

DRIVING IMPACT FOR A SUSTAINABLE WORLD

Hillenbrand is committed to being a company where the positive impacts of our people, products, and partnerships help better the environments in which we operate.

Welcome to Hillenbrand’s inaugural sustainability report. We are delighted to share these stories and data with you and, more important, to reinforce our commitment to ethical, responsible and holistic thinking about how our business practices can positively influence the world around us.

Last year, we took an important step in the public demonstration of our commitment to sustainability by joining the United Nations Global Compact. With this action, we placed ourselves alongside some of the most responsible and ethical companies in the world. This report reaffirms our support for the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

This report describes our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We believe that prioritizing sustainability in our business efforts has the potential to improve all aspects of our Company, including our social and environmental impacts, and to help us deliver superior financial results creating long-term shareholder value. We also commit to sharing this information with our stakeholders through subsequent annual reports and other communication channels.

The stories and information contained in this report primarily cover calendar year 2019. But we would be remiss if we did not acknowledge the remarkable and unprecedented events of 2020. The global COVID-19 pandemic challenged us in ways we had not experienced before. Almost overnight, we were confronted by very real threats, forced to rethink our production processes, and most important, turned further attention toward

keeping our employees safe and healthy. I am glad to report we rose to the occasion and believe we will be in a good position as a company once the situation improves.

On the heels of the COVID-19 pandemic, the entire world witnessed the boiling over of racial tensions in the U.S. and abroad and confronted the impacts of racism and inequality. As individuals and as a company, we reflected on our Core Values and reaffirmed our commitments to creating an inclusive environment.

As a global company, we know that our success as a business and as a society depends on collaborating across diverse backgrounds, experiences and thoughts so we can be our best and serve our communities and our customers with the best and fastest innovations and solutions.

Thank you for taking the time to share in our first sustainability story. We look forward to reporting on our progress in the future.



Joe Raver
President & CEO, Hillenbrand, Inc.



About Hillenbrand

Who We Are

Hillenbrand is a global diversified industrial company with businesses that serve a wide variety of industries around the world.

Our 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 is publicly traded on the NYSE under “HI.”



Our vision

We are a world-class global diversified industrial company with a proven record of success driven by the Hillenbrand Operating Model.



Corporate Culture

Hillenbrand’s corporate culture is based on five Core Values, which guide our behavior and decision making. The acquisition of Milacron in November 2019 strengthened this further as the Milacron Core Beliefs aligned very well with Hillenbrand’s. Our actions are further supported by our Code of Ethical Business Conduct (our “Code”), which serves as a practical guide to understanding our ethics and compliance standards.

The Code helps our team apply our policies, Core Values and beliefs to situations they may face while representing Hillenbrand and provides them with the mechanisms to get questions answered and to report concerns to management.

Core Values

- Individual Worth & Integrity
- Excellence in Execution
- Spirit of Continuous Learning & Improvement
- Courage
- Customer Focus & Partnership



Core Beliefs

Commitment	Customers, accountability, professionalism and change
Quality	Best outcomes in a safe environment
Teamwork	Improve and achieve more together
Growth	Nurture integrity, innovation and learning
Service	Exceptional customer experiences
People	Value our people and diversity...recruit, develop and retain the best teams



Our businesses



Develops and manufactures highly engineered, energy-efficient, positive displacement pumps.



The international market and technology leader in compounding systems, feeding technology, bulk-materials handling systems and services.



A mold technologies leader. Its catalog remains the industry's broadest, its products are the benchmark of high quality, and it continues to provide customers with knowledge, expertise and service.



A manufacturer of industry-leading plastics-processing technology and solutions.



An innovative pioneer in the technological development of screening machines that are used in dry separation of products from size analysis to conveying, screening and separating.



A recognized leader in the death care industry in North America through the manufacturing and sale of funeral services products, including burial caskets, cremation casket containers and urns, other personalization and memorialization products and technology applications for funeral homes.



A leading global supplier of hot runners, controllers, auxiliary-injection and co-injection systems.



A leader in highly engineered, mission-critical flow control solutions.



Comprised of three respected brands: Pennsylvania Crusher, Gundlach Equipment and Jeffrey Rader. These companies design and manufacture high-quality, proven size-reduction and material-handling equipment solutions and replacement parts for mission-critical applications involving high-value materials.



How we think about sustainability

Hillenbrand is committed to bettering the environments in which we operate through the positive impacts of our people, products and partnerships. We focus on meeting the needs of the present while using our position to make improvements for future generations, driving change and positively impacting the world around us. Last year, Hillenbrand publicly committed to advancing sustainability and addressing topics of material importance to stakeholders and our own Core Values and beliefs by endorsing the United Nations Global Compact (UNGC).

Joining the UNGC as a participant and officially announcing our support of these principles represents the first formal steps on our sustainability journey. We believe that considering sustainability in our business efforts will improve all aspects of our company, including our social and environmental impacts.





How We Manage Sustainability

The Nominating/Corporate Governance Committee of our Board of Directors reviews Hillenbrand’s policies, objectives, practices and progress with respect to sustainability and corporate social responsibility. The leaders responsible for our environmental, social and corporate governance (ESG) activities make regular presentations to this committee about the Company’s efforts in these areas.

