

## STANDARDS FOR SUPPLIERS

Hillenbrand is a global diversified industrial company with businesses that serve a wide variety of industries around the world. Hillenbrand's portfolio includes industrial businesses such as Coperion, Milacron Injection Molding & Extrusion, and Mold-Masters, in addition to Batesville, a recognized leader in the death care industry in North America. Hillenbrand has established a reputation for integrity in all business dealings. As we continue to expand our business, it is important to preserve our core values and protect our reputation in selecting where and with whom we do business. The standards set forth herein are the basic minimum standards that all Suppliers must meet in order to conduct business with Hillenbrand, Inc. and its subsidiaries and affiliates ("Hillenbrand"). We recognize that there are different legal and cultural environments in which our Suppliers operate throughout the world. In the event compliance with any our standards would result in a violation of applicable law, we expect our Suppliers to follow those standards that do not conflict with applicable law and to conduct their business in a manner consistent with the spirit of the standards that do conflict to the extent they can do so without violating applicable law.

Hillenbrand further requires its Suppliers to permit Hillenbrand or its representatives to inspect and audit their facilities, to complete questionnaires or surveys, and otherwise to cooperate with Hillenbrand's efforts to ensure compliance with these standards. A Supplier's failure to comply with these standards or to permit inspections or provide requested information shall give Hillenbrand cause to terminate its relationship with that Supplier.

In addition to these standards, Hillenbrand maintains a Supply Chain Transparency Policy, which we require our suppliers to comply with and which is publicly available at Hillenbrand's website at <http://ir.hillenbrand.com>.

### Compliance with Laws

- **General.** All Suppliers are required to comply with the legal requirements and standards of their industry under the national laws of the countries in which they are doing business, including the export control and labor and employment laws of those countries, and applicable U.S. laws. Should the legal requirements and standards of the industry conflict, Suppliers must, at a minimum, be in compliance with the legal requirements of the country in which the products are manufactured. Suppliers must comply with all requirements of all applicable governmental agencies. Necessary invoices and documentation must be provided in compliance with the applicable law. Where these standards require Suppliers to meet a higher standard than set out by applicable law or regulation, Suppliers shall meet such higher standard.

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- **Marking and Shipping.** All products shall be accurately marked or labeled with the country of origin in compliance with applicable laws and including those of the country of manufacture. Suppliers of finished products that are marked “Made in USA” or similar, or by virtue of their design or packaging imply that they are “Made in USA” shall comply in all respects with the US Federal Trade Commission Guidelines regarding product marking and shall be made of all or virtually all domestic (US) content. To facilitate Hillenbrand’s compliance with the US Federal Trade Commission Guidelines, Suppliers of component parts or commodities shall provide a declaration of origin in a form and detail satisfactory to Hillenbrand. All shipments are to be accompanied by the requisite documentation issued by the proper governmental authorities, including but not limited to Form A’s, import licenses, quota allocations and visas, and shall comply with orderly marketing agreements, voluntary restraint agreements and other such agreements in accordance with applicable law.
- **Product Facility and Process Security.** Suppliers also shall take any steps necessary to maintain product facility and process security and compliance in accordance with the directives of Hillenbrand or any applicable governmental agency, including, but not limited to security procedures and processes recommended by the U.S. Customs Service from time to time.

## Employment Practices

- **Prison or Forced Labor.** Suppliers are not permitted to use prison or forced labor. Suppliers shall maintain employment on a voluntary basis.
- **Human Trafficking.** We will not tolerate human trafficking in any of our global operations. We expect our Suppliers to ensure no human trafficking exists within their businesses and supply chain and we are committed to complying with applicable laws prohibiting such exploitation.
- **Disciplinary Practices.** Suppliers shall treat their employees with respect and dignity. Suppliers must provide a work environment free of harassment, abusive behavior and physical punishment in any form.
- **Child Labor.** Suppliers are not permitted to use child labor as defined in Principle Five of the United Nations Global Compact.
- **Working Hours.** Suppliers shall maintain reasonable employee work hours in compliance with local standards and applicable local and national laws of the countries in which the Suppliers are doing business. Employees shall not work more hours in one week than allowable under applicable law and shall be properly

compensated for overtime work. Employees should be permitted reasonable days off and leave privileges.

