

EQUAL EMPLOYMENT OPPORTUNITY-AFFIRMATIVE ACTION POLICY

To: All Employees

From: John Groetelaars

Re: 2018-2019 EQUAL EMPLOYMENT OPPORTUNITY-AFFIRMATIVE ACTION POLICY STATEMENT AND COMPLAINT PROCEDURE

This memo reaffirms the full support of Hill-Rom and every member of our management team to Hill-Rom's affirmative action programs and policy of nondiscrimination and equal opportunity. Hill-Rom will provide equal employment opportunity to qualified individuals in all personnel practices, including recruitment, selection, promotion, training, tuition assistance, compensation, benefits, transfer, layoff, termination, and social and recreational programs. Our policies and practices will be free from unlawful discrimination based upon race, color, ethnicity, religion, creed, sex (including pregnancy, childbirth or related medical conditions), national origin, immigration status, ancestry, age, marital status, protected veteran status, military service, disability, medical condition, genetic information, sexual orientation, gender identity, or any basis prohibited under federal, state or local law. Our employees as well as applicants and others with whom we do business will not be subjected to sexual, racial, religious, ethnic, or any other form of harassment. In addition, Hill-Rom provides reasonable accommodation for qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA) and state and local law.

Equal opportunity can only be achieved through leadership, commitment and implementation of an affirmative action program. Our affirmative action programs covering minorities, women, individuals with disabilities, and protected veterans, all have been adopted in compliance with applicable laws and regulations. They set forth specific affirmative action and equal employment opportunity responsibilities of managers, supervisors, and all employees. All employees are expected to demonstrate commitment to our affirmative action efforts to assure that equal opportunity is available to all, to encourage diversity within Hill-Rom, and to demonstrate sensitivity to and respect for others.

I have designated Pamela Davidson, Associate General Counsel, as Hill-Rom's equal employment opportunity officer ("EEO Officer"). She will be responsible for designing, coordinating the implementation of, and monitoring our progress under our affirmative action programs. Pamela will report periodically to me and the other members of our top management team on these matters.



Hill-Rom will not tolerate statements or actions that create a discriminatory or harassing work environment. Nor will Hill-Rom tolerate any coercion, intimidation, interference or other retaliation for making a complaint or assisting in any investigation of unlawful discrimination or harassment. If any employee believes that our policies prohibiting discrimination, harassment or retaliation have been violated, he or she is expected to immediately bring the matter to the attention of our Compliance Department at 1.866.433.8442. Hill-Rom will investigate and take appropriate action in response to such complaints. Employees who violate our policies prohibiting discrimination, harassment or retaliation will be subject to appropriate disciplinary action, which may be immediate termination.

We look forward to working with you in compliance with these programs we have established. Thank you for your support of our efforts.

A handwritten signature in black ink, appearing to read "John S.", with a long horizontal flourish extending to the right.