



Slavery and Human Trafficking Disclosure Statement

This statement is made pursuant to Section 54 of the U.K. Modern Slavery Act of 2015 and sets out the steps Hillrom has taken during the fiscal year ending on 30 September 2020 toward ensuring that slavery and human trafficking is not taking place in Hillrom's supply chains or in any part of its operations. References in this statement to "human trafficking and slavery" are intended to encompass any form of coerced labor.

Our Business

Hillrom is a leading global medical technology company whose products, services and more than 10,000 employees worldwide help enhance outcomes for patients and their caregivers. Our products include med-surg, intensive care unit, and specialty bed systems and surfaces, safe patient handling equipment and mobility solutions, patient monitoring and diagnostic technologies, operating room tables, operating room lights, pendants, and positioning devices and other operating room accessories. Given the breadth of Hillrom's product portfolio, Hillrom's extensive and complex supply chain is made up of thousands of suppliers.

In the United Kingdom, Hillrom operates business through the following subsidiaries: Hill-Rom Limited, Welch Allyn Limited, and Welch Allyn, Ltd. This statement is intended to apply to all Hillrom businesses operating in the United Kingdom.

Our Policy on Slavery and Human Trafficking

Hillrom is committed to ensuring that slavery and human trafficking are not taking place in our supply chains or any part of our operations. Our commitment to human rights is outlined in the Hillrom Global Code of Conduct ("Global Code") and Global Third Party Code of Conduct and is reinforced through internal accountability mechanisms. Hillrom also communicates expectations of Conflict Minerals to applicable component suppliers. We expect our business partners to share our commitment to compliance with the same high standards of integrity and ethics.

Steps Taken to Mitigate the Risk of Slavery and Human Trafficking

- **We incorporate rules against child and forced labor in our Global Code of Conduct.** Every Hillrom employee is required to adhere to the standards set forth in the Hillrom Global Code, including our commitment to follow local labor and wage laws. The Global Code specifically prohibits the use of child and forced labor by Hillrom and our vendors and suppliers. The Global Code also explains the mechanisms available to report non-compliance with labor laws and human rights abuses to Hill-Rom's Global Compliance Office, including the Compliance Helpline. A strict anti-retaliation policy is followed, and reports may be made anonymously. Hillrom employees receive annual training on the Global Code.



- **Before awarding business to suppliers, we survey prospective suppliers about the presence of child and prison labor in their supply chain as part of our supplier questionnaire.** The results of those surveys are documented and used to select suppliers.
- **Our terms and conditions of our form supplier agreements include prohibitions on the use of forced labor and child labor.** For those supplier agreements that are based on Hillrom’s form agreements, our terms and conditions require our suppliers to conduct all employment and other activities related to its supply agreement with Hillrom in compliance with the standards of integrity and human rights set out in the Hillrom Global Code and the Ethical Trading Initiative Base Code. This includes, without limitation, prohibitions on using child labor or forced labor of any kind, excessive working hours, discrimination, harassment, and other harsh or inhumane treatment. Our standard terms and conditions enable Hillrom to terminate our relationship with any supplier for noncompliance with our policies or standards of ethical behavior.
- **Conflict Minerals.** Hillrom is also committed to the objectives of implementing responsible supply chains for minerals from conflict-affected and high-risk areas. “Conflict minerals” originating from the Democratic Republic of Congo (“DRC”) are sometimes controlled by armed groups to finance the ongoing conflict in the DRC and adjoining countries. Some of these minerals end up in the supply chain of products including those in our industry. We recognize that conflict minerals bring an increased risk of modern slavery. Hillrom has implemented processes to be consistent with OECD due diligence requirements and has conducted reasonable country of origin inquiry for smelters/refiners reported in our supply chain.

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