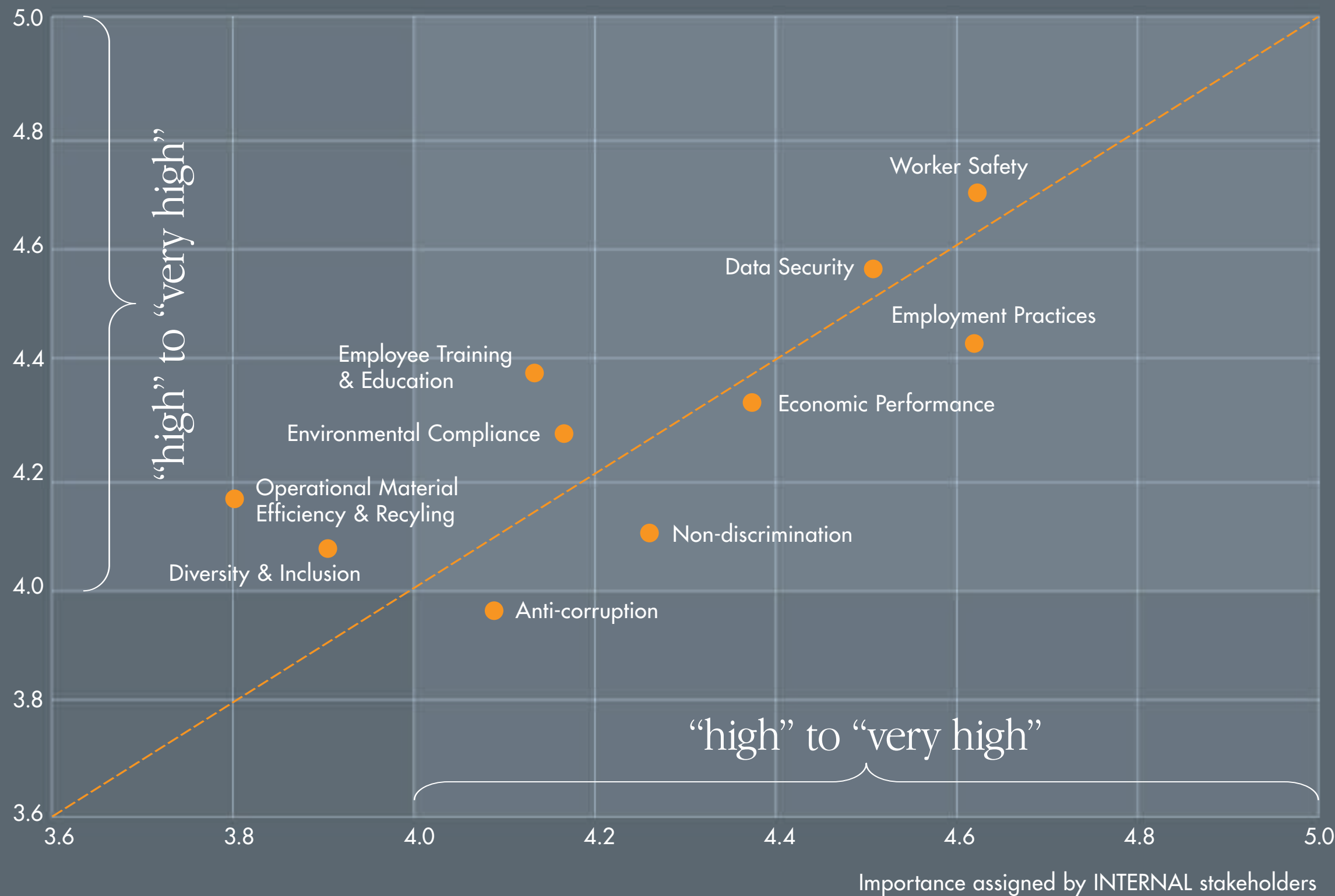
Our Sustainability Steering Committee (“SSC”), composed of senior leaders at our businesses and functional areas and supported by executive management, is charged with building our sustainability framework for the future. The SSC works across functions and operating companies to make preserving the longevity of our communities, our resources, our workforce and our environment part of our corporate culture and actions. The SSC supports value creation for internal and external stakeholders by facilitating integration of environmental, social, ethical and economic responsibility principles into daily business practices.

Hillenbrand’s company-wide sustainability strategy is then conveyed to each business, which has latitude to decide how to best tie their local efforts to the larger strategy, depending on business requirements, cultures and social context. As the SSC continues its coordinating work with our businesses, we anticipate uncovering further opportunities for company-wide initiatives and achievements.



Materiality and Stakeholders

Importance assigned by EXTERNAL stakeholders



Our Core Values and Beliefs Are Our North Star

They are the guiding force behind our actions and shape what is important to us as a company. In 2019, led by the SSC, we conducted a materiality assessment and proactively engaged with key internal and external stakeholders (including shareholders and customers) to identify the sustainability-related topics most important to our people, stakeholders and our business. We looked to Global Reporting Initiative guidelines and UNGC principles as guiding frameworks in our selection of topics and stakeholders. Stakeholders ranked sustainability topics by importance, and the results of this research helped identify the areas defined as most material to our business. As a result, we gained insight into the perspectives of our stakeholders, which are essential to our long-term success as a company. These are the ten topics, and corresponding examples, our stakeholders determined to be most material:

Worker Safety	Occupational Health and Safety Management System, Job Safety Training
Data Security	Customer Privacy and Protection of Employee, Customer and Proprietary Data
Employment Practices	Hiring Strategy, Employee Turnover, Benefits
Economic Performance	Revenue, Operating Costs, Wages, Community Investments
Employee Training & Education	Training Programs, Leadership Development
Environmental Compliance	Compliance With Laws and Regulations, Management Systems
Non-discrimination	Corporate Ethics Program, Reporting Mechanisms
Operational Material Efficiency & Recycling	Efficient Use of Materials, Use of Recycled Materials
Diversity & Inclusion	Diversity of Workforce and Leadership Teams
Anti-corruption	Communication About Policies, Concern Reporting, Training



Building a more inclusive society in the workplace and community.

