

28 August 2024

Manager Companies  
Company Announcements Officer  
ASX Limited  
Level 4, 20 Bridge Street  
SYDNEY NSW 2000

**ANSELL LIMITED (ANN)**  
**2024 Sustainability Report & Sustainability Management Approach Report**

Please find attached for release to the market Ansell Limited's FY24 Sustainability Report and Sustainability Management Approach Report.

This announcement was authorised for release by the Board of Directors of Ansell Limited.

Yours sincerely

A handwritten signature in black ink, appearing to be "Catherine Stribley", is positioned below the "Yours sincerely" text.

Catherine Stribley  
**Company Secretary**  
**Ansell Limited**



SUSTAINABILITY  
REPORT  
2024



# About this report

This report covers Ansell's sustainability performance for the period 1 July 2023 – 30 June 2024. Unless otherwise stated, all disclosures made within the report cover Ansell Limited and the entities it controlled during the reporting period. A complete list of entities Ansell controlled during the reporting period is set out in our 2024 Annual Report.

The structure and content of this report were reviewed by responsible members of the Executive Team and by the Board's Sustainability & Risk Committee, with the Ansell Board approving the final report.

This report is in accordance with the Global Reporting Initiative (GRI) Standards 2021, as detailed in the GRI index (refer to 2024 Sustainability Management Approach Report). Information on our management approach for all material topics can be found in our separate Sustainability Management Approach Report.

## Acknowledgement of Country

We acknowledge and respect the traditional lands and cultures of First Nations peoples in Australia and globally. We pay our respects to Elders past and present and recognise First Nations peoples' longstanding and ongoing spiritual connections to land, sea, community and Country.

Appreciation and respect for the rights and cultural heritage of First Nations peoples is essential to the advancement of our societies and our common humanity.

In FY22, we reported in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Updates to our climate disclosures for FY24 are available in the Director's Report of our 2024 Annual Report and on page 42 of this report; however, for our full TCFD disclosure please see our 2022 Sustainability Report.

All financial data in this report is expressed in USD and environmental data is shown in metric units unless otherwise stated.

At Ansell, we report our sustainability progress annually. Our 2023 Sustainability Report was released on 1 September 2023, and all our prior sustainability reports can be accessed on our website.

Ansell is a participant of the United Nations Global Compact and supports the role of business in working alongside governments and civil society to achieve the United Nations Sustainable Development Goals (UN SDGs).

We value your feedback on Ansell's sustainability performance and the 2024 Sustainability Report. To provide feedback or for any questions regarding this report, please contact:

**Catherine Stribley**  
VP, Corporate Governance, Social Responsibility & Company Secretary  
Email: [catherine.stribley@ansell.com](mailto:catherine.stribley@ansell.com)

**Nora Schiess**  
Senior Director, Marketing  
Email: [nora.schiess@ansell.com](mailto:nora.schiess@ansell.com)

## We contribute to our seven priority UN SDGs through our material topics<sup>1</sup>:



### People

Employee health and safety

Labour rights

Diversity, equity, inclusion and Employee engagement

Community engagement and investment

### Planet

Energy and emissions

Climate risk

Biodiversity

Water

Waste

Innovation and product stewardship (including product quality and safety)

1. Full details on our material topics is disclosed in our 2024 Sustainability Management Approach Report.

## Reporting suite

Ansell's complete reporting suite is available on our [website](#) and includes:

- [2024 Annual Report](#)
- [2024 Labour Rights Report](#) (and Modern Slavery Statement)
- [2024 Sustainability Management Approach Report](#)
- [2024 Corporate Governance Statement](#)



Click covers to view

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# Statement from the CEO



**Pioneering sustainable practices is challenging, yet our teams demonstrated resilience and innovation this year.**

**14%**

Reduction in Scope 1 and 2 greenhouse gas emissions from FY20 baseline (excluding our new plant, Ansell Seremban)

**6**

Styles redesigned, totaling more than 29 million units in sales, to incorporate recycled yarns

As I reflect on FY24, I am proud of the significant progress Ansell made towards the 2040 Sustainable Action Plan targets first announced in FY23. Each step in our journey is a step towards a safer, more sustainable future, and it has been very rewarding to see our employees' dedication to creating a lasting, positive impact on our planet and communities.

This year, we achieved several notable milestones, including 14% reduction in Scope 1 and 2 greenhouse gas emissions from our FY20 baseline (excluding our new plant, Ansell Seremban) and the submission of a formal letter of commitment to the Science Based Targets Initiative (SBTi), confirming Ansell's intention to set an end-to-end value chain Net Zero target, making good on our promise to expand net zero targets beyond Scope 1 and 2. We also introduced six products featuring recycled yarn, and received extremely positive customer feedback on our recently launched Ansell Earth platform. This platform offers science-based claims for select products, highlighting the measures we are taking to produce them more sustainably and helping customers make informed product choices.

It was also very satisfying to receive recent independent recognition of the status of our sustainability efforts from two of the most respected sustainability rating agencies

in the form of a Gold Medal from EcoVadis and inclusion in Morningstar Sustainalytics' ESG Top-Rated Companies list. In both cases these assessments put us in the top decile of all companies rated.

Pioneering sustainable practices is challenging, yet our teams demonstrated resilience and innovation this year, navigating changes in renewable energy certifications in Malaysia, driving an increased uptake of sustainable fuel wood sourcing standards amongst suppliers in Sri Lanka, and addressing issues with new reverse osmosis systems at our plants.

We also made substantial progress towards creating safe, respectful, and inclusive workplaces. Our ambition to implement a maximum 60-hour work week for production workers across our plants has progressed with now 9 out of 14 plants observing a maximum 60-hour work week. Under our Supplier Management Framework, we raised our performance assessment standards to benchmark our supply chain standards against best practices and emerging issues, and we continued to broaden the coverage and scope of our due diligence activities, enhancing our visibility into employment practices and working conditions across more of our supply chain. In addition, we implemented

Zero Harm, a three-year program empowering Ansell production workers to mitigate injury risks.

As you review the case studies and progress reports in the following pages, you will learn more about our successes and challenges in reshaping our industry through investments in renewable energy, initiatives for waste reduction and recycling, and the promotion of responsible sourcing practices. I encourage you also to read the Labour Rights Report and the Sustainability Management Approach Report for more details on these topics. Delivering against ambitious sustainability objectives is not straightforward and we will continue to encounter obstacles, however we remain steadfast in our commitment to collaborating with stakeholders to empower people and safeguard our planet for future generations.

**Neil Salmon**  
Managing Director and Chief Executive Officer

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# About Ansell

## LEADING THE WORLD TO A SAFER FUTURE

For over 130 years, Ansell has delivered advanced protection solutions to people at work and at home, keeping them out of harm's way.

As the safety industry evolves, so does Ansell. We help workers and organisations stay two steps ahead of challenges, from workplace safety to sustainable work practices.

We operate across two business segments:

[LEARN MORE ↗](#)

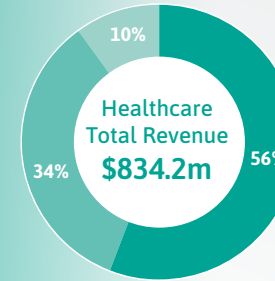
1. Includes single use gloves used by industrial workers in manufacturing, auto repair, chemical, food processing and other industries.



### Healthcare Segment

The Healthcare Segment manufactures and markets innovative solutions for a wide range of customers, including hospitals, surgical centres, dental surgeries, veterinary clinics, first responders, manufacturers, auto repair shops, chemical plants, laboratories and life science & pharmaceutical companies.

The portfolio includes surgical gloves, single use and examination gloves<sup>1</sup>, and products for life science companies including clean and sterile gloves, garments, and consumables.



- Exam/Single Use<sup>1</sup>
- Surgical
- Life Sciences

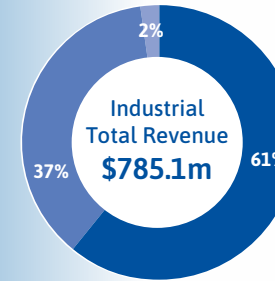
- MICROFLEX<sup>®</sup>
- TouchNTuff<sup>®</sup>
- MICRO-TOUCH<sup>®</sup>
- SANDEL<sup>®</sup>
- GAMMEX<sup>®</sup>
- ENCORE<sup>®</sup>
- MEDI-GRIP<sup>®</sup>
- BioClean
- Primus



### Industrial Segment

The Industrial Segment manufactures and markets high-performance hand and chemical protective clothing solutions for a wide range of industrial applications.

Ansell protects workers in industries including automotive, chemical, metal fabrication, machinery and equipment, food, construction, mining, oil & gas, utilities, logistics, and first responders.



- Mechanical
- Chemical
- Others

- HyFlex<sup>®</sup>
- AlphaTec<sup>®</sup>
- ACTIVARMR
- RINGERS GLOVES
- EDGE<sup>®</sup>
- inteliforz

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### Recent Awards



Recognised by Morningstar Sustainability as ESG Top-Rated Companies List for 2024

5th percentile in our Industry (Healthcare)



Awarded EcoVadis Gold Medal in 2024

Top 5% of companies assessed by EcoVadis

Top 2% in our industry category\*

\* EcoVadis classified Ansell in 'other manufacturing n.e.c. (no where else classified)' industry



SEAL Environmental Initiative Award for our SMARTPack™ for surgical gloves

SEAL Sustainable Product Award for our MICROFLEX® 31-103 compostable glove



Frost & Sullivan recognises Ansell as 2024 Global Company of the Year Award in global healthcare supplies industry

Blackwoods

Ansell recognised as 'Sustainability Partner of the Year' by Blackwoods at the 2023 Blackwoods Supplier Awards



Ansell receives SA Health's 2023 Environment, Social, and Governance (ESG) Positive Impact Award



Ansell recognised among Financial Times' Asia Pacific Climate Leaders 2024

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# Our global footprint

 Ansell presence

 Manufacturing facilities

 Corporate hubs

 Click to read what customers say about Ansell's sustainability journey

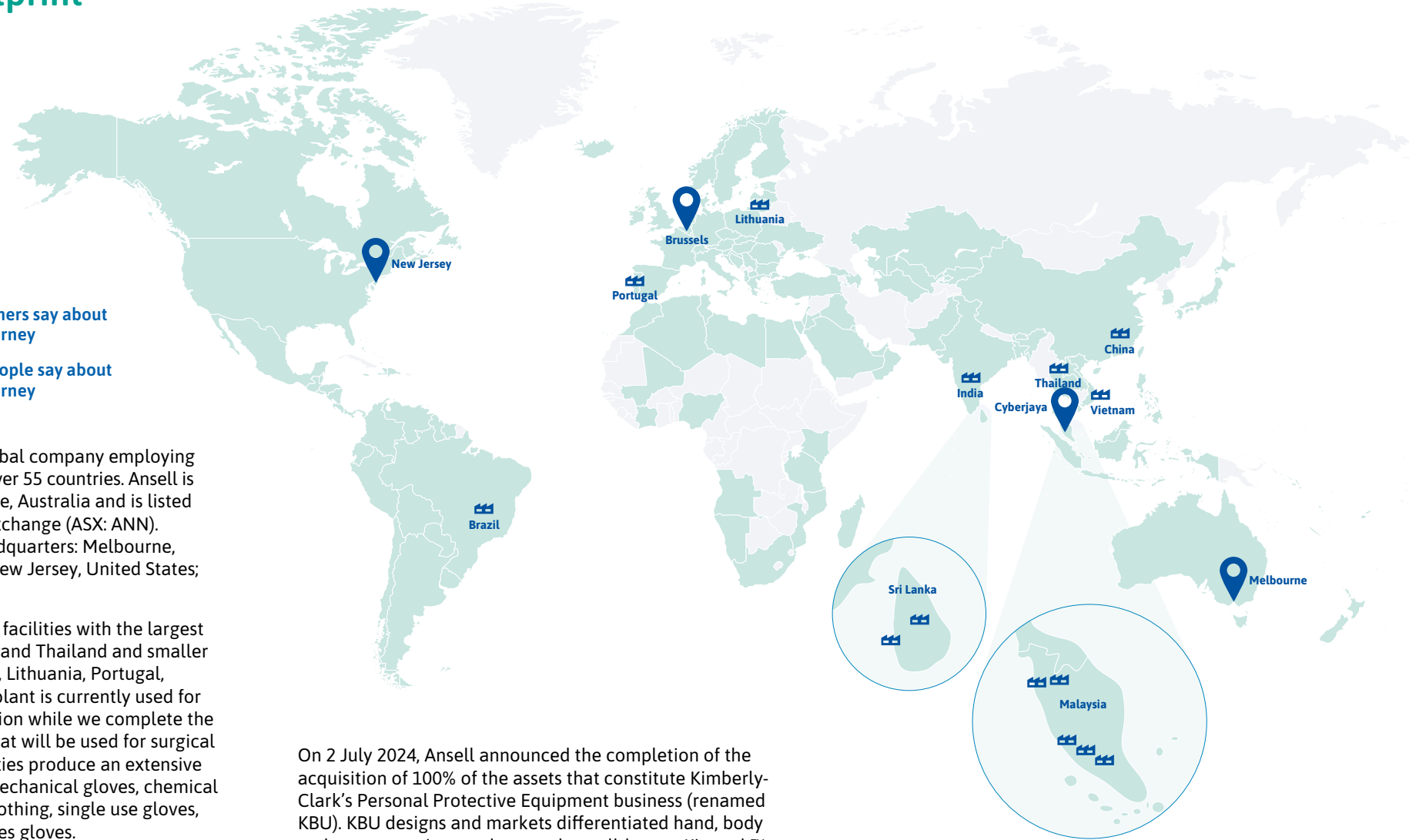
 Click to read what our people say about Ansell's sustainability journey

Ansell Limited (Ansell) is a global company employing more than 15,000<sup>1</sup> people in over 55 countries. Ansell is legally domiciled in Melbourne, Australia and is listed on the Australian Securities Exchange (ASX: ANN). Ansell has four corporate headquarters: Melbourne, Australia; Brussels, Belgium; New Jersey, United States; and Cyberjaya, Malaysia.

