

SUSTAINABILITY

We are passionate about protecting people, setting ourselves ambitious goals to transform our company and to protect sustainably both employees and the environment we live in. Ansell has put sustainability at the heart of its business with our purpose: thinking of people and planet first.

In FY22, Ansell embarked upon a broad range of important initiatives within our workstreams of People, Planet and Product. Foundational activities and capital investments in previous years has meant the Company is now solidifying its industry-leading position in responsible and sustainable practices.

Read more in our 2022 Sustainability Report and Modern Slavery Statement, to be released in September 2022 and November 2022, respectively.

EcoVadis awarded Ansell a silver medal, placing Ansell in the

top 6% of companies
in our applicable industry¹, and in the
top 25% of 90,000 companies

assessed worldwide by EcoVadis.



1. EcoVadis classified Ansell in the "other manufacturing n.e.c. (nowhere else classified)" industry.



PEOPLE

This year, we progressed our **safety** strategy and further drove maturity and leadership in our safety culture, increasing engagement and accountability amongst non-EHS specialists at the plants.



Management of COVID-19 remained a dominant concern, and making vaccines available worldwide is a key priority:

94%

OF ANSELL'S MANUFACTURING EMPLOYEES HAVE RECEIVED TWO COVID-19 VACCINATIONS

56%

OF ANSELL'S MANUFACTURING EMPLOYEES HAVE ALSO RECEIVED A BOOSTER VACCINATION

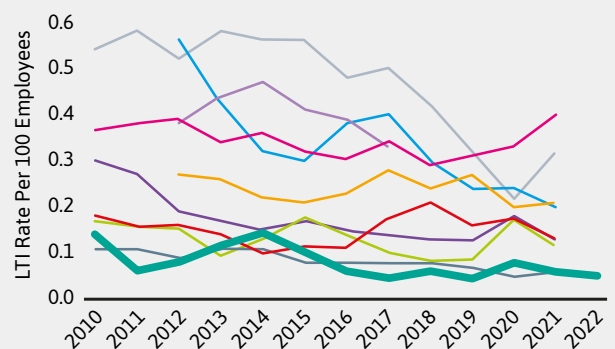
LOWEST MEDICAL TREATMENT INJURY (MTI) IN 10 YEARS

0.161

CONTINUED YEAR ON YEAR DECREASE IN LTI

0.051

Lost Time Injuries (LTI)



A comparison of Ansell's Lost Time Injuries performance against that of comparable market-leading global manufacturers drawn from publicly available website data. Note data as of June 2022.

The industry Ansell operates in, and the location of many of our operations and suppliers, expose us to higher risks of labour exploitation. Ansell is committed to respecting human rights and will not tolerate conditions of modern slavery. These are complex, systemic issues, and as a market leader Ansell is acting to promote high labour standards across our operations, supply chain and the wider industry.

We maintained robust progress on multi-year **labour rights** initiatives. Recognising that Ansell operates in locations at a higher risk of labour exploitation, in FY22 we prioritised implementation of our Labour Standards Management Framework and our Supplier Management Framework (SMF). Both are founded on respect for human rights and are intended to promote high labour standards across our operations and supply chain.

For our own operations, we use third-party audits as a critical tool for continuous improvement. Ansell plants undergo third party Sedex Members Ethical Trade Audits (SMETA) audits and in FY23 we are introducing independent, third-party forced labour assessment against the International Labour Organization (ILO) Indicators of Forced Labour (forced labour assessments). Both SMETA and forced labour assessment methodologies are developed based on the ILO Indicators of Forced Labour, but are executed via a different approach and methodology.

Review of migrant worker recruitment fee remediation program

In FY20, Ansell was one of the first organisations in our industry to reimburse migrant workers who had paid recruitment fees to agents in their home countries. In FY22, we commissioned ELEVATE to review our remediation program. The review identified that while our initial approach to remediation was mostly aligned with emerging best practices at the time, the amounts remediated to migrant workers from Myanmar and Indonesia at our Malaysian plants were lower than the average reported by workers from the Malaysian medical product sector as per ELEVATE’s benchmarks. Accordingly, Ansell has committed to reimburse the difference and seek third-party verification from ELEVATE that the payment is complete.



