

# HILLENBRAND

## Human Rights Policy

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<b>Policy Category:</b> Human Rights Policy (incl. Anti-Human Trafficking)	<b>Policy No.:</b> SU-4	<b>Effective Date:</b> 5/20/2024
<b>Human Rights Policy</b>	<b>Version:</b> 1.0.1	<b>Owner:</b> Chief Sustainability Officer

## 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 signatory of the United Nations Global Compact (“UNGC”) and is committed to respecting fundamental human rights as laid out by the United Nations Guiding Principles on Business and Human Rights.

Hillenbrand seeks to adhere to applicable international human rights laws and seeks opportunities to promote human rights in our own operations, across our immediate supply chain, and in the communities in which we operate. This commitment is embedded 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 (“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, suppliers, 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 for the region 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 but not limited to the UK Modern Slavery Act and applicable EU Supply Chain Laws.

The Company will not tolerate abuse of human rights in its own operations or within the operations of its Business Partners. As part of this commitment, the Company seeks to identify and assess adverse impacts on human rights and environmental protection throughout our operations and our immediate supply chain, and to establish controls to prevent, mitigate, remediate, or eliminate such risks. Specific expectations of our suppliers are governed by the Company’s Supply Chain Transparency Policy, available at <http://ir.hillenbrand.com>. Additional clarity on expectations for suppliers may be found in the HI Supplier Standard at [https://d1io3yog0oux5.cloudfront.net/fc4afcf81695e5c815ab05bd5c4b164f/hillenbrand/db/1192/11796/file/Supplier+Standards\\_May+2024.pdf](https://d1io3yog0oux5.cloudfront.net/fc4afcf81695e5c815ab05bd5c4b164f/hillenbrand/db/1192/11796/file/Supplier+Standards_May+2024.pdf).

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## 4. Key Policy Requirements of Employees and Business Partners

We rely upon our employees and Business Partners to comply with laws in many different countries and jurisdictions. On an ongoing basis, 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. The avenues and response for such reporting (Sometimes referred to as “Whistleblowing”) is described in our Code and below in Section 6: Concern Reporting for Employees and Business Partners.

### 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.

In addition, in case the Company is contracting or subcontracting with regards to a U.S. government contract the Company and its associates are expected to comply with the Anti-Human Trafficking Policy and Compliance Plan (“Anti-Human Trafficking Policy”), Appendix 1.

*The Chief Human Resources Officer (for Company Operations), and the Chief Procurement Officer (for Supply Business Partners) are responsible for establishing and maintaining adequate internal controls over this provision in addition to the policy owner.*

### 4.2 *Respect, and Non-Discrimination in the Workplace*

We value treating all employees with professionalism and respect. Our Code sets forth our commitment to this principle. In practice this means we treat associates and candidates fairly and do not engage in any form of unlawful discrimination. We comply with all related laws globally and prohibit discrimination or harassment based on race, ethnicity, color, religion, sex, gender identity and expression, national origin, age, sexual orientation, genetic information disability, or any other legally protected characteristics.

*The Chief Human Resources Officer is responsible for establishing and maintaining adequate internal controls over this provision.*

### 4.3 *Compensation, Working Hours, and Working Conditions*

Hillenbrand will pay wages that meet or exceed legally required wages and will provide all legally-required benefits. Hillenbrand will comply with all applicable local, state, and national wage and hour laws or laws on working time and ensure that all associates who are eligible for overtime hours are compensated in accordance with local law. All associates are entitled to having access to toilets and potable water and leave time which meets or exceeds local law.

*The Chief Human Resources Officer is responsible for establishing and maintaining adequate internal controls over this provision.*

### 4.4 *Environment*

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The Company recognizes the risk that climate change and associated environmental challenges pose to human rights and the impact the physical risks of climate change may have on more vulnerable communities (i.e. impoverished communities, indigenous communities). We regularly engage our stakeholders to understand these impacts and report on an annual basis our environmental work through the Company's Sustainability Report. For further information, please refer to the Hillenbrand Environmental Policy (Policy HS-1).

*The Chief Sustainability Officer is responsible for establishing and maintaining adequate internal controls over this provision.*

## 4.5 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, providing training and education, and practicing continuous improvement. This commitment applies equally to those visiting our operations. For additional information, please refer to the Hillenbrand Health & Safety Policy (Policy HS-1).

*The Chief Sustainability Officer, Chief Human Resources Officer, and SVP Operations Center of Excellence and HOM is responsible for establishing and maintaining adequate internal control over this provision.*

## 4.6 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.

*The Chief Human Resources Officer is responsible for establishing and maintaining adequate internal controls over this provision.*

## 4.7 Security Forces

Any private or governmental security forces employed for the protection of business operations must be under the control of the business and have contractual provisions that prohibit torture or other cruel, inhuman, or degrading treatment or punishment. Any engagement with an outside Security Force must be approved by the SVP Operations Center of Excellence and HOM to ensure that the Company has appropriate oversight and control.

*The SVP Operations Center of Excellence and HOM is responsible for establishing and maintaining adequate internal controls over this provision.*

## 5. Governance Responsibilities

### 5.1 Hillenbrand Sustainability Steering Committee

Human Rights Risk and Mitigation efforts are overseen by the Hillenbrand Steering Committee ("Committee"), The Committee is responsible for periodically reviewing and actively supporting the Ethics and Compliance Committee in training of our Human Rights Policy.

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## 5.2 *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.

### 6.2 *Business Partners*

If any member of the public, a Business Partner, customer, third party, 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.