We operate 14 manufacturing facilities with the largest located in Malaysia, Sri Lanka and Thailand and smaller plants located in Brazil, China, Lithuania, Portugal, Vietnam and India. Our India plant is currently used for surgical packing and sterilisation while we complete the commissioning of new lines that will be used for surgical glove production. These facilities produce an extensive range of products including mechanical gloves, chemical gloves, chemical protective clothing, single use gloves, surgical gloves and life sciences gloves.

We also work with third parties for the supply of selected finished goods, predominantly exam and single use gloves.

On 2 July 2024, Ansell announced the completion of the acquisition of 100% of the assets that constitute Kimberly-Clark's Personal Protective Equipment business (renamed KBU). KBU designs and markets differentiated hand, body and eye protection products under well-known Kimtech™ and KleenGuard™ brands to customers in global Scientific (including Life Sciences) and Industrial segments.



1. Headcount inclusive of Ansell Seremban, formerly known as Careplus, for the first time.

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# 2040 Sustainability Action Plan

## People

We are a recognised leader for safe, respectful and inclusive workplaces in our industry.



### SAFE AND RESPECTFUL WORKPLACE

- **10% reduction** of Total Recordable Injury Frequency Rate (TRIFR)
- Each operational employee gives at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts
- **Promoting a diverse and inclusive workplace:** At least **40% women** representation in all levels
- Year-on-year progress in implementing **60-hour work week across all Ansell plants**<sup>1</sup>
- **100% of direct suppliers** meet Ansell's labour, health and safety standards ensuring decent work for their workers<sup>2</sup>



### SUPPORTING COMMUNITIES

- Responding to the needs of communities with **financial and product donations, disaster relief, and employee volunteerism**

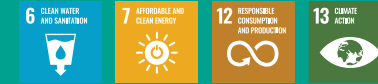
## Product

We create products for a safer and better protected world



## Planet

We pioneer new solutions that reduce our environmental impact across our operations and support a healthier planet.



### ZERO CARBON FUTURE

- **Net Zero emissions in our operations**<sup>3</sup>
- **Reduce dependence on fossil fuels:** 100% renewable electricity
- **Process efficiency:** All manufacturing plants to have certified Energy Management Systems (ISO 50001)
- **Value chain partnerships and policy advocacy** for climate and advancing for transition to zero carbon future
- **Zero waste to landfill** manufacturing plants
- **Material and process innovation/Product life cycle:**
  - Use less fossil materials, and more recycled and bio-based content materials
  - **80% of our new and updated products** are designed with reduced environmental impact
- **Packaging goal:** 100% of packaging material is **recyclable, reusable or compostable**



### CONSERVE NATURAL RESOURCES

- Reduce **water withdrawals** by 35%
- **Improved environmental stewardship** to reduce depletion and impacts on natural resources



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1. Defined by ILO60. ILO is the International Labour Organization.  
 2. In-scope suppliers based on Ansell's Supplier Management Framework (SMF).  
 3. Less than 10% use of offsets.

# Tracking against our Sustainability Action Plan

People		
Safe and Respectful Workplace		
Target	KPI Progress	Our actions during the year
10% reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030 (FY23 baseline)	<ul style="list-style-type: none"> <li>0.949 TRIFR in FY24 (130% increase from FY23: 0.413 TRIFR)</li> </ul>	Ansell has low injury and accident rates, and a long-term trend of consistent improvement. Progress stalled, however, in FY23 and FY24 when rates reverted to those seen in earlier years. Increases were largely due to changes at four plants, including the newly acquired Ansell Seremban, which had a higher accident rate that impacted overall figures. New safety protocols at the site led to over 66% reduction in accidents in FY24. Ansell will only be satisfied with zero accidents and we have applied FY24 lessons learned to improve future performance.
Each operational employee gives at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts	<ul style="list-style-type: none"> <li>145% safety observation engagement rate</li> </ul>	Our performance more than tripled from our FY21 baseline as we emphasised engagement on-site. This year, we set a new target of 150 ideas for every 100 employees as we continue to foster employee engagement and accountability in the next few years, including through safety tools such as APS and SOTERIA.
Year-on-year progress in implementing 60-hour work weeks across all Ansell plants <sup>1</sup>	<ul style="list-style-type: none"> <li>9 out of 14 plants are observing and practicing maximum 60-hour work weeks</li> </ul>	This year, both of our plants in Sri Lanka have implemented new shift schedules and monitoring to observe maximum 60-hour work weeks <sup>1</sup> . In the meantime, all Ansell plants are in compliance with local laws on working hours and rest days, and practice at least one rest day within seven days.
100% of direct suppliers meet Ansell's labour, health and safety standards ensuring decent work for their workers by 2027 <sup>2</sup>	<ul style="list-style-type: none"> <li>72% of in-scope finished goods suppliers are rated 'A' or 'B'</li> <li>69% of in-scope raw material suppliers (packaging, yarn and liners, latex and chemicals) are rated 'B'</li> </ul>	We measure the compliance of our suppliers against Ansell standards based on suppliers achieving an 'A' or 'B' rating through performance assessments as part of our Supplier Management Framework. This year we raised our standards for 'A' and 'B' rated suppliers, as we continuously benchmark our supply chain standards against best practices and emerging issues. The result is a re-categorisation of some suppliers from 'A' and 'B' to 'C' risk ratings.
Promoting a diverse and inclusive workplace: At least 40% women representation in all levels by 2030	Representation of women: <ul style="list-style-type: none"> <li>40% at Manager to Associate Director</li> <li>35% at Director to VP</li> <li>22% in Executive Leadership</li> <li>50% on Board of Directors</li> </ul>	Female representation has improved in FY24 at the Associate Director, Director and Vice President (VP) levels – each approaching or achieving the 40% target. We look to sustain our momentum by ensuring a balanced slate of candidates for open positions and focusing efforts on retaining and developing our female talent with programs such as Work on Your Terms and WeCan.

Supporting Communities	
Target	KPI Progress
Responding to the needs of communities with financial and product donations, disaster relief, and employee volunteerism	<ul style="list-style-type: none"> <li>Monetary and product donations to areas of conflict and stricken by natural disasters</li> <li>Project Joy gloves made for 11 workers with differently shaped hands</li> <li>Australian Indigenous Program: Sold 377,558 pairs of gloves in special edition indigenous packaging styles, with monetary donations from each pair of gloves plus additional corporate donations, contributing to funding Indigenous community programs</li> </ul>

1. Defined by ILO60. ILO is the International Labour Organization.  
2. In-scope suppliers based on Ansell's Supplier Management Framework.

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# Tracking against our Sustainability Action Plan continued

Planet		
Zero Carbon Future		
Target	KPI Progress	Our actions during the year
Net Zero emissions for our operations by 2040 (2020 baseline)	<ul style="list-style-type: none"> <li>14% and 6% decrease in Scope 1 &amp; 2 GHG emissions from restated<sup>1</sup> baseline FY20 and FY23 respectively (excluding Ansell Seremban)</li> <li>64,332MTCO<sub>2</sub>e emissions generated from Ansell Seremban, was added to our inventory in FY24, contributing 26% to our total Scope 1 and 2 GHG emissions (250,784MTCO<sub>2</sub>e)</li> </ul>	Decarbonisation efforts and a decrease in production drove continued reductions in emissions, with 50% renewables in our energy mix today (excluding Ansell Seremban). FY24 results were tempered by the inclusion of Ansell Seremban in our reporting boundary this year, as the plant is yet to adopt our decarbonisation approach. We are in the process of conducting feasibility studies and preparing investment plans at the plant.
Reduce dependence on fossil fuels: 100% renewable electricity by 2040	<ul style="list-style-type: none"> <li>31% renewable electricity (excluding Ansell Seremban)</li> <li>29% renewable electricity (including Ansell Seremban)</li> </ul>	When Malaysia's Green Electricity Tariff was reinstated in May 2024, after a brief suspension, Ansell re-subscribed for a lower volume and purchased additional energy attribute certificates from Malaysia in the form of International Renewable Energy Certificates, ensuring that four plants in Malaysia continue to consume 100% renewable electricity. Including these plants, a total of 7 Ansell plants consume 100% renewable electricity.
Process efficiency: All manufacturing plants to have certified Energy Management Systems (ISO 50001) by 2028	<ul style="list-style-type: none"> <li>4 out of 14 plants are now certified ISO50001</li> </ul>	Certified three plants in Thailand, Portugal and Melaka in Malaysia in FY24, in addition to our first plant certified in FY23, Ansell Textiles Lanka in Sri Lanka.
Value chain partnerships and policy advocacy for climate and advancing for transition to zero carbon future	<ul style="list-style-type: none"> <li>Formally committed to the SBTi to set science-based net zero targets for our value chain</li> </ul>	Scope 3 represents over 80% of our total GHG emissions. Ansell is actively conducting studies, collaborating with suppliers, and evaluating product lifecycles to establish Scope 3 targets.
Zero Waste to Landfill (ZWL) for all manufacturing plants	<ul style="list-style-type: none"> <li>Maintained 12 of our 14 plants as certified ZWL (2 new plants not yet certified)</li> </ul>	Today, 99.8% of waste generated at Ansell certified plants are diverted from landfill <sup>3</sup> . We are currently implementing our waste management approach in Ansell Seremban. For Ansell Kovai, we will commence its certification process once the plant becomes fully operational.
By 2026, 80% of our new and updated products are designed with reduced environmental impact <sup>2</sup>	<ul style="list-style-type: none"> <li>60% of new and updated products are designed with reduced environmental impact<sup>2</sup></li> </ul>	Redesigned six styles, totaling more than 29 million units in sales, to incorporate recycled yarns.
Packaging goal: 100% of packaging material is recyclable, reusable or compostable by 2026	<ul style="list-style-type: none"> <li>97% of industrial and 100% of healthcare segments' outer case and inner dispenser packaging is recyclable, excluding plastic packaging required to protect product sterility or particulate cleanliness</li> </ul>	We continue to roll-out paper band packaging for mechanical gloves, now accomplishing Forest Stewardship Council (FSC) certification for 67.4% of our styles. This year we reconfigured our SMARTPack™ for sterile cleanroom PPE gloves.
Conserve Natural Resources		
Target	KPI Progress	Our actions during the year
Reduce water withdrawals by 35% by 2027 (2020 baseline) <sup>4</sup>	<ul style="list-style-type: none"> <li>13% increase in water withdrawals from baseline FY20<sup>4</sup></li> <li>0.27% decrease in water withdrawals from FY23<sup>4</sup></li> </ul>	Delays in operationalising Reverse Osmosis (RO) facilities resulted in increased water withdrawals from our FY20 baseline. While we are working to activate these RO systems in FY25, our target has been extended to 2027 to address these challenges. Ansell Seremban has a fully operational RO facility which already provides 24% of the plant's water needs. Our water stewardship goals focus on high water stress areas. Since Ansell Seremban has already achieved targets set for our other plants, our overall FY20 baseline for water withdrawals and our reduction target will continue to exclude Seremban.
Improved environmental stewardship to reduce depletion and impacts on natural resources	<ul style="list-style-type: none"> <li>100% sustainable biomass sourced for our high-pressure hot water generators (HWGs) in Sri Lanka</li> </ul>	Ansell worked with UNDP to launch Sri Lanka's first Sustainable Produced Fuel Wood Certification standard (SLS 1551:2016) in 2016. Today, all woodchip suppliers to our plant Ansell Lanka are certified.

1. In accordance with Annex D of ISO 14064-1:2018, Ansell restated our FY20-FY23 reported Scope 1 & 2 emissions to reclassify anthropogenic emissions from our biomass consumption, previously reported separately as biogenic emissions. The emissions factors associated with biogenic emissions have been updated to reflect the factors in IPCC's Sixth Assessment Report (AR6).

2. Made using less fossil-based material and more recycled or bio-based material when compared with gloves of a similar make.