- **Compensation.** Suppliers must pay wages that meet or exceed legally required wages. Suppliers must comply with all applicable local, state, and national wage and hour laws.
- **Non-Discrimination/Human Rights.** Suppliers should treat all employees with professionalism and respect. Hillenbrand believes that all terms and conditions of employment should be based upon an individual's ability to do the job, not on the basis of personal characteristics or beliefs. Suppliers should not discriminate against their employees in hiring practices or any other term or condition of work, on the basis of race, ethnicity, color, religion, sex, national origin, age, sexual orientation, genetic information, disability or any other characteristics protected by law.
- **Workplace Environment.** Suppliers shall provide their employees with safe and healthy working conditions, including, for example, reasonable machine guarding, working and accessible fire exits, adequate ventilation, safety equipment, well-lit and comfortable workstations, clean restrooms, adequate living quarters where necessary, and other customary and normal safety business practices. Facilities should be built and maintained in accordance with the standards set by applicable codes and ordinances and workers should be adequately trained to perform their jobs safely.
- **Collective Bargaining.** Suppliers shall recognize and respect employee rights to join or not join any lawful organization of their own choosing and be committed to complying with laws pertaining to freedom of association, privacy, and collective bargaining.

## **Anti-Bribery and Anti-Corruption**

In line with Principle 10 of the UN Global Compact, Hillenbrand maintains its Global Anti-Corruption Policy Statement and Compliance Guide prohibiting corruption, including any improper or unethical payments to any person anywhere in the world, with specific focus on the provisions of the United States Foreign Corrupt Practices Act and the UK Bribery Act 2010.

Our policy statement is: No Hillenbrand officer, employee or agent shall, for the purpose of securing an improper advantage for Hillenbrand, offer or promise, or make or facilitate a payment or gift of, anything of value to – or accept anything of value from – any person, including, but not limited to, a foreign government official. Furthermore, every Hillenbrand officer, employee and agent is obligated by Hillenbrand policy and federal

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law to keep books, records and accounts that accurately and fairly reflect all transactions and any disposition of Hillenbrand assets. This policy is intended to supplement Hillenbrand's Code of Ethical Business Conduct, which contains provisions governing conduct similar to that addressed in Hillenbrand policies, including provisions regarding gifts, bribery, record-keeping and compliance with applicable law.

Hillenbrand likewise expects its suppliers to abide by its policies and not offer, promise, make, or facilitate a payment or gift of anything of value to any person, including any foreign government official.

## **Environmental Practices**

Suppliers should provide products to Hillenbrand and conduct their business operations in a way that protects and sustains the environment in accordance with applicable laws and regulations. Suppliers are expected reduce the total use of substances of concern as well as the adequate treatment of hazardous waste (solid and wastewater) and hazardous air emissions. Suppliers are encouraged to:

- reduce excess packaging,
- use recycled and non-toxic materials where feasible,
- purchase wood and wood products originating from Certified Well-Managed Forests™ where feasible,
- promote the efficient and responsible use of wood and wood products,
- take efforts to reduce energy use, and
- reduce water consumption.

## **Gifts**

Hillenbrand policy prohibits Hillenbrand employees from accepting any gifts, gratuities or other benefits that go beyond the common courtesies usually associated with business practices from any Supplier or potential Supplier to Hillenbrand or that exceed token or nominal value. Any payment of cash or cash equivalents (gift certificates, etc.) by a Supplier to any Hillenbrand employee is strictly prohibited. Hillenbrand employees are required to report any gifts offered or given that are not in compliance with this standard. Similarly, if a Hillenbrand employee solicits a payment or inappropriate gift from any Supplier or potential Supplier, the Supplier should immediately report the violation through one of the methods described below in How to Raise a Question or Concern. A Supplier who receives repeated solicitations from any individual, or solicitations from more than one individual, should immediately raise the concern as described below.