Ansell condemns all forms of modern slavery and human rights abuses, including the use of forced labour. We consistently communicate to suppliers our expectations for having effective systems in place for ensuring the highest standards of health and safety of all workers and remediating human rights abuses identified in their supply chains. To date, we have seen improved labour standards amongst our suppliers.

Ansell recognises that modern slavery is a profoundly complex issue that requires collaboration and time to rectify and effect lasting industry-wide changes. Therefore, we remain committed to working with the entire international community, industry partners, governments, and non-government organisations to promote a coordinated approach to addressing the root causes of human rights abuses in our industry.



Ansell joined leading global players in the rubber glove industry as a founding member of the Responsible Glove Alliance

In March 2022, the Responsible Glove Alliance (RGA) was launched with seven founding members, including Ansell, and the support of the Responsible Business Alliance. The RGA is a collaborative industry initiative to prevent and remediate forced labour and drive transformational change on labour rights in the glove industry in Malaysia.

SUSTAINABILITY CONTINUED

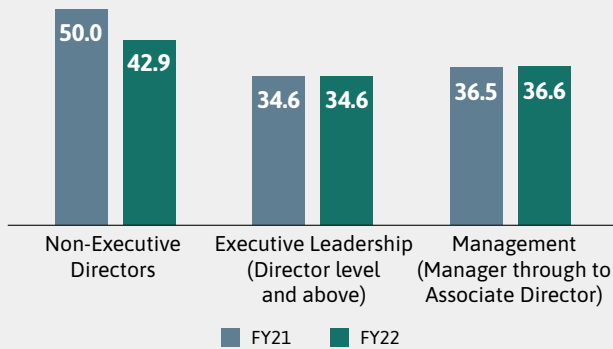
Last year we reported our highest **employee engagement** score of 70% for combined production and professional employees, from which we identified areas for improvement and implemented more than 200 actions. These actions span across focus areas of Decision Making and Prioritisation, Reward & Recognition, Collaboration, Empowerment and Senior Leader Visibility.

Shifted learning approach

We deployed Ansell Production System (APS), starting with our plant in Sri Lanka. APS will upskill shop floor and line teams, advancing capabilities of our workforce.

Expanding our **diversity, equity and inclusion (DE+I)** program beyond gender, we seek to ensure a more inclusive workplace for all employees. We launched a regional network approach, with employee-led DE+I groups in office hubs and operations to drive implementation of our policy and programs. Notwithstanding, the shift to a broader diversity and inclusion focus, Ansell has not lost sight of its commitment to advancing women at all levels. We have exceeded or progressed toward our established female representation targets, with Director and above positions at 35% (target: 30%) and Manager to Associate Director at 37% (target: 40%).

% Women in leadership (as at 30 June 2022)



Ansell’s mission-driven employees make an impact that makes a difference to customers, end-users, and **community**:

Project Joy

Building on Ansell’s promise to keep workers safe, Project Joy has been providing customised PPE solutions for workers with unique safety needs on a small scale for several years in the United States. We are now expanding Project Joy globally as part of our DE+I commitments.

Operation Smile

Ansell donated examination and surgical gloves to help one of the world’s largest volunteer-based organisations to provide free, safe surgeries for children born with cleft lips, cleft palates and other facial deformities. Operation Smile has a presence in more than 60 countries.

Communities in distress

When disaster and disruption strikes, Ansell will seek ways to step in to help with financial and product donations, especially in areas where our employees live and work. When flooding inundated areas across Malaysia, Ansell donated USD 10,000 to the Malaysian Red Cross and supported 30 employees in Cyberjaya, Melaka and Shah Alam whose homes were severely damaged. Similarly, we are providing financial assistance and other support to ensure Sri Lankan employees can obtain food, medicine and essential items during the economic crisis in Sri Lanka, and we are monitoring the needs of our employees in that country closely. Ansell people step up as well. Recently, employees from our Krakow site provided volunteer assistance to Ukrainian refugees arriving in Poland.