3. FY24 waste metrics excludes Ansell Seremban and Ansell Kovai.

4. FY24 water metrics excludes Ansell Seremban.

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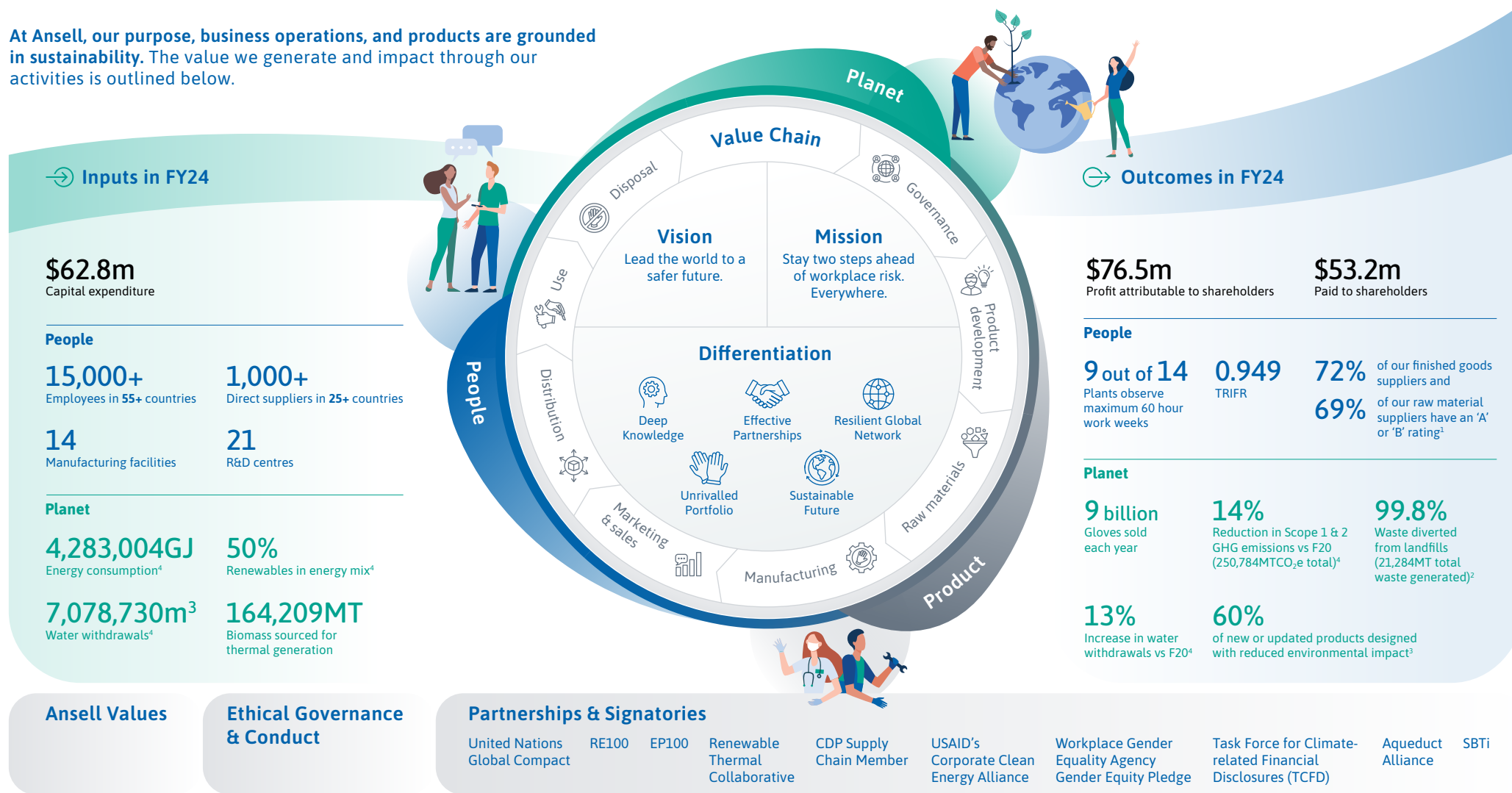
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# Value creation model

At Ansell, our purpose, business operations, and products are grounded in sustainability. The value we generate and impact through our activities is outlined below.



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1. A or B rating indicates suppliers meet Ansell's labour, health and safety standards.  
 2. FY24 waste metrics excludes Ansell Seremban and Ansell Kovai.  
 3. Made using less fossil-based material and more recycled or bio-based material when compared with gloves of a similar make.  
 4. Emissions, energy and water metrics exclude Ansell Seremban.

# Topics of interest to stakeholders during the year

## Understanding our stakeholders' priorities and keeping them informed about our environmental and social impact is integral to our operations.

Each year, Ansell engages a diverse set of stakeholders on a wide range of sustainability topics. Our focus is on addressing inquiries, delivering clear information, and fostering meaningful dialogue through various channels and touch-points.

As awareness of environmental and social challenges has grown, so has stakeholder interest in the impact of our operations. Ansell is committed to continuing to maintain open communication and transparency as we report out on progress against our sustainability targets each year. Here, we highlight some of the most common topics raised by our stakeholders this year.

### Employees

- Employee health and safety
- Diversity, equity and inclusion
- Labour rights in the supply chain
- Operational environmental performance
- Product innovation and environmental impacts

We have multiple touch points with employees on Ansell's sustainability strategies and progress, including town halls, webinars and educational training. We also connect with our people through DE&I activities and regional networks.

### Customers

- Product safety, health & environmental impact & claims
- Supply chain transparency
- Product recycling and end-of-life

Our product innovation and solutions, including the recent launch of Ansell Earth, has been of key interest to customers. Our more engaged customers visit our manufacturing sites and identify us as partners who support their sustainability journey.

We also held education and advocacy sessions with certain direct customers and customer industry groups to brief them on our sustainability strategy, including topics such as labour rights and modern slavery. At these engagement sessions, we shared learnings on transparent supply chains, risk assessments and how to engage with supply chain partners.

### Investors

- Compliance with environmental regulations
- Carbon footprint reduction strategies
- Transparency in sustainability reporting

We had over 10 direct meetings with investors this year with sustainability as a meeting topic, in addition to existing engagement channels with investors.

Investors are kept informed on Ansell's overall sustainability progress, including our operational Net Zero commitment, and management of modern slavery and labour standards in our operations and supply chain.

### Suppliers

- Compliance with environmental and labour standards & regulations
- Ethical sourcing & traceability
- Certification, reporting and audits

We conducted focused activities such as trainings, briefings, workshop sessions and top-to-top engagement to drive our value chain programs on topics ranging from Scope 3 engagement to labour rights due diligence.

Since the launch of the SMF in FY22, we conducted labour rights briefings for more than 350 suppliers. We also formed dedicated working groups for regular engagement with select raw material suppliers to accelerate our Scope 3 ambitions.

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# Governance and business ethics

**Ansell's Board and management have established a culture of integrity, transparency, and accountability, which permeates throughout the Company.**

Ansell's Board of Directors is responsible for overseeing the Company's strategy and its management of sustainability-related risks.

## Sustainability governance

**This year, the Board reviewed and monitored:**

- Labour standards performance across our internal operations and third-party supply chain, including visits to employee accommodation
- Our performance against environmental and safety targets
- New sustainable product development pipeline
- The Company's sustainability strategy
- ESG related investor ratings
- RGA progress
- Key sustainability risks and opportunities
- Progress in scope 3 assessment and analysis

**And made the following decisions:**

- Approved signing SBTi letter of commitment
- Approved revising water target to FY27
- Approved updates to the following policies: (updated) Supplier Code of Conduct, (new) Responsible Sourcing Policy and (updated) Diversity, Equity and Inclusion Policy
- Approved release of FY23 Sustainability Report and LRR

Ansell's Code of Conduct embeds our core values and commits to operating in line with the highest legal, moral and ethical standards in our business. This year, we completed trainings related to ethical conduct and abiding to our Code of Conduct.

Board oversight of sustainability risks and opportunities	<b>Ansell Board of Directors</b>	Responsible for overseeing and reviewing the management, administration and governance of the company, including overseeing Ansell's strategic direction, and reviewing and approving the Company's emissions strategy and targets to manage actual or potential climate-related impacts to the Company. Exercises ultimate responsibility for Ansell's sustainability strategy and performance. The Board met 16 times in FY24, with sustainability on the agenda for five of these meetings <sup>1</sup> .	
	<b>Sustainability &amp; Risk Committee (SRC)</b>	Reviews the design and implementation of Ansell's risk management system, and the effectiveness of Ansell's sustainability policies and programs. The SRC met four times during FY24.	<b>Audit &amp; Compliance Committee (ACC)</b> Reviews Ansell's financial statements and reporting, including ensuring disclosures are in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures.
	<b>CEO &amp; Executive Leadership Team</b>	The CEO and Executive Leadership Team (ELT) are responsible and accountable for overall development and implementation of Ansell's sustainability strategy. The CEO and ELT review periodic updates on progress against strategic sustainability objectives, and provide regular updates to the Board, together with recommendations on major decisions that require Board oversight and approval. The CEO and relevant members of the ELT are held accountable for ESG performance with an ESG metric linked to remuneration, see further details in our FY24 Annual Report.	
Management's role in assessing and managing sustainability risks and opportunities	<b>Labour Rights Committee (LRC)</b>	The LRC consists of members of the ELT and functional leads. LRC is responsible for managing modern slavery and labour rights risks in our operations and third-party supply chain. The LRC met monthly in FY24. Read more in our 2024 Labour Rights Report.	
	<b>Sustainability workstreams</b>	Ansell has four sustainability focus areas or 'workstreams': People, Planet, Product and Communication and Training. Each workstream is sponsored by one or more ELT members, who are supported by project leads. Project leads oversee collaboration between mid-level management and dedicated project teams, driving the integration of sustainability considerations into all levels of our business and strategic decision-making.	
	<b>People</b>	ELT member accountable: Chief Human Resources Officer and Chief Operations and Supply Chain Officer	Executes our People Sustainability Strategy and programs related to health and safety; diversity, equity and inclusion; Labour Standards Management Framework; Supplier Management Framework; and community engagement.
	<b>Planet</b>	ELT member accountable: Chief Operations and Supply Chain Officer	Executes our environment strategies. This workstream executes our decarbonisation strategy as part of our Net Zero Commitment, as well as our water stewardship and zero waste to landfill initiatives, and is responsible for our CDP and TCFD reporting.
	<b>Product</b>	ELT member accountable: Chief Product & Marketing Officer (CPMO)	Delivers new product innovations, executes against our packaging pledge and pipeline development of more sustainable products. Partners with customers, suppliers and other relevant stakeholders to develop circularity and end-of-life solutions for reduced environmental impact.
<b>Communication &amp; Training</b>	ELT member accountable: Chief Product & Marketing Officer (CPMO)	Equips our people with the right knowledge on sustainability at Ansell, engages with customers on industry solutions for more sustainable PPE, and develops our sustainability communication strategy.	

1. Due to increased M&A activity in FY24, there were a higher number of Board meetings than in prior years.

The Board believes that collectively it possesses the requisite blend of skills and other attributes to discharge its duties effectively, including understanding and experience in environmental management and social responsibility, including climate change, human rights and responsible sourcing. See the 2024 Corporate Governance Statement for information on Ansell's approach to governance, committee responsibilities, and the Board Skills Matrix. Our Board Committee Charters and corporate policy suite are available on our website.

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# People

We value contributions from our employees to help create safe, respectful and inclusive workplaces.

Contribution to the UN SDGs



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# People continued

## Employee health and safety

We are passionate about delivering on our promise to keep workers safe, beginning with our people. As a responsible employer, we continuously look for opportunities to reduce risk in our workplaces and hold ourselves accountable for improving areas where we need to do more.



### Targets



# 10%

Reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030 (FY23 baseline)

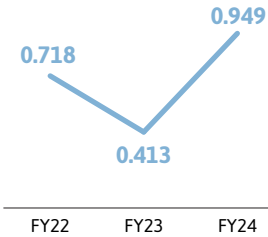


Each employee at the plant gives **at least one safety improvement idea**

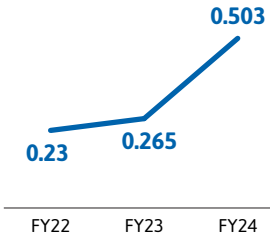
to mitigate near misses, unsafe conditions and unsafe acts

### Progress

#### TRIFR



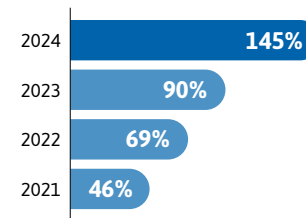
#### LTIFR



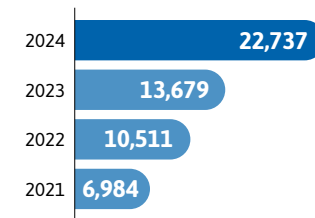
Increases were largely due to changes at four plants, including the newly acquired Ansell Seremban, which had a higher accident rate that impacted overall figures. Read more on the next page.

LTIFR are calculated as lost time injuries per million hours worked. TRIFR are calculated as lost time injuries and medical treatment injuries per million hours worked.

#### Safety observation engagement rate



#### Number of safety improvement ideas submitted



### **i** Additional information

- Ansell's 5-Point Safety Charter and an EHS framework establish standards for our health and safety management system. This approach is supported by global standards for High-Risk Tasks (HRTs) and Core Operating Procedures, which cover all employees, contractors, and visitors.
- Ansell's safety management system meets US Occupational Safety and Health Administration (OSHA) and Australian regulatory requirements.
- For further information: [2024 Sustainability Management Approach Report](#) and [5-Point Safety Charter](#).

