

# HILLENBRAND

<b>Policy Category: Conflict Minerals Policy</b>	<b>Policy No.:</b> LG-2	<b>Effective Date:</b> 2/14/2022
<b>Conflict Minerals Policy</b>	<b>Version:</b> 1.0.0	<b>Owner:</b> General Counsel

## 1. Purpose

Hillenbrand, Inc. is a global diversified industrial company. Hillenbrand, Inc. and its subsidiaries (“**Hillenbrand**”) support ending the violence and human rights violations related to the mining of certain minerals from a location described as the “**Conflict Region**,” which is situated in the eastern portion of the Democratic Republic of the Congo (DRC) and surrounding countries. Hillenbrand is committed to complying with applicable legislation in all parts of the world, including the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 and corresponding rules adopted by the U.S. Securities and Exchange Commission (“**SEC**”) to implement disclosure requirements related to these “Conflict Minerals” and other laws adopted in relation to understanding the content and associated sourcing of materials in our products and our supply chain. “**Conflict Minerals**” refer to tin, tantalum, tungsten, and gold (often referred to as 3TG), regardless of where they are sourced, processed, or sold.

## 2. Scope and Application

This Conflict Minerals 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 suppliers, consultants, agents, sales intermediaries, distributors, and independent contractors (collectively, “**Business Partners**”) to comply with this Policy.

## 3. Policy Statement

Hillenbrand is committed to addressing the important issues raised by SEC rules relating to Conflict Minerals and other applicable laws now and in the future, and we will continue to evaluate our supply chain with regard to Conflict Minerals and other issues. Cooperation from our suppliers is necessary in order for Hillenbrand to obtain the information required for us to ensure compliance with these laws.

## 4. Supplier Requirements

Our suppliers are expected to commit to providing the information periodically requested by Hillenbrand in order to ensure our compliance with SEC rules relating to Conflict Minerals and other applicable laws. We expect our suppliers to adopt and implement, or already have in existence, policies and procedures that allow them to respond to our requests for information, including reasonable due diligence with their supply chains. In essence, we expect our suppliers to know their own supply chains, including their sub-suppliers, and be capable of responding promptly, accurately, and transparently to our requests for information, including to be capable of supplying evidence and information regarding the ultimate origin of any Conflict Minerals contained in products supplied to Hillenbrand.

### 4.1 Consequences of Noncompliance

Suppliers who cannot provide this data demonstrating that Conflict Minerals used in their products provided to Hillenbrand are conflict free may not be considered for future projects with Hillenbrand. A supplier’s failure to cooperate with Hillenbrand to provide the necessary data may result in termination of the buyer/supplier relationship by Hillenbrand in its discretion. Similarly, providing data that shows that armed groups are being supported by material purchased for Hillenbrand products can result in termination of the buyer/supplier relationship by Hillenbrand or requirements to transition to sources that are conflict-

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free on a timeline and with such other remedies that a supplier may propose as agreed by the Company.

## 5. Concern Reporting for Employees and Business Partners

### 5.1 Employees

Employees can report suspected Code of Ethical Business Conduct ("**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.

### 5.2 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.*

## 6. Authorization and Revision History

### 6.1 Authorization

Date Approved	Version No.	Approved by	Position
Jan 19, 2022	1.0.0	HI Compliance Review Board	HI Compliance Review Board

### 6.2 Policy Owner: General Counsel

### 6.3 Revision History

Date	Version No.	Change Description	Author	Position
Jan 19, 2022	1.0.0	Initial Version	Nick R. Farrell; Peter V. Hilton	Sr. V.P., General Counsel, Secretary & Chief Compliance Officer; Corporate & Securities Counsel

### 6.4 CRB Review History

Date	Version No.	CRB Review	Author	Position
Jan 19, 2022	1.0.0	Meeting	Nick R. Farrell; Peter V. Hilton	Sr. V.P., General Counsel, Secretary & Chief Compliance Officer; Corporate & Securities Counsel