Hillenbrand and its businesses come together every year as one team to serve communities as global citizens. Hillenbrand's One Campaign helps address global problems through local solutions and encourages employees to participate in 1 day of service, 1 week of volunteering, 1 month of educational awareness and 1 year to move the needle in sustainability.

The One Campaign aligns with UN Sustainable Development Goals to implement solutions to sustainability challenges in communities around the world. Hillenbrand intentionally pursues One Campaign initiatives that contribute to the sustainable development of our company, our people and our communities. In 2019, the One Campaign directly contributed to the following sustainable development goals as a part of our broader sustainability strategy.



ONE CAMPAIGN
one with our community

of service allowing employees to partner with organizations of their choice

of community organizations partnering with Hillenbrand associates to provide volunteer opportunities

of an educational awareness campaign around a community issue

of a significant corporate contribution to “move the needle” within the community.



Sustainable Development Goals in Action

4 QUALITY EDUCATION



Employees from Hillenbrand and Rotex spent 1 day supporting RefugeeConnect, an organization focused on providing quality education to children who are directly impacted by a refugee experience. Employees spent over 90 hours on programming that will help empower children to pursue their goals and embrace their new surroundings.

Employees spent 1 week partnering with Kids Discovery Factory, a non-profit organization with a mission to spark kids' passion for STEAM. Inspiring generations of young learners to innovate and create aligns closely with Hillenbrand's Core Values. More than 130 students attended the week-long camp staffed by Hillenbrand employees.

10 REDUCED INEQUALITIES



The Company recognizes diversity and inclusion is integral to our people and our business. To emphasize the importance of reducing inequalities in the workplace, Hillenbrand provided inclusion-focused programming in August for employees. Implicit bias training, live panel discussions and resource databases were made available during the One Campaign Month of Awareness.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



The Company focused its 1-year initiative on developing an office waste recycling program at the corporate center. A number of sites across our Company already had established programs; the corporate center is located in a rural community where recycling is less available. A team of motivated employees helped launch a comprehensive recycling program aimed at redirecting waste and moving the needle in sustainability of our office space.

100+
Volunteers

320+
Hours

150+
Students





SUSTAINABLE DEVELOPMENT GOALS IN ACTION

German American Partnership Program

The German American Partnership Program (GAPP) is an established exchange program for high (secondary) school students from the U.S. and Germany. To address changing workforce demographics, the company sponsors a GAPP exchange in partnership with high schools near Hillenbrand’s headquarters in Batesville, Indiana, USA and Coperion’s manufacturing site in Weingarten, Germany.

Students from both schools had the opportunity to select and tackle real-world business challenges associated with achieving one or more of the SDGs. Students worked across cultures to research global challenges such as climate, water and food crises, and inequality under the UN’s theme of Making Global Goals Local.

By providing these students with a study abroad experience and insight into manufacturing jobs, the program gives students a leg up, helps them think about future career opportunities and expands their horizons.

“We strive to be a great company and we’re willing to invest in our future workforce and our capability to create an impactful experience for these students.”

—Kim Ryan, SVP, Hillenbrand/President, Coperion

17 PARTNERSHIPS FOR THE GOALS



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



Economic Performance

Hillenbrand became a publicly traded company in 2008.

We strive to provide a superior return to our shareholders, exceptional value to our customers and great professional opportunities to our people, and to be responsible to our communities through the deployment of the Hillenbrand Operating Model.

Over the past few years, we have experienced significant growth, transforming into a global diversified industrial company. Our leadership positions in many of our businesses are driven by highly engineered core technologies that are differentiated in the marketplace by our deep experience and applications expertise. In November 2019, Hillenbrand acquired Milacron Holdings Corp., a manufacturer and distributor of engineered and customized systems in the plastics technology and processing

industry. The acquisition nearly doubled the number of global employees and expanded our geographic reach.

With the Milacron acquisition, Hillenbrand now has approximately pro forma \$2.7 billion USD in revenue annually¹, more than 40 locations globally and employs approximately 11,000 people.

FINANCIAL HIGHLIGHTS

GAAP MEASURES (Prior to Milacron Acquisition)

(in millions, except per share data)

	2019	2018	2017
Revenue ⁽¹⁾	\$ 1,807.3	\$ 1,770.1	\$ 1,590.2
Gross Profit	623.0	642.1	590.8
Gross Profit Margin	34.5%	36.3%	37.2%
Net Income ⁽²⁾	121.4	76.6	126.2
Diluted EPS	1.92	1.20	1.97
Operating Cash Flow	178.9	248.3	246.2
Capital Expenditures	25.5	27.0	22.0
Dividends Per Share	\$ 0.84	\$ 0.83	\$ 0.82

¹ Represents total of previously disclosed Hillenbrand financial data for FYE 9/30/2019 and Milacron financial data conformed to Hillenbrand's FYE 9/30/2019.