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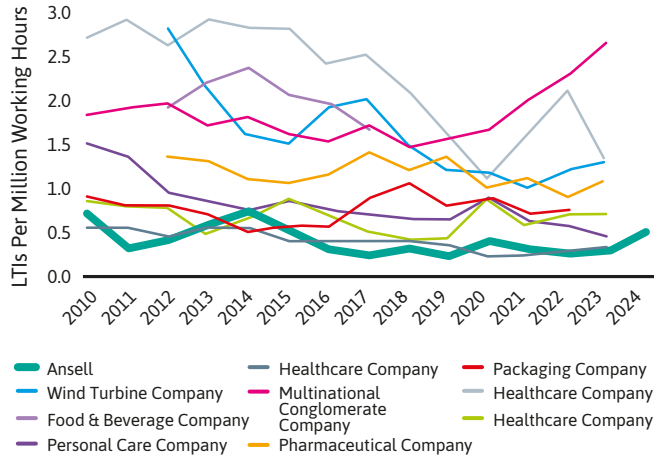
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**Ansell LTIFR comparative performance**



A comparison of Ansell LTIFR performance against that of comparable market-leading global manufacturers drawn from publicly available website data through June 2024.

**Safety performance**

Ansell has low injury and accident rates, and a long-term trend of consistent improvement. Progress stalled, however, in FY23 and FY24 when rates reverted to those seen in earlier years. Increases were largely due to changes at four plants, including the newly acquired Ansell Seremban, which had a higher accident rate that impacted overall figures. New safety protocols at the site led to a more than 66% reduction in accidents in FY24. Ansell will only be satisfied with zero accidents and we have applied FY24 lessons learned to improve future performance. Our long-term goal is to achieve a 10% reduction in TRIFR by 2030, using 2023 as our base year. This target underscores our unwavering commitment to eliminating workplace accidents.

**Zero Harm program empowers workers to catch safety risks**

One initiative introduced in FY24 to address these challenges was the Zero Harm program, which empowers employees to reduce the risk of harm by embracing the concept of ‘failing safely’. Failures can stem from poor communication, unacknowledged near miss reports, or performing tasks without proper PPE. Zero Harm teaches employees to address latent conditions, improve behavior, and develop plans to minimise injuries when adverse events occur.

Specific activities within the Zero Harm program support this effort, including:

- **Gemba with Oomph!** designed to serve comprehensive monitoring of existing controls. It also helps in uncovering latent conditions and the underlying causes of unsafe behaviors. Furthermore, ‘GEMBA with Oomph’ supports providing valuable feedback to site risk assessments, aligning closely with the APS and HOP (Human and Organizational Performance), which are pivotal programs within our plants.
- **‘Learn once, learn everywhere’** is a practice that ensures when a risk is identified in monthly reviews at one manufacturing site, learnings are shared with other Ansell sites. A 90-day countdown then begins to ensure that the learnings are executed and reviewed for effectiveness at all sites, as relevant.

- **Leveraging our proprietary AnsellGUARDIAN®** assessments, we were able to draw upon our decades of experience conducting safety assessments in manufacturing environments to ensure our workers were equipped with the right PPE for the jobs and hazards they face. We will repeat these assessments as our manufacturing processes evolve to ensure our workers continue to stay as protected as possible.

Zero Harm is a three-year journey, started in FY24, which has three main focus areas:

**Consistency**

Build on organisational successes and strengths

**Building resilience**

Ensure the organisation at all its levels has the right mindset about environment, safety and health

**Cultural transformation**

Educate organisational leaders on how to create safer working environments

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### Maintaining **Consistently safe** workplaces through safety reporting



We aim for all plant employees to contribute at least one improvement idea to mitigate near-misses, unsafe conditions and unsafe acts. In FY24, we report a 145% safety observation engagement rate, representing 22,737 submissions from employees over the year, up from 13,679 during FY23. For FY25, we have set new site-based targets to increase the number of employee safety-related observations. We believe that seeing workplace risks early allows us to stay ahead, and eliminate risks before they cause harm. It is also a great indicator of workplace engagement and understanding of EHS.

### Introducing a human-centric focus to **Build Resilience**



In FY24, we introduced a new dimension to workplace health & safety management at our manufacturing sites by incorporating a science-based Human and Organisational Performance (HOP) approach to incident investigation and mitigation. Built on a complementary foundation of employee insights and leadership learning, the HOP approach unearths behaviours driven by latent conditions underlying safety incidents and helps employees and managers understand the behaviours that result in accidents. A series of workshops with plant leaders in FY23 to discuss the importance of addressing the context that drives risk behaviours and mistakes instead of correcting incidents in isolation paved the way for introducing HOP as part of our FY24-FY26 workplace safety plan.

### Delivering safety improvement and Cultural Transformation through the Ansell Production System



We introduced an Environmental, Health & Safety (EHS) pillar into our game-changing Ansell Production System (APS) initiative in FY23 and have now incorporated HOP principles into the EHS pillar. Daily engagement activities and existing safety methodologies such as *Gemba with Oomph!*, Learning Teams and leading indicator reporting are an integrated part of our production system as we aim for zero losses through 100% engagement of our workforce. Building upon Ansell’s existing management systems and safety knowledge, our EHS pillar enables quicker implementation of learnings and best practices.

HOP was embedded into APS in FY23, and in FY24, we began the deployment of the EHS pillar to select sites. With the introduction of the EHS pillar into APS, we have delayed implementation of the SOTERIA<sup>1</sup> safety tool to FY25.

#### Improvements to Employee Transport Policy

Thirty-nine Ansell employees and their driver were involved in a serious bus accident in September 2022. Ansell’s health and safety team investigated the root causes of the incident, and all plants received guidance on reviewing employee transport safety risks. Ansell has learned valuable lessons from this incident and we have developed new guidelines that are now formally part of our labour risk assessment. Plants providing transport to employees are now required to inspect the buses regularly, and seatbelts, GPS trackers and dashcams are mandatory for Ansell employee transportation.

1. SOTERIA app enables easier and faster ways for employees to report safety and hazard-related concerns and improvement ideas, via their mobile devices across our workplaces.

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## Labour Rights

Every employee has a right to decent work, where productivity can thrive in conditions of freedom, equity, security and human dignity. Ansell is committed to upholding safe, respectful and inclusive workplaces to protect the rights of our employees and workers throughout our supply chain.



### Targets



Year-on-year progress in implementing **60-hour work weeks** across all Ansell plants<sup>1</sup>



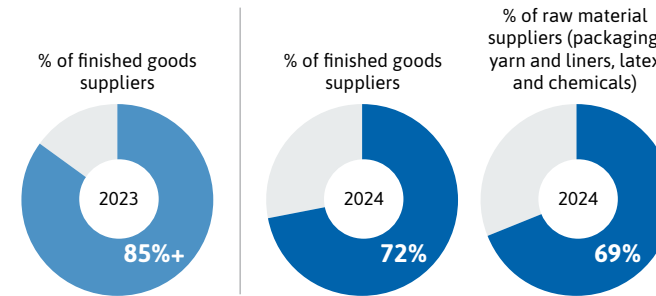
**100%** of direct suppliers **meet Ansell's labour, health and safety standards** ensuring decent work for their workers by 2027<sup>2</sup>

### Progress

**No. of Ansell plants observing and practicing maximum 60-hour work weeks**



**% of in-scope<sup>2</sup> suppliers rated 'A' or 'B'** indicating they meet Ansell's labour, health and safety standards ensuring decent work for their workers



**The change in % of suppliers rated 'A' or 'B' is a result of Ansell raising our performance assessment standards to benchmark our supply chain standards against best practices and emerging issues.**

1. Informed by the ILO standards on hours of work and weekly rest, and the Ethical Trade Initiative (ETI) Base Code Clause 6.  
2. In-scope suppliers based on Ansell's Supplier Management Framework.

### **i** Additional information

- Ansell's human rights commitment is made in accordance with the Universal Declaration of Human Rights. Ansell aligns with the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Core Conventions.
- Ansell's labour right commitments are outlined in our Global Code of Conduct, Labour Standards Policy, Human Rights Statement and Responsible Sourcing Policy and Supplier Code of Conduct for supply chain.

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In this Report, we communicate a summary of FY24 activities in our operations and supply chain. A full account is reported in our annual 2024 Labour Rights Report (and Modern Slavery Statement).

[LEARN MORE ↗](#)

Ansell is committed to making a meaningful and measurable impact to improve the lives of our workers and mitigate risks of modern slavery. Over years, Ansell has progressed our efforts on labour rights in our operations and supply chain. We are continuously elevating our frameworks and strategies.

### Progressing international standards on working hours

We recognise the impairment excessive working hours can have on workers’ safety and overall health. Therefore, all our Ansell plants operate with a minimum one rest day a week and all overtime hours are offered on a voluntary basis. Additionally, at many of our plants we operate within a 60 hour maximum working week and our ambition is to achieve this for all our Ansell plants in the coming years. Maximum 60-hour work weeks for production workers are defined as including regular working hours and overtime, informed by the ILO standards on hours of work and weekly rest, and the Ethical Trade Initiative (ETI) Base Code Clause 6.

This year, both of our plants in Sri Lanka have implemented new shift schedules and monitoring to observe maximum 60-hour work weeks, progressing our achievement to 9 out of 14 plants, representing over 60% of workers observing and practicing 60-hour work-weeks. Our focus will be on implementing a 60 hour maximum working week across all our Malaysian and Thai plants in the coming years. In the meantime, all Ansell plants are in compliance with local laws on working hours and rest days, and practice at least one rest day within seven days.

In addition to monitoring working hours, we know that wages earned for production and shift-based work can rely heavily on the number of hours worked. Therefore, Ansell regularly reviews remuneration and benefits offered to workers to support their wellbeing. We pay at least minimum wage at all Ansell plants and we also use living wage assessments as an input to these reviews. We are currently updating our assessment of how cost

of living changes have affected living wage levels across our manufacturing countries to ensure that our remuneration and benefits meet market standards.

### Prioritising early detection of potential labour rights risks at our plants

Ansell has established procedures for all plants to implement our labour standards, and we prioritise the rapid early detection of risks. Our risk and control assessment process requires plants to consider and identify risk factors associated with Ansell’s worker hiring and engagement process, operational practices that may lead to potential violations of Ansell’s labour standards, and current controls in place to reduce likelihood or probability of labour policy violations. This process has been a useful education tool to build accountability and shared ownership within plants, and has supported the early identification and resolution of high-risk activities, supplementing our audit program.



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At our plants, we practice transparent and two-way employee engagement through various channels as this is crucial for early detection of risks. Ansell workers have access to internally and externally managed grievance mechanisms, including internal channels via HR Shopfloor Corner and direct interaction with HR, and external channels managed by LRQA at six plants (called Suara Kami in Malaysia, Xiang Shou in China and Nossa Voz in Brazil). Our aim is to ensure employees are able to raise any issues that they encounter easily and without fear of retaliation.

In FY24, all grievances reported and recorded through internal mechanisms and LRQA-managed channels have been investigated and closed, with corrective actions undertaken where relevant.

Workers can also communicate collectively to Ansell management through unions and / or worker representatives available at the plants. As at 30 June, more than 78% of workers are covered by worker committees, worker-appointed representatives, unions and/or collective bargaining agreements at 12 out of 14 plants.

Engaging with workers through these forums has been instrumental in maintaining healthy industrial relations and meaningful social dialogue across all Ansell manufacturing plants.

### Supply chain due diligence

Due diligence activities of prospective suppliers includes communication of Ansell’s standards to the supplier via our Supplier Code of Conduct, completion of self-assessment questionnaires (SAQs), and where required (based on criticality to the business), a second-party audit

or provision of recent audit results. Prospective suppliers need to satisfy all our screening requirements and show a commitment to and compliance with Ansell’s labour standards. Ansell has a structured procedure for investigating issues that may arise during assessments. Throughout this process, any concerns are escalated as needed to ensure thorough review. The findings are ultimately shared with the Ansell Labour Rights Committee (LRC) for approval.

Once a new supplier is onboarded, in-scope suppliers are integrated into our Supplier Management Framework, which implements additional processes to address areas of highest risk by monitoring and evaluating their compliance with our Supplier Code of Conduct. Since the launch of the SMF, we have completed engagement activities for over 350 of our in-scope suppliers, and completed assessment activities (audits and/or SAQs) of more than 90% of our in-scope direct suppliers from high risk countries.

### Performance assessment of our supply chain

Our risk rating and escalation processes are instrumental in encouraging in-scope suppliers to accelerate close-out of high risk non-conformances, and inform internal decision-making and action for high risk cases through our escalation process. Since the launch of the SMF, we have been working with high risk suppliers to

complete remediation and rectification of historically systemic non-conformances in the industry and country of sourcing. Some of these issues are often complex and require extended time to close due to the need for engagement sessions with multiple stakeholders, second and third-party investigations, and allocation of resources for remediation. During this time, we monitor the status and progress of corrective actions and check-in frequently with suppliers to ensure our standards were met. While we have observed marked progress, certain non-conformances related to social insurance and local overtime law violations continue to persist with some suppliers. As a result of some of these continued challenges, this year we have escalated the severity categorisation of non-conformances related to social insurance and overtime, thus raising our standards for ‘A’ and ‘B’ rated suppliers. This demonstrates Ansell’s commitment to continuously benchmark our supply chain standards against best practices and emerging issues. This change in standards resulted in a re-categorisation of some suppliers from ‘A’ and ‘B’ to ‘C’ risk ratings. This year, 72% of finished goods suppliers were rated ‘A’ or ‘B’. Although this puts us temporarily further from our target, we have raised the bar towards alignment with leading practice standards.

