

# HILLENBRAND

<b>Policy Category: Global Environmental Policy</b>	<b>Policy No.: 1.0</b>	<b>Effective Date: 7/31/2020</b>
<b>Global Environmental Policy</b>	<b>Version: 1.0.0</b>	<b>Owner: Chair, Sustainability Steering Committee</b>

## 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 and supports international efforts to protect the environment. Hillenbrand 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 it is also a component of our Code of Ethical Business Conduct (“Code”), available at <http://ir.hillenbrand.com>.

## 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 operating companies or as otherwise may be identified by the Hillenbrand Sustainability Steering Committee from time to time.

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 operating company or division (“President”), to an officer of Hillenbrand, 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. Operating Company Responsibilities

The Company expects its operating companies; Environmental, Health, and Safety personnel, including Environmental Leaders (as defined below); and all associates to support this Policy. The Environmental Leaders have responsibility for coordinating activities such as the following in connection with this Policy:

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- (a) Promote cooperation and constructive relationships between associates, customers, and vendors toward the shared goal of protecting our environment.
- (b) Make environmental considerations a priority in our business planning and manufacturing processes.
- (c) Seek and implement cost-effective methods, technologies, and practices to prevent pollution; minimize emissions; conserve raw materials; reduce, reuse, and recycle waste; safely dispose of waste products; and promote the efficient use of energy.
- (d) Promote the purchase and use of recycled materials.
- (e) Minimize quantities of hazardous substances in use and storage.
- (f) Maintain, enhance, and practice internal procedures for handling environmental emergencies.
- (g) Maintain a measurement or management system, tool, or process that will support consistently managed environmental programs for each operating company and allow for collaboration across the enterprise as appropriate.
- (h) Conduct periodic reviews of our activities to monitor compliance with environmental regulations and established internal practices and procedures.
- (i) Develop emissions reporting where required by law that will provide early warning to allow corrective measures aimed at compliance within permitted limits, and where not required by law, consider appropriate emissions reporting or tracking activities.
- (j) 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 (“Environmental Leaders”) to provide leadership on these matters and who will have direct access as needed to the President.

Each President and Environmental Leader will establish an appropriate environmental program 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 Government Affairs, Communications, and Legal for non-routine matters.

## **6. Sustainability Steering Committee Responsibilities**

The Hillenbrand Sustainability Steering Committee has the responsibility to coordinate and adopt appropriate enterprise-wide goals and objectives regarding this Policy and for periodically reviewing and communicating such objectives and goals to appropriate internal and external stakeholders.

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

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## 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: Chair, Sustainability Steering Committee (“SSC”)

### 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

### 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