² Net Income attributable to Hillenbrand.



Governance and Business Ethics

Hillenbrand's Board of Directors is responsible for supervising the overall management of the Company in accordance with the requirements of the Indiana Business Corporation Law and other applicable laws. The Board is led by its Chairperson, who is an independent director under the standards of the New York Stock Exchange and U.S. Securities & Exchange Commission. Currently, the Board is comprised of 11 members, of whom ten are independent directors, three are women, and one is African American.

There are four standing committees of the Board: Audit, Nominating/Corporate Governance, Mergers and Acquisitions and Compensation and Management Development. The Board as a whole is responsible for overseeing the Company's exposures to risk, which include economic, labor, corruption and environmental risks. As a part of this responsibility, the Board

satisfies itself that the risk-management processes implemented by management are adapted to the Company's strategy and are functioning as directed, and that a culture of risk-adjusted decision making throughout the organization exists in an appropriate manner.

As part of our commitment to good corporate governance, we annually reach out to key shareholders to discuss a variety of topics. In recent years, many of these discussions have included shareholder views on sustainability topics. We continue to review and evaluate valuable shareholder feedback like this in the context of our overall sustainability journey.



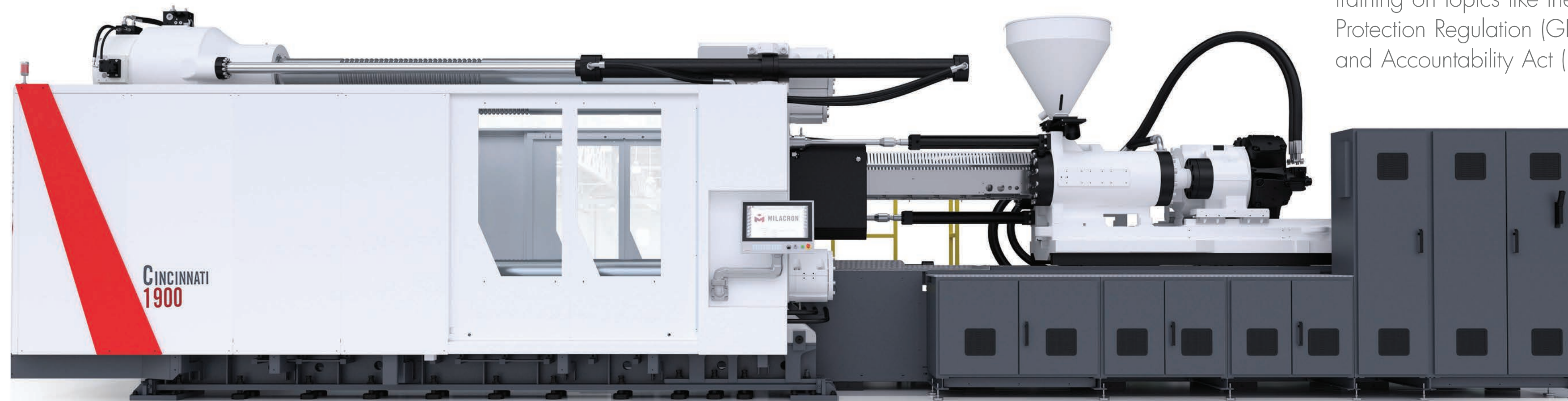
Data Security & Privacy

Data security in a global organization is an issue of increasing importance. At Hillenbrand our approach to data security begins with our corporate culture, which is underpinned by our Code and Core Values. These shape our mindset and approach to how we do business and are particularly relevant to how we think about the protection of our employee, customer and proprietary data.

Security starts at the top of our organization, where our leadership leads by example and consistently communicates the requirements for vigilance and compliance throughout the organization. As a shared service, our Information Security organization provides top-down leadership, harmonized security standards and world-class security tools in support of our defense-in-depth strategy. These security standards are modeled on the ISO 27001/02 framework for information security management systems, tested by third parties, and supported by the Audit Committee of the Board.

We also train our employees how to recognize and properly respond to phishing and social engineering schemes. Hillenbrand has deployed a system where employees can push a button to report suspicious emails, which are then automatically logged for further review. Our phishing recognition pass rate has averaged 95% or better since 2018, which is in line with industry peers.

In addition, at the corporate level, our privacy compliance efforts are guided by our Privacy Steering Committee, which includes executive management team members. The importance of privacy and data protection is also raised through employee training on topics like the European Union General Data Protection Regulation (GDPR) and Health Insurance Portability and Accountability Act (HIPAA).



Anti-Corruption

As recognized in principle 10 of the UN Global Compact, corruption is a tax often levied on the most vulnerable in our societies. As a global company operating in different countries with different regulatory systems and risk profiles, assessing and mitigating risks related to corruption issues is of paramount importance.

In 2019, we took increased internal actions by expanding the team responsible for ethics and compliance-related matters. We also continued to strengthen our program by seeking out and leveraging external best practices—as an example, the updated guidelines issued by the U.S. Department of Justice in April 2019 on evaluating the effectiveness of a company's corporate compliance program.

No Company officer, employee or agent shall, for the purpose of securing an improper advantage for the Company, 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 Company officer, employee and agent is obligated by Company policy and federal law to keep books, records and accounts that accurately and fairly reflect all transactions and any disposition of Company assets. For more information, see page 19 of our [Code](#).