In FY22, we began performance assessment of our raw material suppliers, beginning with packaging and natural latex categories, and progressing to yarn, synthetic latex and chemicals categories in FY23. In FY24, we also re-categorised our raw material suppliers based on our revised performance assessment criteria. Today 69% of raw materials were rated ‘B’, up from ‘C’ ratings.

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**In focus: Onboarding packaging suppliers onto our Supplier Management Framework**

In FY23, Ansell began on-boarding in-scope packaging suppliers, representing over 90% of our packaging supplier base and spend, onto our SMF. We conducted supplier engagement sessions, second and third-party audits, and distributed self-assessment questionnaires. These efforts allowed us to identify suppliers committed to meeting Ansell’s labor rights requirements as well as those with non-conformances to our labour rights policies.

During this period, we were in the process of rationalising suppliers across our supply chain, and leveraged the tender process for new and existing suppliers to incorporate stricter labour rights requirements. We discovered that many packaging suppliers were unwilling to engage with Ansell to improve their labour practices. Unlike the glove industry, the packaging sector has faced minimal scrutiny for labour rights issues. Since the packaging industry has largely not experienced financial or supply chain pressure to improve labour practices, many had little interest in engaging with Ansell to work in good faith to improve working conditions in their operations and supply chain. Ansell chose not to renew contracts with 25 suppliers that showed no willingness to improve working conditions.

We have been working with suppliers who align with our expectations to deliver complete remediation as a priority. After a successful pilot run of our engagement and recruitment fee remediation support program for finished good suppliers, we expanded our efforts to our packaging suppliers where we identified risks related to recruitment fees. We identified over 750 workers employed by our packaging suppliers who had paid unjust recruitment fees to secure employment. We provided support through shared learnings from our operational remediation program; however, where needed we have also been helping to ensure suppliers have sufficient funds for timely completion of remediation. For suppliers needing assistance in securing funds for these reimbursements, Ansell has provided support by agreeing to make advance payments on future packaging orders. To date, more than USD \$700,000 has been disbursed to more than 750 affected workers. We conduct regular check-ins with these suppliers to ensure they fulfill their remediation commitments.

Ansell remains committed to advancing labour practices with our suppliers through meaningful action. In line with human rights expert recommendations and the United Nations Guiding Principle 19, we do not automatically terminate supplier contracts based on allegations of labor rights violations. Instead, we focus on engaging with the executive management teams of our existing suppliers and offer to upskill their organisations to develop the knowledge and capabilities needed to meet Ansell’s expectations in line with international frameworks.

**Responsible Glove Alliance (RGA)**

Ansell is one of seven founding members of the Responsible Glove Alliance, launched in 2022 to address escalating labour and human rights issues in the Malaysian rubber glove industry. Since the launch, we have been attending regular meetings with fellow RGA members. One of the goals of the RGA has been to work towards a consistent and consolidated audit standard to ensure onsite compliance verification against the RGA standards and International Labour Organization (ILO) Forced Labour Indicators. At its inaugural annual membership meeting in September 2023, the RGA unveiled a preliminary draft of its new audit and risk assessment approaches. This draft was shared with over 200 attendees, including representatives from government, regulatory bodies, finished goods manufacturers, and raw material and packaging suppliers. The meeting also addressed key topics such as navigating legislation affecting the glove-making industry, identifying supply chain risks, and strategies to enhance the RGA’s impact.

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## Employee engagement and Diversity, Equity & Inclusion

Ansell employees make up a vibrant global community, leading the world to a safer future. We strive to create a workspace where our employees feel they can belong, thrive, and achieve career success.



### Target



# 40%

women representation in all levels by 2030



### Progress

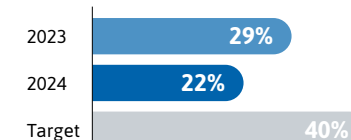
#### Women at Director to VP



#### Women at Manager to Associate Director



#### Women in Executive Leadership



#### Women on the Board of Directors from 2020 and beyond



### **i** Additional information

- Ansell's Diversity, Equity and Inclusion priorities are outlined in our DE&I Policy and Global Code of Conduct.
- Ansell is a signatory to the Workplace Gender Equality Agency gender equity pledge.
- For further information: [2024 Sustainability Management Approach Report](#).

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### Employee engagement

Measuring employee engagement provides valuable insights into various aspects of the experience of working at Ansell, including leadership, rewards, and work-life balance. We continuously aim to improve our employee engagement scores because we recognise that enhanced engagement is directly correlated with better financial performance, higher quality, and improved safety outcomes.

This year, Ansell initiated a restructuring program to better align our business with the evolving market and our long-term goals, such as enhancing efficiency through increased automation. While this organisational change initially impacted employee morale in the first half of

#### Leadership Summit

The Launchpad for Growth Leadership Summit, held in October 2023, brought together nearly 100 new and existing Ansell leaders for the first time since 2019, prior to the COVID-19 pandemic. The objectives for the Leadership Summit were to bring leaders together to clarify new organisational responsibilities; align on our strategic plan and areas of differentiation; and define our new values to drive Ansell’s culture.

FY24, our dedicated HR teams and people managers implemented change management programs and communicated the necessity of these changes to their teams – leading to more positive feedback from employees in FY24 H2. For more details, please refer to our Annual Report 2024.

#### Change Management programs

As a result of the introduction of a new organisational structure and insights from our FY23 employee engagement survey, we introduced a comprehensive Change Management program for employees in FY24. Ansell offered externally-led Change Management sessions and workshops in November, December and June of FY24 to assist employees and managers in effectively leading and navigating change. Two-hour masterclass sessions for employees on ‘How to Navigate Change’ provided coaching to employees on navigating uncertainty, understanding the emotions that change can create, and understanding how these skills are key to building an ‘agile mindset’ and greater resiliency. More than 390 employees participated in these masterclass sessions. Three-hour ‘Leading Change’ workshops focused on techniques managers can use to communicate and lead effectively during change. More than 190 managers learned techniques to help their teams build confidence, broaden their perspective-taking to empathise and anticipate questions from their teams, and discover ways to identify hidden resistance and mediate conflict.

#### Employee wellness

Our wellness programs continue to evolve to meet the changing needs of employees. Globally, we offer impactful training on topics such as changing habits, managing stress and preventing burnout, and change fatigue.



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Our digital Headspace app provides articles, videos and training on better sleep, meditation, mindfulness, and ways to ensure good mental health. Some of the most popular courses taken by Ansell employees include ‘Letting Go of Stress’, ‘Soundscapes for Better Sleep’, and ‘Approaching Birth’, which reviews techniques to help prepare the mind and body for childbirth. To ensure employees could continue to access these programs following their initial roll-out in early FY24, new sites were launched on our intranet for ‘Managing Team Stress for Optimal Performance’ and ‘Change Fatigue.’ Complementing these global resources, local programs offer an array of resources and webinars on physical, mental and financial wellbeing.

### Pulse Survey

Following our programs detailed earlier on helping employees navigate change, we launched an Engagement Pulse survey to our professional population to assess the impact of restructuring and other actions on employee perspectives and engagement. Overall engagement scores remained unchanged at 58%, with increased engagement among senior leaders.

### Diversity, Equity & Inclusion

At Ansell, we are committed to fostering an inclusive workplace culture where diversity can thrive and every person, regardless of their background, identity, or experiences, feels valued, empowered, supported, and has a sense of belonging.

### Progress on representation of women

Female representation has improved in FY24 at the Associate Director, Director and Vice President levels – each approaching or achieving the 40% target. We look to sustain our momentum by ensuring a balanced slate of candidates for open positions and focusing efforts on retaining and developing our female talent with programs such as ‘Work on Your Terms’ aimed at empowering career planning for 24 female leaders, and ‘We Can’ for career coaching and development to select female leaders in Sri Lanka.

**‘We Can’**  
Career coaching and development to select female talent in operations



### Regional actions on DE&I

In FY24, our global DE+I team and Regional DE+I networks experienced remarkable momentum around training, awareness-building, and ‘safe space’ discussion forums. They successfully launched unique and non-traditional programs this year such as our ‘Real Talk’ series, a global series of discussion forums fostering inclusion through open dialogue. The first in the series, #InspireInclusion, centered on gender issues, initiating important conversations.

Our regional networks also play a crucial role in promoting inclusive behaviours and DE+I awareness.

Overall, Ansell experienced a notable increase in both in-person and virtual participation from employees in DE&I events during FY24. Employees provided valuable feedback on future focus areas, highlighting a growing commitment among employees to foster an inclusive and equitable workplace culture.

### Building inclusive behaviours

We deploy and reinforce inclusion training throughout the employee lifecycle. All new hires participate in unconscious bias and inclusion training. People managers engage in ‘Leading Inclusively’ workshops, and hiring managers are required to complete inclusive hiring training. Furthermore, individual contributors will participate in our ‘Acting Inclusively’ program.

Through our ‘Global Inclusion’ course, employees complete an inclusive behaviour self-assessment, which helps employees understand how inclusive they are across several dimensions. Building off the self-assessments, we offer an interactive ‘Insights to Action’ workshop to help employees understand and commit to specific actions for increasing their degree of inclusivity. To date, nearly 600 employees have participated in the ‘Insights to Action’ workshops.

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# Community

Ansell has a long history of supporting communities where our employees live and work, as well as regions devastated by civil unrest or natural disasters.

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## Community engagement and investment

Supporting communities is part of our social responsibility and deeply connected to our vision to lead the world to a safer future. Whether it's through product donations, financial support, or volunteer events – when people are in need, we do what we can. Often, donations from Ansell make a life-saving difference.



### Humanitarian Aid

When disaster strikes, we deploy personal protection equipment and financial donations to support front-line efforts.

#### Caritas, assisting vulnerable people in Ukraine's conflict zones

Our donation of \$100,000 to Caritas Ukraine for relief in the Ukraine brought medicines, food and material aid to people in over 50 conflict zones spread across the country.

#### The Israel and Occupied Palestinian Territories Appeal

Ansell made a \$100,000 donation to the Australian Red Cross in FY24 to support the Israel and Occupied Palestinian Territories Appeal. This donation funded aid to both Israeli and the Palestinian territories through established local emergency services organisations.

Ansell continues to wish for peace and stability in all countries currently facing the devastating consequences of conflict and war.

### Product donations for disaster relief

The global climate crisis is impacting more communities than ever before. In the aftermath of extreme flooding, Ansell brought relief through product donations in both Italy and Brazil.

#### Flood recovery in Italy

In May 2023, over 20 rivers burst their banks in Italy's northern Emilia-Romagna region, prompting 300 landslides, ravaging 400 roads and flooding 42 municipalities. Moving quickly to assist, Ansell mobilised product donations to the Italian Red Cross in Forli, providing donations of critical PPE to protect volunteers during cleanup efforts in the catastrophe's aftermath.

#### Aiding Brazil's flood recovery

In June 2024, Rio Grande do Sul, a southern state in Brazil, experienced its most severe flooding in 80 years, impacting over 1.45 million residents, causing more than 170 fatalities, and leaving thousands homeless. Ansell Brazil employees mobilised a donation of PPE to the Fire Department in Porto Alegre City, which played a crucial role in protecting first responders during their rescue operations.

#### **i** Additional information

- Ansell's core values are outlined in our Global Code of Conduct and we approach community engagement and investment in line with these outlined principles.
- For further information, see our [2024 Sustainability Management Approach Report](#).

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### Volunteerism

Ansell employees are active in their communities. Employees in our Melbourne office partnered with Foodbank Victoria, which works to alleviate hunger by distributing food to those in need. This is one the ways our employees are making a big difference across the Ansell world.

### Australian Indigenous Program

Started in FY22, Ansell’s Australian Indigenous Program reflects our commitment to diversity, inclusion and allyship to improve the lives of Australia’s First Nations peoples. We selected non-profit ONELAND as the beneficiary of monetary donations from each pair of gloves sold of our HyFlex® 11-840, 11-528 and 11-561 products in Australia, plus additional corporate donations. As of June 2024, the ANZ Team has sold 377,558 pairs of special edition Indigenous packaging HyFlex® gloves styles.

In addition, in FY24 Ansell funded Indigenous Dance and Didgeridoo cultural sessions held at schools and community centres in New South Wales.



**View a short video** of one of the multigenerational Indigenous Dance and Didgeridoo events coordinated with support from ONELAND in FY24

In FY24, Ansell was awarded the Inaugural Sustainability Partner of the Year Award by Blackwood’s, our largest industrial segment customer in Australia. Ansell was selected based on its recyclable product content, end-to-end product lifecycle, recyclable packaging and waste reduction, and community partnerships with a focus on Indigenous products and organisations.



