

# HILLENBRAND

## **Health and Safety Policy Statement**

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<b>Policy Category:</b> Health and Safety	<b>Policy No.:</b> HS-1	<b>Effective Date:</b> Feb. 1, 2022
<b>Global Health and Safety (H&amp;S) Policy</b>	<b>Version:</b> 1.0.0	<b>Owner:</b> Sustainability Steering Committee

## 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 seeks to demonstrate good corporate citizenship by adhering to all health and safety regulations and promoting these practices within our business. 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://hillenbrand.com>

## 2. Scope and Application

This Global Health and Safety 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. This Policy includes all employees and third-parties who are not employees of the Company, but whose work is controlled by the organization or whose occupational health and safety are directly impacted by the Company’s operations, products or services.

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 providing associates with a safe work environment, free of recognized hazards that may cause severe occupational injuries and illnesses. Additionally, where laws and regulations do not address health and safety matters, the Company will make decisions based on best practices from its operating companies or as otherwise may be identified by the SVP of Operations Center of Excellence and HOM, Chief Sustainability Officer or the H&S Council from time to time.

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When a significant H&S 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, that matter must be reported to the President of the applicable operating company or division ("President") and/or the Company's H&S Leader. A significant health & safety matter may also need to be reported to the Legal Department, as applicable to the specific issue.

Violations of this policy may lead to disciplinary action up to and including termination of employment with the Company. Any associate with knowledge or suspicion of any violations of this global policy must report these concerns to the Ethics and Compliance Department or to the Legal Department, the Ethics Hotline via phone or online at [www.EthicsPoint.com](http://www.EthicsPoint.com). As a reminder, no associate will be retaliated against for raising a concern.

## **4. Operating Company Responsibilities**

The Company expects its operating companies; Environment, Health and Safety personnel, including its H&S Leaders (as defined below); and all associates to support this Policy. The H&S Leaders 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 with the shared goal of safety.
- (b) Create, implement, and maintain best industry practices regarding health and safety.
- (c) Promote associate involvement in performing corrective and preventive safety practices.
- (d) Form an EHS Working group where co-worker representation is formally recognized in a joint-worker health and safety committee.
- (e) Conduct periodic reviews of our activities to monitor compliance with safety best practices and procedures.
- (f) Develop a Safety Management System (SMS) focused on standardizing health & safety practices across operations and the reduction of workplace incidents based on legal requirements and/or recognized standards/guidelines.
- (g) Educate all associates on health and safety practices and encourage continued following of established policies, programs and practices.
- (h) Evaluate the machinery, equipment, products and services the Company uses preferring those with the best possible health, safety and environmental performance.

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- (i) Strive to identify and reduce hazards to prevent illnesses and injuries, while encouraging the health and well-being of our associates.
- (j) Enhance company business continuity and resilience planning by anticipating and supporting mitigation strategies to reduce business disruption facing our operations and supply chain.
- (k) Promptly report any work-related incident, illness, or injury through the appropriate channels.
- (l) Report any unsafe conditions, practices, or acts through the appropriate channels.
- (m) Report any violation of health and safety standards to leadership or through ethics reporting channels immediately.

## **5. President Responsibilities**

The President must ensure that these policy requirements are carried out by designating an employee as their H&S Leader to provide leadership on these matters and who will have direct access as needed to the President.

Each President and H&S Leader will establish an appropriate H&S program consistent with this Policy and provide the means to communicate and support this commitment to employees which will include:

- (a) A monthly report provided to OpCo leadership highlighting the OpCo's recordable incident rates. In addition, the President should be aware of the organization's approach to prevent, mitigate significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships and related hazards and risks in addition to an any occupational health and safety training provided to workers.
- (b) A Safety Management System (SMS) focused on standardizing health & safety practices across the company and the reduction of workplace incidents based on legal requirements and/or recognized standards/guidelines.

Regulatory compliance and worker safety are basic responsibilities of our associates and leadership, and any breaches will be considered misconduct, with consequences up to and including termination of employment.

Each President is responsible to coordinate or delegate communications when relevant with appropriate approval and guidance from Risk Management, Legal, Human Resources, and Corporate Affairs where relevant.

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## 6. Operations Center of Excellence and HOM, Chief Sustainability Officer, and H&S Council

The Operations Center of Excellence and HOM, Chief Sustainability Officer and H&S Council has the responsibility to coordinate and adopt appropriate enterprise-wide goals and objectives regarding this Policy as well as approve exceptions to this policy and for periodically reviewing and communicating such objectives and goals to appropriate internal and external stakeholders.

## 7. Questions

If you have questions regarding this H&S Policy contact the ECD by one of the following methods:

- a) Email: [ECD@Hillenbrand.com](mailto:ECD@Hillenbrand.com)
- b) Phone: +1 812-931-5277
- c) Concern reporting and inquiry website: [concern.hillenbrand.com](http://concern.hillenbrand.com)
- d) Ethics Hotline numbers available [here](#).

If you have any questions about any other Enterprise Policy, please contact the designated Policy Owner.

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

## 8. Authorization & Revision History

### 8.1 Authorization

Date Approved	Version No.	Approved by
1/19/22	1.0.0	HI Compliance Review Board

### 8.2 Revision History

Date	Version No.	Change Description	Author	Position
1/1/22	1.0.0	Initial Version	Tory Flynn Todd Bigelow Janet Skrbina	Chief Sustainability Officer, H&S Council Leader, Sustainability Analyst