## **Competition Law**

Suppliers shall not share or exchange any price, cost or other competitive information or engage in any collusive conduct with any third party with respect to any proposed, pending or current Hillenbrand procurement.

## **Conflicts of Interests**

All Hillenbrand employees are expected to avoid any investment, interest or association which interferes, might interfere, or might be thought to interfere with the employee's independent exercise of judgment in Hillenbrand's best interest. A conflict of interest may exist where the employee, any member of his or her family or any close personal relation (i) has a significant direct or indirect financial interest in, or obligation to, an actual or potential competitor, Supplier or customer; (ii) is a principal, officer or representative of a Supplier or customer with whom the employee conducts business on Hillenbrand's behalf; or (iii) accepts gifts of more than token or nominal value from an actual or potential competitor, Supplier or customer. Hillenbrand employees are required to disclose any possible conflicts of interest to the general managers of the applicable company or division, or to the applicable corporate department head. Similarly, Suppliers are required to disclose any possible conflict of interest to the Hillenbrand employee(s) with whom they are negotiating or, if the possible conflict involves such persons, to the appropriate general manager or department head.

## **Confidentiality**

All Suppliers must keep confidential all Hillenbrand and its customers' trade secrets, designs, data, know-how or other information which the Supplier knows or should know is considered confidential by Hillenbrand, including, but not limited to, designs, sketches or prototypes for products that have not yet been introduced, engineering drawings, the financial terms of any agreement between the Supplier and Hillenbrand, information concerning Hillenbrand's marketing plans, and any other information that is not readily available to the public.

## **Data Privacy and Security**

Suppliers must protect the privacy of individuals and their personal information in compliance with all applicable national laws. Personal information (e.g., name, address, telephone number, date of birth, email address, date of birth) relating to our business partners, customers and employees provided by on behalf of Hillenbrand should only be used, processed, disclosed, and transferred as permitted by Hillenbrand under its agreement with Supplier.

## **Documentation and Records**

Suppliers shall maintain appropriate documents and records to ensure regulatory compliance.

## **How to Raise a Question or Concern**

Subject to local laws and any legal restrictions applicable to such report, each Supplier is expected to inform Hillenbrand promptly of any concern related to these Standards affecting Hillenbrand, whether or not the concern involves the Supplier, as soon as the

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Supplier has knowledge of such an occurrence. Hillenbrand prohibits retaliation against any person reporting such a concern. Suppliers must take such steps as Hillenbrand may reasonably request to assist Hillenbrand in the investigation of any such occurrence involving Hillenbrand and the Supplier. A question or concern may be raised as follows:

- By discussing it with the Hillenbrand business contact when appropriate
- By submitting it online to [www.concern.hillenbrand.com](http://www.concern.hillenbrand.com)
- By calling the Hillenbrand Ethics Hotline at 1-833-400-4017 (U.S.), or if outside the U.S., you can find your country-specific hotline number at <http://ir.hillenbrand.com/investor-relations/corporate-governance/ethics-and-compliance/default.aspx>
- By contacting the Ethics and Compliance Department at [ECD@Hillenbrand.com](mailto:ECD@Hillenbrand.com)

## **OUR GSM JOURNEY**

Hillenbrand's newly formed Global Supply Management (GSM) function is continuing to migrate towards becoming world class.. We are committed to improving our processes and procedures to help ensure we mitigate risk, provide transparency, and secure compliance within our supply chain. The GSM mission is focused on Cost, Quality, Delivery, and Agility with the best suppliers to meet Hillenbrand business operation requirements. As we evolve to best in class processes. Sustainability and ESG remain enterprise cornerstones to the degree permitted by law.

Hillenbrand, as a publicly traded multinational corporation, believes diversity is a centerpiece for our employees and our external supply base, Our standard 8-Step sourcing, supply qualification, and risk mitigation processes all provide for assessment of diversity of supply, which we strive to measure and improve going forward.