### Repurposing production waste for good

During the year we established a partnership with Geomax Rubber, a Malaysia based company that upcycles rubber products, to transform our pre-consumer glove waste into flipflops that will be donated to community centres, orphanages and schools in the Asian countries where Ansell operates. The first 600 pairs of flipflops were produced in June 2024 and production will continue into FY25. Learn more about how this partnership with Geomax is diverting waste from landfills in the Waste section of this report.

### Project Joy

Through Project Joy, we extend our commitment to DE+I to the products we create and help workers stay safe by manufacturing unique, custom-fitted gloves for individuals with differently shaped hands.

Each glove we produce begins with photos of the individual’s hands, measurements, and sketches. Custom knitting and formers (the molds that gloves are made on) are required for more complex hand shapes. Our R&D Product Development teams take great pride in every glove that goes out the door to recipients who have previously needed to rely on poorly fitting or no hand protection.

Since the start of Project Joy in 2016, Ansell has produced gloves for 35 workers at 30 companies, and our program continues to grow. In FY23, we produced gloves for 17 workers at 14 companies. In FY24, we completed gloves for 11 workers at 26 companies, with 20 orders still in progress.

We provide Project Joy gloves at no cost, and we continue to provide the gloves as long as the end user needs them. This is one more way that Ansell is helping workers stay two steps ahead of workplace risks.

We will continue to collaborate with our community partners and support causes that our regional offices and operations identify as important to the wellbeing of their communities.

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# Planet

We partner across our value chain on technical solutions to reduce our impacts on nature.

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## Energy and emissions

PPE manufacturing is energy and emissions intensive by nature. Ansell is committed to transitioning our energy use towards a zero-carbon future.



### Targets



## Net zero emissions in our operations

by 2040 with a mid-term target of 42% reduction by 2030 (FY20 baseline)

In FY24, we added Ansell Seremban to our inventory and restated our FY20 GHG emissions target baseline to include Ansell Seremban in the boundary, in accordance with GHG Protocol and ISO 14604. Emissions from Ansell Seremban accounted for 26% of our total Scope 1 & 2 GHG emissions in FY24. We are in the process of conducting feasibility studies and preparing investment plans at the plant. Read more on the next page.



# 100%

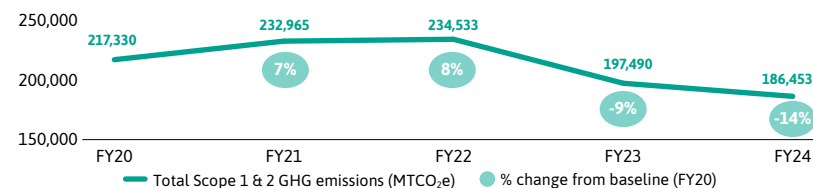
Renewable electricity by 2040



All manufacturing plants to have certified Energy Management Systems (ISO 50001) by 2028

### Progress

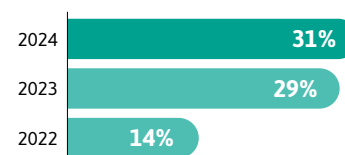
## % Scope 1 & 2 GHG emissions reduction from baseline (FY20)<sup>1</sup> excluding Ansell Seremban



## Scope 1 & 2 GHG emissions (MTCO<sub>2</sub>e) (including Ansell Seremban)

	FY20	FY24
Scope 1 emissions (MTCO <sub>2</sub> e)	175,135	173,100
Scope 2 emissions (MTCO <sub>2</sub> e)	106,526	77,684
% contribution from Ansell Seremban to Ansell's total Scope 1 & 2 inventory	23%	26%

## % renewable electricity



A total of 7 Ansell plants consume 100% renewable electricity. With the inclusion of Ansell Seremban in FY24, our % renewable electricity consumption is 29%. Read more on the next page.

## No. of plants with ISO 50001-certified energy management systems

1	4
FY23	FY24

Ansell has formally committed to the SBTi to set science-based net zero targets for our value chain

1. Ansell has restated our reported Scope 1 and 2 GHG emissions from our baseline year (FY20) to FY22 due to reclassification of methane and nitrous oxide emissions generation from our biomass consumption. For more details, please refer to Appendices in this report.

### Additional information

- 11 Ansell plants have implemented ISO 14001-certified Environmental Management Systems. By 2028, all plants will have ISO 50001-certified energy management systems.
- For further information, see our 2024 Sustainability Management Approach Report and Environmental Sustainability Policy.

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Our progress

Ansell’s decarbonisation strategy has three primary focus areas:



Transitioning from fossil fuels to renewable energies



Innovation in manufacturing processes, products and circularity



Collaboration through value chain partnerships and policy advocacy

Decarbonisation of our new plant, Ansell Seremban

In FY23, Ansell acquired a new plant in Seremban, Malaysia and we spent the past year completing the plant’s transition to Ansell’s management systems. This included analysing the plant’s energy and emissions data to prepare the plant’s management systems and infrastructure for installation of our decarbonisation projects.

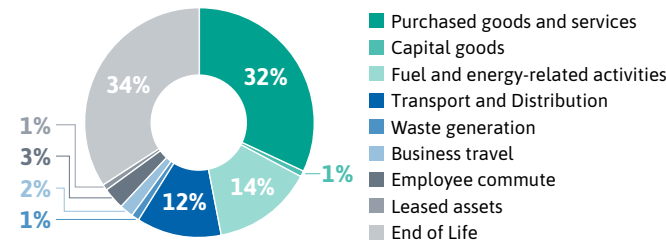
In FY24, we added Ansell Seremban to our inventory and restated our FY20 GHG emissions target baseline to include Ansell Seremban in the boundary, in accordance with GHG Protocol and ISO 14604. Currently, the plant contributes to 26% of our total Scope 1 and 2 GHG emissions.

The plant is yet to fully adopt Ansell’s approach towards operational decarbonisation, including renewable electricity and renewable sources of thermal energy. We are in the process of conducting feasibility studies and preparing investment plans at the plant.

Ansell commits to SBTi to set science-based net zero targets for our value chain

Ansell has formally submitted its letter of commitment to the Science Based Targets initiative (SBTi), which confirms our intention to set near-term and long-term science-based greenhouse gas (GHG) emission reduction targets, thereby establishing an end-to-end value chain Net Zero target to be verified by SBTi in accordance with SBTi’s Net-Zero Standard.

FY23 Scope 3 Emissions by Category



Scope 3 represents over 80% of our total GHG emissions. Since completing our inventory calculations in FY22, we have been investigating key activities that contribute significantly to our Scope 3 to assist us in setting our Scope 3 targets. This includes continuing work on reducing the end-of-life impact of our products and increasing use of recycled and bio-based content materials in our products. Read more in our ‘Innovation and product stewardship’ section of this report.

We have also been engaging with our supply chain to align with finished goods, raw material and other suppliers who are also committed to reducing their operational emissions. Since FY22, we have been onboarding in-scope suppliers onto Carbon Disclosure Project (CDP) Supply Chain Program. Today, we have onboarded 73 direct suppliers from finished goods, raw materials and logistics categories (FY22: 32 suppliers).

We use the CDP Supply Chain Program as a key tool to monitor our suppliers’ performance data and commitments year on year, and to benchmark their efforts against the same global standards Ansell reports against as Ansell is a long-time reporter to CDP’s Climate and Water questionnaires. Our supply chain partners are in various stages of maturity when it comes to climate action and reporting and onboarding them to the CDP Supply Chain Program has given us greater visibility into their performance. Today, a little more than 30% (based on spend data) have Scope 1 and 2 reduction commitments. CDP specialists and Ansell teams have co-hosted several webinars and training sessions for suppliers on data quality improvement, reporting methodologies, the latest insights on carbon reduction activities, and emerging regulations. We also conducted workshops with select raw material suppliers to foster collaboration and share learnings on climate action. This year, more than 50 suppliers attended these sessions.

We will continue to drive our suppliers to establish their own science-based targets by 2030 and engage with them to ensure we achieve our corporate Scope 3 Net Zero target.

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### Renewable energy initiatives

Ansell plants continue to transition away from fossil fuels to renewable sources of energy. Through dedicated investments, we have focused our renewable energy initiatives across three areas: biomass powered high-pressure hot water generators, solar photovoltaic (PV) systems, and renewable grid electricity. Today, excluding our new plant Ansell Seremban, 50% of our energy use comes from renewable sources (FY23: 51%).

### Renewable electricity

31%<sup>1</sup> of electricity consumed across our operations was generated from renewable sources (29% in FY23). Ansell purchases energy attribute certificates through the Malaysian Government’s Green Electricity Tariff (GET) program for Malaysian manufacturing plants<sup>1</sup>. The program was temporarily suspended from December 2023 to May 2024. Following the reinstatement, Ansell renewed our subscription for a lower volume which now takes into consideration operational changes. Therefore, we purchased additional certificates under International Renewable Energy Certificates (iREC) to achieve 100% renewable electricity at these plants during FY24.

Today, 7 Ansell plants consume 100% renewable electricity.

1. Excluding Ansell Seremban.

**RE100**  
**CLIMATE GROUP** | 

RE100’s mission is to accelerate change towards zero carbon electricity grids globally by 2040. Aligned to this, Ansell has committed to sourcing 100% renewable electricity across our entire operations by 2040.

### Solar PV installations

During the year, we progressed the rollout of Sri Lanka’s largest single-site rooftop solar photovoltaic system, with 2.2MW of a planned 7.04MW capacity installed to date. While this project is slightly delayed due to external factors such as weather events, the project is expected to be completed with enough time to help us achieve our 2030 interim target.

### Renewable thermal energy

Increasing the use of renewable thermal energy is central to our GHG reduction. Thermal energy generation from biomass based technology is more complex and more capital intensive than traditional fossil fuel technologies. It also has a less developed upstream supply chain. We are working in both of these areas to develop solutions, working with global partners, across a wide range of countries. Short term, this is challenging as we need to learn more about this new technology. Long term, however, we expect to see gains that drastically reduce our GHG footprint. We intend to use this learning to support decarbonisation across our industry.

We continue to make progress on transitioning fuel used to power our high-pressure hot water generators (HWG) to carbon neutral sources. Energy generated from biomass is a carbon-neutral alternative to power our manufacturing facilities’ high-pressure hot water generators. Ansell’s investment in this technology has substantially reduced the emissions generated from fossil fuel based boilers in FY24. However, we have encountered persistent challenges in trialling this new technology.

To address these challenges we have upgraded our equipment at each plant. We have commissioned a replacement boiler to replace the inefficient biomass boiler in Thailand, which will be operated by a third party to maximise efficiency and reliability. In Sri Lanka, we upgraded an inefficient pumping system. We also reached a significant milestone when 100% of biomass suppliers to Ansell Lanka in Sri Lanka were certified against Sri Lanka’s first Sustainable Produced Fuel Wood Certification. Read more in the Biodiversity section of this report.

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### Improving energy efficiency

In FY24 we achieved ISO 50001 certification for Ansell manufacturing facilities in Thailand, Melaka in Malaysia and Portugal. This builds on our first plant certification for Ansell Textiles Lanka (ATL), Sri Lanka, in FY23.

This internationally recognised standard sets out a rigorous approach to efficient energy management.

The certification process required a significant commitment from each plant, combining leading-practice energy management, monitoring, and awareness to generate energy savings and minimise energy wastage. Each plant was required to perform a detailed energy mapping exercise to identify energy sources, establish governance and accountabilities for energy monitoring, undergo energy training and conduct multiple energy audits. Through this process, staff onsite exposed hidden energy issues and identified process efficiencies and possible energy saving opportunities. The ISO 50001 certification will help sites to establish stronger energy targets and improve their energy management systems, providing a foundation to drive continuous improvement.

#### CLIMATE GROUP EP100

EP100 aims to accelerate energy efficiency through energy-smart businesses. In 2022, Ansell joined the Climate Group’s EP100 initiative and committed to implement Energy Management Systems (ISO 50001) at all plants by 2028, which requires driving plant-wide awareness and senior management accountability for energy productivity improvement.

### Realising energy efficiency through ISO 50001 implementation

Ansell Textiles Lanka (ATL) in Sri Lanka was our first plant to complete ISO 50001 certification. Under the energy efficiency management system, the plant moved away from ad hoc and traditional project-based approaches to incorporating energy saving and efficiency actions into daily operational activities and reinforcing an energy-focused culture. After one year of implementation, we saw a 6% reduction in energy intensity<sup>1</sup> in our operations, primarily resulting from improved energy efficiency of machinery and equipment used in glove knitting and yarn covering processes. Using the outcome of energy intensity studies, the main initiatives we completed this year were to reduce compressed air pressure and generation by resizing the pipe network and updating the control valve arrangement, and manually modifying set points to reduce energy intensity of air conditioning units. Enhancing the energy efficiency of manufacturing equipment used daily generates important long-term savings for the plant and impacts the carbon footprint of our product lifecycle.

1. Energy intensity is calculated per kg and pair of products manufactured.



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## Climate risk

Ansell acknowledges the impact of manufacturing on our climate and is committed to supporting positive climate action.