## **Annex:**

Appendix 1: U.S. Anti-Human Trafficking Policy and Compliance Plan

*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
5/1/2024	1.0.1	HI Compliance Review Board	HI Compliance Review Board

### 7.2 Policy Owner: Chief Sustainability 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 Sustainability Steering Committee ("SSC")
5/17/2024	1.0.1	Updated Version	Michael Isaak;  Raphael Strehle;  Tory Flynn	Deputy Chief Compliance Officer  Director, Legal Operations, Strategy & Digitalization  Chief Sustainability Officer, VP Corp. Affairs

### 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
4/11/2024	1.0.1	Via email	Michael Isaak;  Raphael Strehle;  Tory Flynn	Deputy Chief Compliance Officer  Director, Legal Operations, Strategy & Digitalization  Chief Sustainability Officer, VP Corp. Affairs

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## **Appendix 1: U.S. Anti-Human Trafficking Policy and Compliance Plan**

Company is opposed to human trafficking and forced labor of any form. As a U.S. Government contractor, we are committed to working with the federal government to mitigate the risk of human trafficking and forced labor on all of our projects. The U.S. Government has a policy prohibiting government contractors, contractor personnel and their subcontractors and suppliers from engaging in any form of trafficking in persons. Trafficking is defined to mean the recruitment, harboring, transportation provision or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery. Sex trafficking means the inducement of a commercial sex act by force, fraud or coercion, or in which the person induced to perform such act has not attained 18 years of age.

### U.S. Policy

The U.S. Policy states that government contractors, contractor personnel and their agents (including subcontractors and suppliers) shall not:

1. Engage in severe forms of trafficking in persons during the period of performance of a government contract;
2. Procure commercial sex acts during the period of performance of a government contract;
3. Use forced labor in the performance of a government contract;
4. Destroy, conceal, confiscate, or otherwise deny access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses;
5. (i) Use misleading or fraudulent practices during the recruitment of employees or offering of employment such as making material representations or failing to disclose, in a format and language accessible to the worker, basic information regarding the key terms and conditions of employment. This includes information related to wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if employer or agent provided or arranged), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work; or (ii)
6. use recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
7. Charge employees or potential employees recruitment fees;
8. Fail to provide return transportation or pay for the cost of return transportation upon the end of employment--
  - (A) For an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on a government contract or subcontract (for portions of contracts performed outside the United States); or
  - (B) For an employee who is not a U.S. national and who was brought into the U.S. for the purpose of working on a government contract or subcontract, if the payment of such costs is required under existing temporary worker programs or pursuant to a written agreement with the employee (for portions of contracts performed in the U.S.); except that—

The requirements of paragraphs (7)(A) and (B) above shall not apply to an employee who is –

- (1) Legally permitted to remain in the country of employment and who chooses to do so; or
- (2) Exempted by an authorized official of the contracting agency from the requirement to provide return transportation or pay for the cost of return transportation;

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9. Provide or arrange housing that fails to meet the host country housing and safety standards; or
10. If required by law or contract, fail to provide an employment contract, recruiting agreement, or other required work document in writing, in a language the employee understands. If the employee must relocate to perform the work, the work document shall be provided to the employee at least five days prior to the employee relocating. The employee's work document shall include, but is not limited to, details about work description, wages, the prohibition on charging recruitment fees, work locations(s), living accommodations and associated costs, time off, roundtrip transportation arrangements, grievance process, and the content of applicable laws and regulations that prohibit trafficking in persons.

## Compliance Plan

Company has adopted the U.S. policy regarding human trafficking outlined above. The following describes Company's compliance plan as required by Federal Acquisition Regulation (FAR) 55.222-50(h).

On an annual basis, Company employees are required to certify they have read and understand the Company's Anti-Human Trafficking Policy and Compliance Plan; that they agree to comply with the policies, procedures and principles; and that they will report any violations of which they are aware.

Company also requires all of its subcontractors/suppliers working on its U.S. Government contracts to certify that they have read the Company Anti-Human Trafficking Policy and Compliance Plan and understand their responsibilities regarding Human Trafficking.

## Actions for a Violation

Any violation of the U.S. Policy and/or Company's Anti-Human Trafficking Policy and Compliance Plan may result in disciplinary action up to and including termination of employment. For subcontractors, suppliers and their employees, failure to comply with the requirements of FAR 52.222-50 and/or the Company Anti-Human Trafficking Policy and Compliance Plan, is grounds for Company to take any and all appropriate actions up to and including termination of subcontracts or purchase orders.

## Reporting

Company employees have an obligation to report any suspected violation of the FAR 52.222-50 provision and/or Company's Anti-Human Trafficking Policy and Compliance Plan. Employees may report in good faith and without fear of retaliation. There are several options for reporting.

Employees may:

1. Report to their direct supervisor or any other Company administrative person on a project;
2. Report to a Company Senior Manager;
3. Email concerns to the Ethics and Compliance Department (ECD) at [ECD@Hillenbrand.com](mailto:ECD@Hillenbrand.com);
4. Call the confidential compliance hotline at the U.S., dial 1-833-400-4017; Outside the U.S., you can find your country-specific Reporting Hotline number at <https://ir.hillenbrand.com/corporate-governance/ethics-compliance>;
5. Online: <https://hillenbrand.gan-compliance.com/p/casereport>; or
6. Call the Global Human Trafficking Hotline at 1-844-888-FREE or send an email to [help@befree.org](mailto:help@befree.org).

## Additional Information

Additional awareness information about Trafficking in Persons may be found at the U.S. Department of State's Office to Monitor and Combat Trafficking in Persons website at <http://www.state.gov/j/tip>.