Hillenbrand's anti-corruption program is designed to prevent, detect and remediate risks of corruption against multiple anti-corruption standards, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act of 2010. We work with each business unit on a risk-adjusted basis to implement controls to increase awareness, limit improper or undesirable behavior and test the effective implementation of those controls.

The company provides guidance to all employees regarding corruption in the form of a [Global Anti-Corruption Policy Statement and Compliance Guide \("ABAC Policy"\)](#). This policy supplements the Code and applies to all employees, officers and agents of the Company, anywhere in the world. Compliance with this ABAC Policy and the Code is mandatory. Depending on their respective areas of responsibility, employees, officers and agents may be asked to certify as to their understanding of and compliance with this ABAC Policy and the Code.

We provide several targeted trainings on ethics and compliance-related issues throughout the year for our employees, including management. These include training on our Code, Anti-Bribery and Anti-Corruption training for the employees who need to be familiar with the respective subject matter.

Employees are required to make prompt and full disclosure regarding any concerns they have about a potential ethics or compliance-related issue. These potential concerns or questions may be reported confidentially to any member of the Company's Ethics & Compliance Department, Ethics Committee, the Company's legal department, or an employee's manager, supervisor or human resources representative. Additionally, a toll-free Code of Ethics and Compliance Help Line and web portal is available to confidentially raise concerns or questions. Anonymous reporting is also supported, where allowed by law.

As an indicator of the success of our efforts, in fiscal 2019, the Ethics & Compliance Department logged 134 reports regarding potential concerns or questions, in line with external benchmarks on concern reporting usage. All of these were duly investigated and have been or are in the process of being resolved in accordance with the Code and applicable procedures.





SUSTAINABLE DEVELOPMENT GOALS IN ACTION

Indiana Sustainability Development Program

The Indiana Sustainability Development Program is a renowned summer externship for sustainability students who attend Indiana University. ISDP selects nearly 30 partner organizations every year that have a need for a young professional to assist in moving sustainability forward in their organizations.

Hillenbrand proudly supports ISDP and its mission to provide educational experiences for future sustainability leaders. Hillenbrand’s Public Affairs team hosted the Company’s first ISDP intern in 2019 and together worked to establish key elements of the Company’s sustainability framework and strategy. Hillenbrand’s internship programs also spanned beyond ISDP as part of the Company’s investment in sustainability and the future workforce.

“My experience at Hillenbrand has been invaluable. I’m thankful for the trust that the team placed in me, allowing me to learn how to advocate for and work towards a sustainable future at Hillenbrand. ISDP certainly picked an organization that was eager to commit to its sustainability journey, and I am honored that I’ve gotten to be a part of it.”

—Emilee Brown, 2019 ISDP Sustainability Intern

4 QUALITY EDUCATION



17 PARTNERSHIPS FOR THE GOALS



13 CLIMATE ACTION



Labor and Human Rights



Our employees form the backbone of Hillenbrand. From assembly-line workers to executives, we value each of our employees and strive to enable their success at Hillenbrand and beyond.

Our Human Resources and Environmental, Health and Safety (“EHS”) teams work to protect employee safety on the job, invest in their development opportunities and cultivate an inclusive space for all.





Worker Safety

We take the health and safety of our employees seriously and view their well-being to be integral to our success and use leading indicators (forward-looking) to develop proactive, preventive-measure programs that encourage new and innovative solutions for worker safety. In addition, we use lagging indicators (backward-looking) to assist in providing direction for effective proactive programs.

Our operating companies conduct workplace and workstation observations to identify any opportunities to improve safety protocols and perform internal audits of safety compliance. Our businesses have also performed ergonomic assessments at individual sites and regularly engage employees on safety and maintain an open line of communication regarding safety in the workplace.

Individual operating companies utilize a variety of learning methods and programs to meet and exceed regulatory requirements related to training, including general health and safety overview during new-hire orientation, and additional topic-specific training (e.g., powered industrial trucks, cranes, etc.)

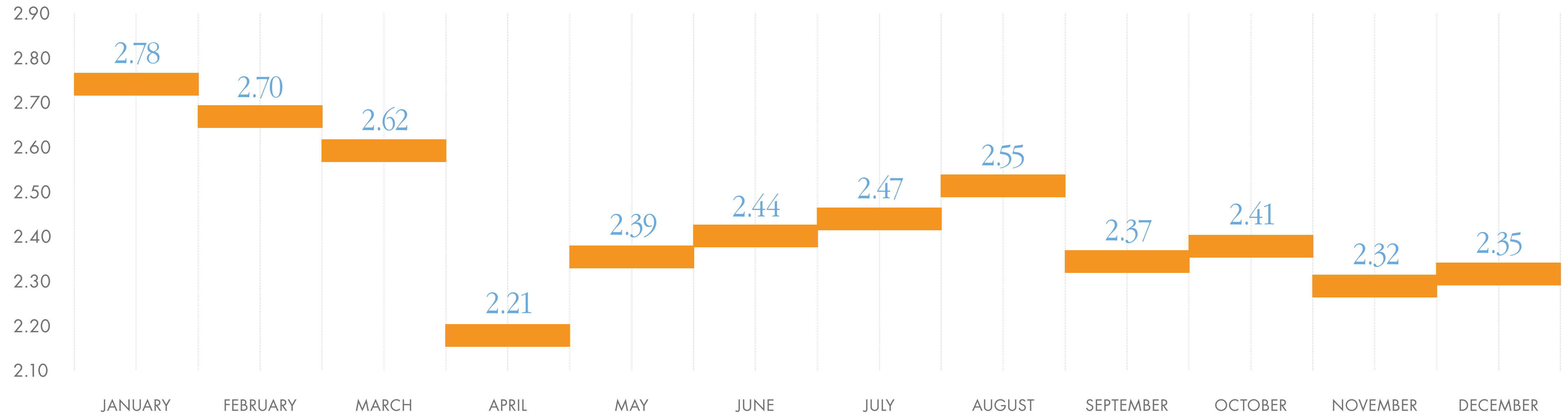
where appropriate. Employees also receive additional hours of health and safety training throughout the year on program-specific materials per regulatory and company-specific requirements.