### Our progress

A FY24 review of our climate risk assessment indicated that our risk profile has not materially changed since FY22. That analysis identified our highest priority physical risks and opportunities and guided our decarbonisation strategy. We continue to monitor our climate-related risks and opportunities annually to identify whether we need to update our disclosure or strategy, and report annually through the Climate Disclosure Project (CDP). For our full Task Force on Climate-related Financial Disclosures (TCFD) report, please see page 46–50 of

Ansell’s 2022 Sustainability Report, our Director’s Report in Ansell’s 2024 Annual Report, and our annual CDP Climate submission.

### Our future climate reporting plans

In the coming years, Ansell will be subject to mandatory climate-related disclosures under the incoming Australian Sustainability Reporting Standards (ASRS) and the EU Corporate Sustainability Reporting Directive (CSRD). These standards will require a step-change in reporting; to prepare, we have established a cross-functional working group with team members from various Ansell business units including sustainability, finance and reporting.

### Our actions against the TCFD Framework

Governance	Strategy	Risk management	Metrics and targets
The Sustainability & Risk Committee and Audit & Compliance Committee, with the support of the CEO and ELT, report regularly to the Board on progress and updates to Ansell’s climate change strategy and action plan. The TCFD Steering Committee (TCFD SteerCo) is comprised of management from across Ansell and supports the ELT and Board by periodically reviewing the identification and disclosure of climate-related risks.	Ansell’s FY22 climate scenario analysis identified physical and transition risks and opportunities, which informs Ansell’s climate strategy. This analysis integrates climate-related risks and opportunities into our financial reporting and planning. In FY24 we are continuing to follow the strategic responses to each climate-related transition and physical risk outlined in our 2022 Sustainability report.	The TCFD SteerCo and the Board are ultimately responsible for overseeing climate-related risks and ensuring that this approach is in line with our Risk Management Framework. To identify, manage and prioritise climate risk against other types of risk, climate risks are incorporated into our corporate risk register.	Our TCFD risk assessment informs the metrics Ansell monitors and the targets we set. Our Decarbonisation Strategy and Contextual Water Target strategy formalise our key targets related to mitigating physical and transitional climate risks.

### **i** Additional information

- Climate risks are integrated and assessed in Ansell’s corporate risk register, scenario analysis framework and TCFD reporting.
- For further information, see our [2024 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

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## Biodiversity

The use of natural resources in manufacturing impacts ecosystems. Ansell is working towards the preservation of natural resources and biodiversity.

### Our target and progress

Under our 2040 Action Plan, Ansell committed to improved environmental stewardship to reduce depletion and impacts on natural resources. In FY23, Ansell signed a Memorandum of Understanding (MoU) with the International Union for Conservation of Nature (IUCN). During the year we worked with IUCN to scope a pilot project to assess the nature-related impacts and dependencies of one of our manufacturing facilities in Sri Lanka. The site was selected as it produces a broad range of Ansell products and is exposed to diverse potential nature-related impacts. This pilot project will be launched in FY25 and will inform a program of ongoing nature-related assessments across our manufacturing plants.

### Identifying Key Biodiversity Areas around Ansell plants

As a first step towards understanding our impact on biodiversity and natural resources, this year we used the Integrated Biodiversity Assessment Tool (IBAT) to assess the biodiversity-related features of all our plants with fully operational manufacturing operations. IBAT was developed through a partnership of BirdLife International, Conservation International, International Union for Conservation of Nature (IUCN) and United Nations Environment World Conservation Monitoring Centre (UNEP-WCMC).

For each plant, the Tool identified counts of protected areas and Key Biodiversity Areas (KBAs), overlapped by a 10.0km buffer. KBAs are 'sites contributing significantly to the global persistence of biodiversity', in terrestrial, freshwater and marine ecosystems. The report identified 9 plants within 10.0km of a protected area, and 4 plants within 10.0km of a KBA. This information is key input for the work Ansell is doing with the IUCN.

#### IBAT Report explanatory notes

1. Citation: IBAT Multi-Site Report Ansell Manufacturing Report, 2023. Generated under licence number 27862-45017 from the Integrated Biodiversity Assessment Tool on 20 June 2023. [www.ibat-alliance.org](http://www.ibat-alliance.org)
2. The report scope currently excludes all non-manufacturing facilities.
3. Limitations of IBAT reports: This report provides an indication of potential biodiversity related features; protected areas, Key Biodiversity Areas and species close to the specified location. While it provides an early indication of potential biodiversity concerns, the report does not provide details of potential direct, indirect, downstream or cumulative impacts. Furthermore, the report provides a set of conservation values sourced from global data sets and is not a substitute for additional investigation and due diligence, especially concerning national and/or local conservation priorities.
4. Key Biodiversity Areas (KBAs): Sites qualify as global KBAs if they meet one or more of 11 criteria, clustered into five categories: threatened biodiversity; geographically restricted biodiversity; ecological integrity; biological processes; and, irreplaceability. KBAs comprise an "umbrella" set of internationally recognised priority sites for biodiversity that include Important Bird and Biodiversity Areas (IBAs); and Alliance for Zero Extinction (AZE) sites. For further information please see the [Key Biodiversity Areas website](#).
5. Protected areas: Ansell study data pertains to the IBAT National category of data - protected areas designated or proposed at the national or sub-national level.

#### **i** Additional information

- For further information, see our [2024 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

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Water

Waste

Innovation and product stewardship

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### Achievements in sustainable biomass

Today, we are proud to report that 100% of biomass sourced to fuel our Hot Water Generators (HWGs) at our plant Ansell Lanka, in Sri Lanka, are certified against Sri Lanka’s Sustainable Produced Fuel Wood Certification.

To reduce furnace oil usage and carbon dioxide emissions, Ansell Lanka set up their first woody biomass heat generator in 2009, and installed a further two woody biomass heat generators in 2014 and 2018 respectively. By transitioning to woodchips, Ansell Lanka significantly reduced its fossil fuel based carbon dioxide emissions.

While expanding its woodchip heat generator capacity, Ansell technical experts were also part of the UNDP funded project to develop a sustainable fuel wood sourcing standard, launching SLS 1551:2016, the Sustainable Produced Fuel Wood Certification standard 2016.

Ongoing efforts over the years to identify a suitable and reliable sustainable sourcing partner proved to be challenging but in 2022, Ansell Lanka re-engaged with its supply chain partners to support them in completing the SLS 1551:2016 certification. Suppliers needed to comply with the requirements of the standard for sustainable sourcing practices and processes, including taking action in areas such as protection of local biodiversity, determining chain of custody and traceability, and community engagement. In February 2024, all the woodchip supply partners for Ansell Lanka were audited and certified by SLSI for being in compliance with the requirements of the Standard. This accomplishment paves the way for wider adoption of the certification for other industries and value chains in Sri Lanka, demonstrating how Ansell is using our leadership position to positively impact our communities.

### Navigating European Union Deforestation Regulation (EUDR) for natural latex

Ansell has set up a cross functional team to update our supply chain traceability and due diligence procedures in light of the incoming European Union Deforestation Regulation (EUDR) in December 2024. Our goal is to ensure we can trace the origin of the natural rubber latex used in our products through documentation and supplier engagement so that we can comply with the new regulation.

**11** Sustainable Produced Fuel Wood Certified suppliers<sup>1</sup>

**100%** sustainable biomass sourced for our HWGs at Ansell Lanka, Sri Lanka<sup>1</sup>

**83%** of our energy production at Ansell Lanka, Sri Lanka, is fueled by sustainable woodchips<sup>1</sup>

1. Certified against SLS 1551:2016 Sustainable Produced Fuel Wood Certification.



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# Planet Water

Our products and manufacturing processes depend on natural resources. Extracting these resources affects ecosystems and the communities that depend on them.



## Target



# 35%

**Reduction in water withdrawals** by 2027 (FY20 Baseline)<sup>1</sup>

1. Target has been revised from 2025 to 2027.

Ansell's water withdrawal target is underpinned by tiered contextual targets for plants. Each target has been established with reference to baseline water stress of the region, total water withdrawal of the year, and the UN Global Compact's CEO Water Mandate.

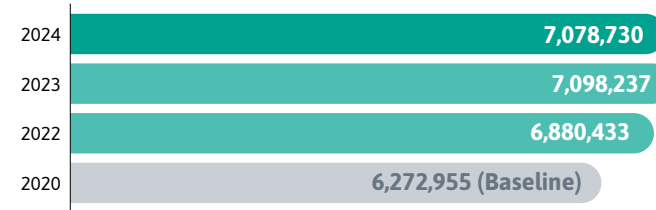
- Tier 1: Reduce water withdrawals by **50%**
- Tier 2: Reduce water withdrawals by **25%**
- Tier 3: Reduce water withdrawals **at the plant or in the local community equivalent to 25%**

**Delays in operationalising Reverse Osmosis (RO) facilities led to increased water withdrawals compared to our FY20 baseline (0.27% decrease from FY23). While we are working to activate these RO systems in FY25, our target of a 35% reduction by 2025 has been extended to 2027 to address these challenges.**

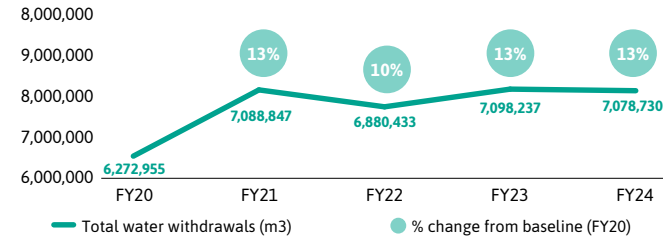
**Reported FY24 results exclude withdrawals from our Ansell Seremban plant, where a fully operational RO facility already sources 24% of the plant's water needs. Ansell's water withdrawal reduction efforts are focused on high water stress areas, and Ansell Seremban has already achieved the RO water usage target Ansell sets for our plants, so our overall FY20 baseline for water withdrawals and our reduction target will continue to exclude Seremban.**

## Progress

### Water withdrawals (m<sup>3</sup>)



### % water withdrawals change from baseline (FY20)



## **i** Additional information

- For further information, see our [2024 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

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### Our progress

Delays in operationalising Reverse Osmosis (RO) facilities led to a 13% increase in water withdrawals compared to our FY20 baseline (0.27% decrease from FY23).

Our group-wide target is to reduce our water withdrawals by 35%, and this will require a significant step change at plants with greatest water consumption.

Reverse Osmosis (RO) systems will be key to Ansell achieving these water withdrawal targets. In FY24, we held feasibility studies at three plants on custom designed RO systems to gather insights for guiding larger-scale installation projects and expanding the use of these systems across our plants. These feasibility studies revealed that the purified water quality did not consistently meet our manufacturing standards for all products, and that discharge quality did not meet relevant local environmental regulations. These challenges highlighted the need for further experimentation and solutions.

The discovery of these issues caused Ansell to adjust the timing of main Reverse Osmosis installations. While we are actively addressing these issues, this process has slowed our progress to meet our water withdrawal reduction target. We have therefore revised our target of reducing water withdrawals by 35% from FY25 to FY27.

### Ansell Kovai plant will be world's first glove plant with zero liquid discharge

When Ansell Kovai reaches full operational capacity, we aim to recycle at least 90% of water used and further reduce liquid discharge. Currently Ansell Kovai is operating as a packing plant, which consumes significantly less water than full manufacturing plants. Once product manufacturing begins, it will serve as a benchmark for water consumption and liquid discharge across our plants. Our operations teams will transfer processes and technologies from Kovai to replicate water-related outcomes at other plants.

[LEARN MORE ON ANSELL KOVAI](#)

### Using recycled water in our processes at Ansell Seremban

Our plant in Ansell Seremban plan has a fully operational RO facility, enabling the plant to source 24% of its water needs. The plant's total withdrawals are 1,164,122m<sup>3</sup>, which contribute 14% to Ansell's overall water withdrawals of 8,242,852m<sup>3</sup> (including Ansell Seremban).

Ansell's water withdrawal reduction efforts are focused on high water stress areas, and Ansell Seremban has already achieved the RO water usage target Ansell sets for our plants. Therefore, our overall FY20 baseline for water withdrawals will continue to exclude Ansell Seremban.



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# Planet Waste

Our manufacturing processes generate waste which can contribute to land contamination, water pollution and emissions. We are committed to zero waste to landfill for all our manufacturing plants.



## Target



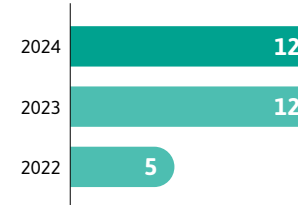
### Zero Waste to Landfill

for all manufacturing plants

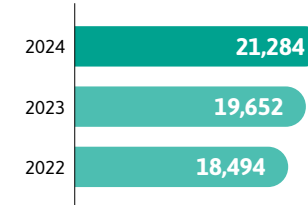


## Progress

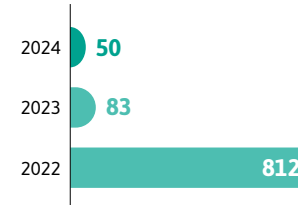
### Number of Ansell manufacturing plants certified Zero Waste to Landfill<sup>1</sup>



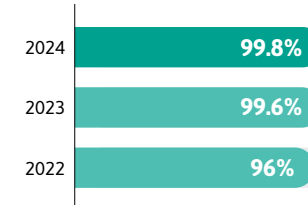
### Total waste generated (MT)



### Total waste to landfill (MT)



### % Waste diverted from landfill



1. Certified a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria.
2. Waste metrics exclude Ansell Seremban and Ansell Kovai. Read more on the next page.

