying with laws pertaining to freedom of association, privacy, and collective bargaining.

## **5. Governance Responsibilities**

### 5.1 *Hillenbrand Sustainability Steering Committee:*

The Hillenbrand Sustainability Steering Committee is responsible for determining and coordinating objectives and measurable performance goals for the Company and for periodically reviewing and communicating such objectives and goals to appropriate internal and external stakeholders.

### 5.2 *Chief Human Resources Officer (“CHRO”) and Other Members of Management*

The CHRO is responsible for establishing and maintaining adequate internal control over human rights for the Company with the assistance of other members of management as required from time to time.

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## 5.3 *Ethics and Compliance Department ("ECD")*

The ECD administers the investigation of alleged or suspected violations of this Policy.

## 6. **Concern Reporting for Employees and Business Partners**

### 6.1 *Employees*

Employees can report suspected Code, policy, or legal violations to their local management, human resources, the Legal Department, or the Ethics and Compliance Department. Employees can also report suspected violations through the ethics hotline at <http://concern.hillenbrand.com> or by calling the appropriate toll-free number for their location, which can be found at the same website. Any information shared through these media will be treated confidentially, and reports may be given anonymously (where permitted by law). No retaliatory action will be taken against any employee for raising concerns under this policy or the Code. The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

### 6.2 *Business Partners*

If any member of the public, a Business Partner, or other individual has a concern, that concern may be reported confidentially to <http://concern.hillenbrand.com>, our online site for raising concerns. Such reports may be raised anonymously where allowed by law.

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

## 7. **Authorization and Revision History**

### 7.1 **Authorization**

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

### 7.2 **Policy Owner: Chief Human Resources Officer or Designate**

### 7.3 **Revision History**

<b>Date</b>	<b>Version No.</b>	<b>Change Description</b>	<b>Author</b>	<b>Position</b>
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 Sustainability Steering Committee ("SSC")

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## 7.4 CRB Review History

<b>Date</b>	<b>Version No.</b>	<b>CRB Review</b>	<b>Author</b>	<b>Position</b>
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