To better understand worker safety at the site level, we have developed safety scorecards. In addition to common lagging indicators, such as injury performance, the scorecards highlight leading indicators such as observations and near-misses as well as other proactive actions taken at the site to ensure worker safety. Through these scorecards, operating companies share best practices between sites to improve worker safety measures. We are currently collecting this information primarily from U.S. sites and compile similar data on safety measures in place at certain sites outside the U.S. We began a more comprehensive approach to this initiative in 2019 and, in early 2020, we formed an EHS Council composed of representatives from across the Company to further this initiative, among other things, by developing a uniform tracking and reporting framework for our businesses and sites. In addition to our EHS Council, in 2016 we established a Safety Roundtable group to provide a space for operating companies to share best practices on worker safety.

Coperion Stuttgart Field Service has an ISO 45001 certification.



2019 Rolling Recordable Incident Rate



The table above includes the 2019 Rolling Recordable Incident Rate for Abel, Batesville, Coperion/Coperion K-Tron, Red Valve, Rotex Global, and TerraSource Global. Hillenbrand is currently gathering and analyzing safety data from the acquired Milacron businesses. Rolling Recordable Incident Rate is calculated on a 100-full-time-equivalent-employee basis.



In 2019, Coperion's Wytheville site was recognized by the U.S. Occupational Safety and Health Administration's (OSHA) Safety & Health Achievement Recognition Program (SHARP) for its exemplary safety and health programs.



Supporting Our Employees



At Hillenbrand, one of our employee-centric goals is to equip and empower people to reach their full potential. In addition to company-wide ethics training, employees engage in work-specific training based on their work site and operating company. This decentralized approach allows each operating company to implement the trainings most pertinent to the work employees are engaged in day-to-day. We understand that providing learning opportunities is essential to employee retention and the success of Hillenbrand.

We provide regular feedback to our employees and collaboratively discuss growth opportunities. During performance and career development reviews, we use our performance conversation framework: Clarity, Coaching, Commitment. We also encourage managers to check in with their employees throughout the year

with quick conversations. Using these reviews, we identify high-potential employees as well as those who could fit opportunities in a different operating company or location, and we conduct regular leadership succession planning.

As Hillenbrand continues to transform and integrate Milacron into one cohesive company, we are working to build a foundational and scalable human resources structure. To do this, we are investing in technology and infrastructure that will allow us to collect more detailed information on employee performance and analyze trends across operating companies as we seek to continually improve company performance and the employee experience.

For our top-performing employees, we hold leadership development programs, which include 90 to 120 hours of training on leadership, problem solving, innovation and how to embody Hillenbrand’s mission, Core Values and beliefs. Approximately 60 Hillenbrand employees a year participate in this program.





SUSTAINABLE DEVELOPMENT GOALS IN ACTION

Manufacturing Camp

Hillenbrand proudly participates in Manufacturing Camp with other Indiana-area businesses, an annual event that gives local middle schoolers the opportunity to learn about the career possibilities in manufacturing.

Students meet industry and business professionals who mentor them on soft skills needed in any career, such as time management and communication. Students then design their own production line to fill backpacks with school supplies that are distributed to students in need across the Company's headquarters region.

Through hands-on experiences, students learn about manufacturing careers while they support their fellow students and communities. Hillenbrand aims to empower all young men and women to pursue careers in manufacturing.

948 Backpacks

In 2019, Company volunteers helped students prepare nearly 1,000 backpacks filled with school supplies for donation to Batesville area youth.

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



Diversity and Inclusion, and Human Rights

In accordance with our Core Value of Individual Worth and Integrity, we aspire to be an inclusive and diverse workplace for all employees. We are integrating diversity throughout our employment practices, such as recruitment and training, and host events to open discussion and engagement by employees on these topics. As a manufacturing company, we also participate in educational programming to address the gender biases and stigmas that have historically prevented more women from pursuing careers within the industry.

We are also integrating diversity and inclusion throughout our other human resources processes. For our talent recruitment processes, our primary, enterprise-wide recruiters are trained and certified through AIRS Diversity & Inclusion certification to recruit a diverse slate of candidates for each open position. In addition, we are expanding our internship recruitment to different diverse institutions to encourage students from various backgrounds to consider a career in industrial manufacturing.

This commitment to diversity is embodied in our corporate governance standards, which require board members to be diverse in terms of gender and of race and ethnicity, and other characteristics, including background, perspective, knowledge, skills and experience.

