

## COMPLIANCE WITH CALIFORNIA'S "TRANSPARENCY IN SUPPLY CHAIN" LAW

Hill-Rom strives to maintain a culture of compliance with all applicable laws, rules, and regulations, and the highest standards of ethics and business conduct with respect to forced labor and human trafficking and slavery. Hill-Rom expects its suppliers to conduct their businesses not only in a lawful manner, but also in compliance with the same high standards of integrity and ethics.

Hill-Rom does not encourage, endorse, or support any form of forced labor, human trafficking, or slavery in our operations or in our supplier networks. Hill-Rom takes a number of steps to ensure that its supply chain is operating in an ethical manner with respect to human trafficking and slavery, including, but not limited to:

- Hill-Rom formally manages an approved supply base in accordance with a documented quality management system. Hill-Rom conducts surveys of suppliers and performs onsite audits of select suppliers to assess whether these suppliers have quality management systems in place that are adequate to meet our requirements. These quality assessments cover child labor, prison labor, and potential human rights risks and are conducted by Hill-Rom and not a third party.
- Supplier contracts include language that permit Hill-Rom to access facilities at which any products and services provided to Hill-Rom are manufactured and delivered to assess suppliers' compliance with documented quality systems requirements. Hill-Rom is currently evaluating the need to audit compliance with company standards for human trafficking and slavery.
- Supplier contracts require suppliers to comply with all applicable laws, rules and regulations, and specifically to comply with the international workplace standards put forth by Social Accountability International in its policy statement, Social Accountability 8000.
- We have incorporated rules against forced labor into our Global Code of Conduct, which we expect all of our suppliers to adhere to. Our Global Code of Conduct requires Hill-Rom and our suppliers to comply with all applicable laws and regulations and to act with the highest standards of business conduct, and specifically prohibits Hill-Rom and any suppliers working on our behalf from using forced labor. All employees receive formal training on the Global Code of Conduct.
- Employees have a duty to report any known or suspected violation of the Global Code of Conduct, or any laws, rules or regulations applicable to Hill-Rom. Reporting such violations helps to safeguard the reputation and integrity of Hill-Rom and its employees. All reports of alleged violations will be appropriately investigated by Hill-Rom. If the results of an investigation indicate that corrective action is required, Hill-Rom will decide the appropriate steps to take, including discipline, dismissal, and possible legal proceedings. If appropriate, the investigation may be turned over to the applicable outside authorities, and outside investigators may assist in the inquiry. Disregard or deliberate ignorance of the law is not tolerated and may lead to disciplinary action.

Hill-Rom takes the issues of human trafficking and slavery very seriously. We will continue to do our part by appropriately monitoring our supply chain in an effort to eradicate human trafficking and slavery.