Our annual ethics training includes course material regarding “respect in the workplace” an online and in-person training that outlines how we expect employees to treat each other, our customers and other stakeholders. We also worked with an outside diversity and inclusion consultant to conduct focus groups to discuss the meaning of diversity and related issues and concerns in the workplace. As part of our work with the consultant, we plan to offer inclusion training for our executive management team, supporting our goal that everyone throughout Hillenbrand is engaged in creating an inclusive workplace.

Employees can report concerns regarding discrimination in the workplace using our Code of Ethics and Compliance Help Line. Each complaint is logged and tracked, and an investigator is assigned to every case. Hillenbrand maintains a strict policy protecting employees against retaliation.

Hillenbrand’s recently adopted Global Human Rights Policy includes a commitment to maintaining harmonious relationships with all its employees, including the unions and workers’ councils representing those employees, and to eliminating the practice of child labor throughout our supply chain.

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.

Executive Management Team gender diversity ratio as of 12/31/2019 was **36%**





SUSTAINABLE DEVELOPMENT GOALS IN ACTION

Junior Ambassadors Program

In 2019, Hillenbrand partnered with the Batesville Community School Corporation (BCSC) to launch the Junior Ambassadors Program for local 4th and 5th grade students.

The Junior Ambassadors Program empowers the young leaders of tomorrow to understand the UN SDGs through a comprehensive curriculum on global sustainability issues. Students learn about these issues in a classroom environment and discuss how to be a part of the solution. Students read books recommended by the UN, conduct research, create projects, present findings and spread awareness of sustainability issues within their community.

Helping educate our employees and our communities about the importance and relevance of these goals to our people, products and planet is critical to Hillenbrand's sustainability journey.

35 Books

"We will use books as a tool to encourage students to interact with the world around them and help them make a difference in achieving global goals."

—Paul Ketcham, Superintendent of Batesville Community School Corporation

1 NO POVERTY



2 ZERO HUNGER



4 QUALITY EDUCATION



Environmental Responsibility

We are committed to protecting the environment in the communities in which we operate, and we seek to demonstrate our corporate citizenship by adhering to all environmental regulations and promoting environmental stewardship. By actively managing operational material efficiency, energy usage, waste and recycling and environmental compliance, we believe that we can deliver products that exceed our customers' expectations while minimizing our impact on the environment. We believe that this enables our long-term business success, provides superior returns for our shareholders and upholds our responsibility to the communities in which we operate.

Given that a large portion of our business sells to the plastics industry, we are investing in new solutions that drive and adapt to the industry's transition away from single-use plastics. For example, in 2019, Coperion provided an African blown film manufacturer, Asahel Benin Sarl., with technology to produce sustainable, bio-based plastic films to comply with new regulations concerning packaging in Benin.



Energy and Emissions

With a global corporate footprint in more than 40 countries, we recognize our responsibility to reduce our energy usage and lower our greenhouse gas (GHG) emissions footprint. Our operating companies have implemented energy efficiency initiatives at various sites. For example, in 2019 one Hillenbrand site piloted a ten-hour, four-day work week, which is estimated to result in a 20% year-over-year energy reduction. Other operating companies also invested in energy-efficient lighting and we are looking into similar initiatives across our portfolio—underlining our commitment to efficiency and environmental responsibility.

We are improving mechanisms to collect uniform energy-related data across our businesses and better understand our enterprise-wide greenhouse gas footprint. When that process is complete, we anticipate disclosing related data.

Operational Material Efficiency and Recycling

Our operating companies are constantly searching for and discovering new, innovative ways to reduce and reuse waste from our production processes. Our Batesville business is utilizing scrap wood and sawdust either in our boilers to heat our own kilns for drying our lumber or is sending sawdust offsite to help heat other processes needed in other manufacturing settings. Batesville also re-melts and reuses some of its zinc trimmings from diecasting and recycles other materials such as steel and copper.

For materials that we cannot reuse, our operating companies aim to recycle them through site-specific initiatives. For example, when we acquired Milacron in 2019, that included the Milacron site in Batavia, Ohio, which had fully integrated recycling protocols into all of their assembly lines.

Our operating companies also work with our suppliers to reduce the use of plastic and foam packaging in packaging materials and in how materials are delivered to our sites. This work includes increasing the proportion of bulk shipments over individual shipments, which produce more waste.

Environmental Compliance

In recent years, we established management mechanisms to understand our environmental impacts and create relevant policies, including the recent adoption of our Global Environmental Policy, which reaffirms our commitment to comply with all applicable environmental laws and regulations. Our EHS Council has begun coordinating actions across our businesses and reports its findings to the SSC. Our environmental management processes are based on regulations and best available data and are proactive and precautionary in nature.

Hillenbrand also encourages a culture of collaboration between sites that enables various efficiency-related projects to be implemented in other sites. At each operating company, individuals tasked with driving the Hillenbrand Operating Model are also equipped with a Kaizen-based standardized tool kit to drive continuous efficiency improvements and coordinate to share best practices. Efficiency improvements often correlate with environmental benefits.

The Company's quarterly reviews of the businesses include discussion of energy usage from utilities, material reuse per person and scrap rate to calculate a standardized efficiency measure, which allows us to compare efficiency across our businesses, several of which have adopted and implemented environmental management systems. Certain Milacron Injection Molding & Extrusion locations have also earned and maintained their ISO 14001 certifications.





SUSTAINABLE DEVELOPMENT GOALS IN ACTION

Star-Spangled Symphony

The health and well-being of communities around the world is often related to access to cultural programming. Hillenbrand partnered with the City of Batesville and many others to host the Indianapolis Symphony Orchestra’s annual 4th of July celebration. More than 3,000 people from the communities surrounding the Company’s headquarters attended the free outdoor concert and festivities they might have otherwise had to travel long distances to experience.

Hillenbrand is dedicated to empowering local communities to embrace both the emerging and classical arts and knows the sustainability of rural communities is highly influenced by the ability to attract and retain talent despite growing urbanization.

3,000+

Attendees

“We continue to invest in arts and cultural opportunities as we inspire, engage, innovate and build quality of place. Our ongoing emphasis on arts and culture will enhance the quality of lives of our current workforce and attract future employees.”

—Joe A. Raver, President & CEO, Hillenbrand

11 SUSTAINABLE CITIES AND COMMUNITIES



8 DECENT WORK AND ECONOMIC GROWTH



In 2020, the COVID-19 pandemic presented challenges to the Hillenbrand team unlike any we have previously experienced.

We rose to the occasion and believe that we are well-positioned to manage through these challenges and be in a good position when the environment improves.

We are especially proud of how we have been able to apply our core competency in manufacturing complex and essential components to the global response to the COVID-19 pandemic. Several of our businesses were able to quickly provide molds and other components to assist in the manufacturing of personal protective gear, ventilators and other equipment needed to fight COVID-19. Additionally, many of our businesses provided components to manufacture testing equipment, a critical aspect of the public health response to this crisis. Across the board, Hillenbrand companies did their part to provide critical tools, expertise and charitable support to help fight the virus.

Last and most important, the safety of our employees and their families has been paramount. Throughout the crisis, we have had comprehensive plans in place to screen our people and make sure that those who had to work on-site were kept as safe as possible. As we started ramping back up to full capacity and returning to work, we did so gradually, safely and in alignment with the guidance of public health professionals and regulatory authorities.

We used this crisis as an opportunity to showcase our Core Values and beliefs, to pull together under trying times and show the world what the Hillenbrand team can accomplish.



United Nations Global Compact Index

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT		PAGE NUMBERS
<i>Human Rights</i>		
Principle 01	Businesses should support and respect the protection of internationally proclaimed human rights	<i>Our approach to human rights is consistent with the principles of the UN Universal Declaration of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. Pages 17–24</i>
Principle 02	Make sure that they are not complicit in human rights abuses	<i>We require all members of our value chain to comply with all applicable rules and regulations. Pages 17–24</i>
<i>Labor</i>		
Principle 03	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<i>Page 23</i>
Principle 04	The elimination of all forms of forced and compulsory labor	<i>Pages 17–24</i>
Principle 05	The effective abolition of child labor	<i>Pages 23</i>
Principle 06	The elimination of discrimination in respect of employment and occupation	<i>Page 23</i>
<i>Environment</i>		
Principle 07	Businesses should support a precautionary approach to environmental challenges	<i>Page 26</i>
Principle 08	Undertake initiatives to promote greater environmental responsibility	<i>Pages 25–26</i>
Principle 09	Encourage the development and diffusion of environmentally friendly technologies	<i>Pages 25–26</i>
<i>Anti-corruption</i>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	<i>Page 14</i>



Cautionary Note on Forward-Looking Statements

Throughout this document, we make a number of “forward-looking statements” that are within the meaning of Section 27A of the Securities Act of 1933, as amended (the “Securities Act”), Section 21E of the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995, and that are intended to be covered by the safe harbor provided under these sections. As the words imply, these are statements about future sales, earnings, cash flow, results of operations, uses of cash, financings, share repurchases, ability to meet deleveraging goals and other measures of financial performance or potential future plans or events, strategies, objectives, beliefs, prospects, assumptions, expectations, and projected costs or savings or transactions of the Company that might or might not happen in the future, as contrasted with historical information. Forward-looking statements are based on assumptions that we believe are reasonable, but by their very nature are subject to a wide range of risks. If our assumptions prove inaccurate or unknown risks and uncertainties materialize, actual results could vary materially from Hillenbrand’s (the “Company”) expectations and projections.

Words that could indicate we are making forward-looking statements include:

intend	believe	plan	expect	may	goal	would	project
become	pursue	estimate	will	forecast	continue	could	anticipate
target	impact	promise	improve	progress	potential	should	encourage

This is not an exhaustive list, but is intended to give you an idea of how we try to identify forward-looking statements. The absence of any of these words, however, does not mean that the statement is not forward-looking.

HERE IS THE KEY POINT:

Forward-looking statements are not guarantees of future performance, and our actual results could differ materially from those set forth in any forward-looking statements.

Any number of factors, many of which are beyond our control, could cause our performance to differ significantly from what is described in the forward-looking statements. For a discussion of factors that could cause actual results to differ from those contained in forward-looking statements, see the discussions under the heading “Risk Factors” in Item 1A of Part I of the Company’s Form 10-K filed with the U.S. Securities Exchange Commission (“SEC”) on November 13, 2019, and in Item 1A of Part II of the Company’s Form 10-Q for the quarter ended June 30, 2020 filed with the SEC on August 5, 2020, as well as other risks and uncertainties detailed in our other filings with the SEC from time to time. The forward-looking information in this document speaks only as of the date covered hereby, and we assume no obligation to update or revise any forward-looking statements.

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