### **i** Additional information

- Our **Environmental Sustainability Policy** reflects our commitments to promote circularity.
- Our Zero Waste to Landfill target is based on the 5R principles (refuse, reduce, reuse, repurpose and recycle).
- Plants are certified to a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria.
- For further information, see our **2024 Sustainability Management Approach Report** and **Environmental Sustainability Policy**.

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### Our progress

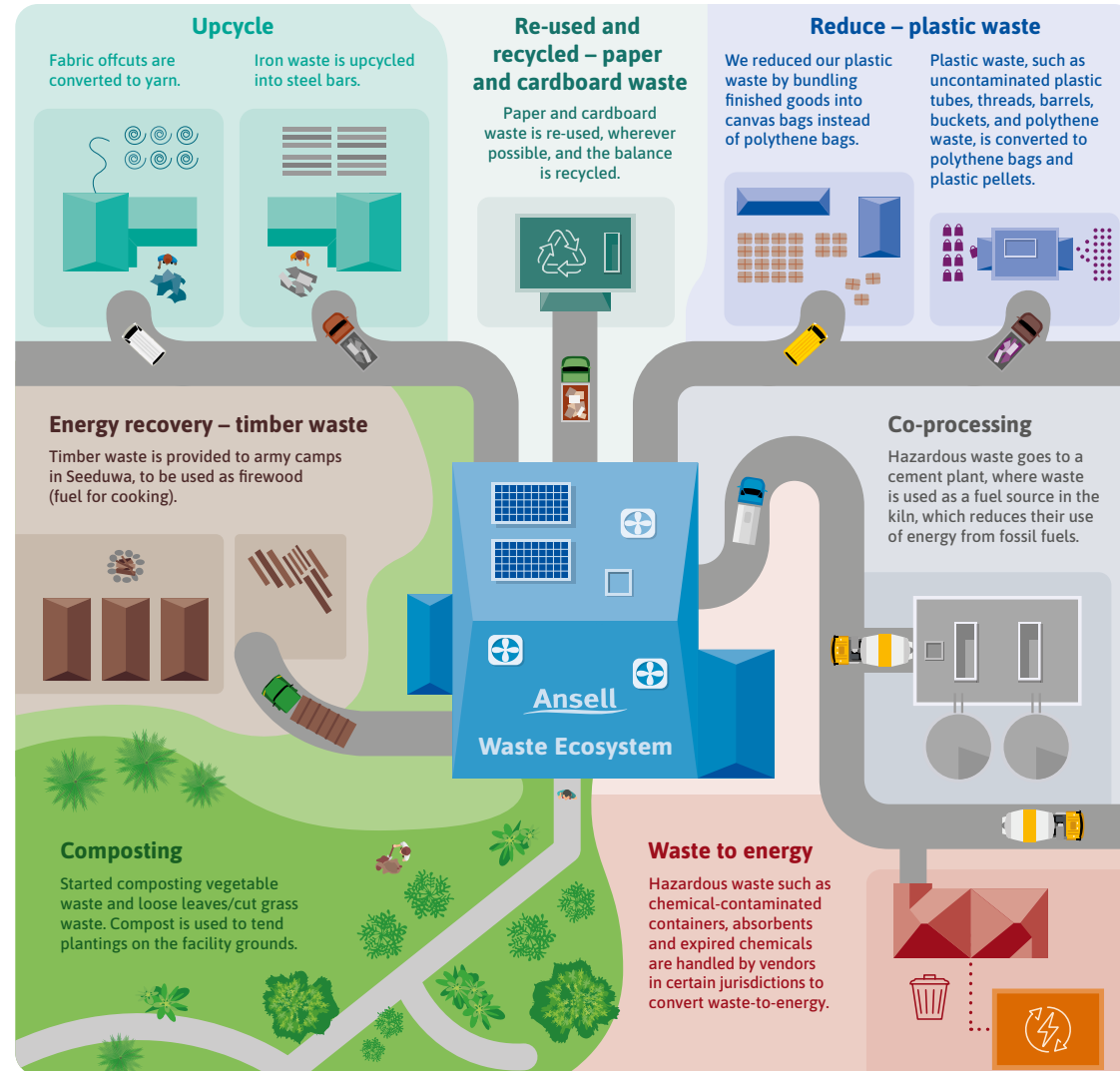
In FY23 we achieved our Zero Waste to Landfill target for all Ansell plants, excluding two new plants in India and Malaysia. We have maintained our performance in FY24 by reducing, segregating and managing our various waste streams to a total of 99.8% of waste generated from landfills.

In Seremban, our newly acquired site in FY23, we are baselining all the waste streams to develop the 'Zero Waste to Landfill' implementation plan. For our new plant in Kovai, India, we will commence its certification process when the plant becomes fully operational. Our priority for the plant will be water recycling and water treatment process as a zero discharge facility, while the plant prepares for 'Zero Waste to Landfill' certification.

### Repurposing production waste for good

During the glove manufacturing process, gloves that do not meet Ansell standards are rejected by our quality control team. This year, Ansell began a partnership with Geomax Rubber, a company that transforms nitrile rubber glove waste into eco-friendly products. Our goal was to find ways to repurpose our pre-consumer glove waste into useful products. In a pilot trial this year, Geomax was able to successfully use 1.5 tons of rejected single-use examination and chemical gloves to manufacture the soles of sandals. The first batch of these sandals was donated in June 2024 to community centers, orphanages, and schools in Malaysia. We are seeking to continue this partnership and expand the pilot in FY25 as we continue working to divert waste to landfills in ways that benefit our communities.

### Ansell's waste ecosystem for Zero Waste to Landfill operations



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# Planet

## Innovation and product stewardship

Ansell is committed to progressively reducing the environmental impact of our products – throughout their lifecycle, across our entire range.



### Targets

#### Material and process innovation/product life cycle:



#### Use less fossil fuels

and more recycled and bio-based content materials



## 80%

of new and updated products designed with reduced environmental impact by 2026<sup>1,2</sup>

#### Packaging pledge



## 100%

of packaging material is recyclable, reusable or compostable by 2026



### Reduce plastic and paper packaging use by 2026

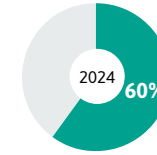
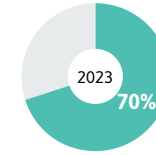
1. We have revised the definition of this target to reflect our current product stewardship approach, which not only focuses on new product development, but now includes the redesign of existing products for reduced environmental impact when compared with gloves of a similar make.
2. Made using less fossil-based material and more recycled or bio-based material when compared with gloves of a similar make.
3. New Products Development (NPDs) only.
4. Annual improvement results against the FY20 baseline are calculated based on the annualised impact of changes implemented within the relevant fiscal year.

### Progress

**6** styles redesigned, totaling more than 29 million units in sales, to incorporate recycled yarns



% of new and updated products designed with reduced environmental impact<sup>2</sup>



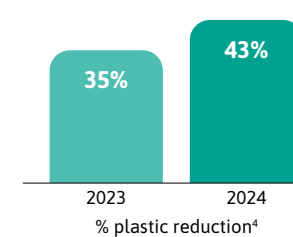
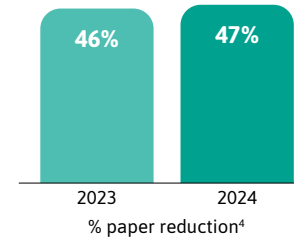
## 97%

of Industrial segment packaging material made from recyclable materials.

## 100%

of Healthcare segment packaging is recyclable, excluding plastic packaging required to protect product sterility or particulate cleanliness.

#### Industrial segment packaging



### Additional information

- Quality Statement and Sustainable Packaging Guidelines formalise our leading practices.
- Ansell products adhere to standards (ISO 9001:2018, REACH), including supporting standards of ISO 17025 accredited laboratories and Life Cycle Assessments performed according to ISO 14040/ISO14044.
- For further information, see our [2024 Sustainability Management Approach Report](#).

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### Product stewardship approach

Ansell continuously explores new innovations and material technologies in product and packaging that minimise our products' impact on the planet. When developing new products and updating existing products, we follow Design for Sustainability (D4S) principles, which draw on the UN SDGs, the ISO Framework and the US Federal Trade Commission – Guides for the Use of Environmental Marketing Claims. D4S integrates strategies such as reducing material consumption and use of virgin fossil-based materials, manufacturing process optimisation, and increased product lifetime, to reduce environmental impact across the lifecycle of products' without compromising product performance.

In FY24, we focused on updating existing products that could be reformulated, redesigned or manufactured in ways that would reduce environmental impact in its lifecycle, such as by reducing our dependency on materials made from fossil fuels or reducing water consumption during material production and

manufacturing. By redesigning our popular, high-volume glove styles, we help our customers to transition to more sustainable alternatives. Of the new and updated products launched this year, 60% are designed with reduced environmental impact when compared to traditional products of a similar nature.

We proudly introduced six updated mechanical gloves crafted from recycled yarn materials in FY24. Drawing insights from Life Cycle Assessments (LCAs) of earlier product generations, we identified recycled yarn as a key opportunity to enhance the circularity of our products and significantly reduce their environmental footprint compared to previous versions. Moreover, Ansell certified two of our manufacturing plants where these products are produced against the Recycled Claim Standard (RCS) 2.0, with a goal to certify a third plant in the coming year. Details of the products and their environmental impact are listed in our infographic the next page.



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Redesigned 6 products that sold >29 million units in FY24 with recycled yarn



**HyFlex® 11-800**  
 Made of **49%** recycled yarn<sup>1</sup>  
**24.9%**<sup>2</sup>  
 GHG emission reduction (CO2e)



**HyFlex® 11-738**  
 Made of **26%** recycled yarn<sup>1</sup>  
**9%**<sup>2</sup>  
 GHG emission reduction (CO2e)



**HyFlex® 11-250**  
 Made of **38%** recycled yarn<sup>1</sup>  
**22%**<sup>3</sup>  
 GHG emission reduction (CO2e)

**HyFlex® 11-251**

Made of **36%** recycled yarn<sup>1</sup>  
**20%**<sup>3</sup>  
 GHG emission reduction (CO2e)



**HyFlex® 11-280**

Made of **21%** recycled yarn<sup>1</sup>  
**8%**<sup>3</sup>  
 GHG emission reduction (CO2e)



**HyFlex® 11-281**

Made of **19%** recycled yarn<sup>1</sup>  
**7%**<sup>3</sup>  
 GHG emission reduction (CO2e)



1 As percentage of glove total weight  
 2 Based on size 9.  
 3 Based on size 18" wide.  
 \* All these Life Cycle Assessments (LCAs) have been critically reviewed by a third-party auditor.

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Innovation and product stewardship *continued*

## Packaging

### Eliminating the use of plastic in Industrial segment glove packaging

Following a successful pilot of paper band packaging in FY22, in FY23 we rolled-out a large-scale effort to replace plastic-coated U-shaped paper inserts and polybags with new strong, lightweight and recyclable paper bands. Today, 83% of eligible styles have paper band packaging. While we initially aimed to complete the roll-out for remaining styles by 2024, we are delayed due to production and inventory challenges, and will focus on the full roll-out for vended items in the meantime.

### New SMARTPack™ for our Healthcare Segment sterile cleanroom PPE gloves

SMARTPack™ is Ansell’s first packaging innovation, initially launched for our surgical products. In a recent achievement for surgical packaging, 100%<sup>1</sup> of the inner packaging and 71%<sup>1</sup> of the shipper cartons began to be made from FSC-certified materials. We are working towards a goal to change other non-recyclable aspects of the design.

[LEARN MORE ABOUT OUR SMARTPACK™](#)

- 1. Based on FY24 spend.
- 2. Based on comparison to Life Cycle assessments conducted on inventory in 2022.
- 3. Always check your local recyclable status of HDPE and LDPE as these plastic materials may not be considered suitable for recycling in your country.

### Benefits of paper bands for mechanical gloves

**60%+**  
of our styles are certified with FSC paper band packaging

Our paper band designs achieve:  
**70%+** reduction in materials\*  
**82%** reduction in GHG emissions\*

\* Reductions in primary packaging of 12 pair bundles when compared to previous packaging.

This year we introduced the SMARTPack™ for several sterile cleanroom PPE products: AccuTech® 91-225 and TouchNTuff® 73-701. The packaging construction has been carefully configured to address cleanroom requirements, keeping in mind the need to prevent particulate contamination during transfer and handling.

### Impact of moving to SMARTPack™ designs

 **Reduced plastic materials in packaging**

**56%**  
reduction in the amount of plastic used in the pouch<sup>2</sup>

 **Improving recyclability of packaging**

Shipper cases are **100%** recyclable  
Both the pouch and its inner and outer bags can be recycle because they are **manufactured using HDPE or LDPE<sup>3</sup>**



# Ansell

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## Ansell Earth: Thinking of People and Planet First

Improving sustainability outcomes extends beyond Ansell’s product development and manufacturing processes. We know we need to support behavioural change among our customers and end users. This is one of the reasons why in 2023 we launched Ansell Earth, a platform designed to provide customers with reliable information about the impacts of our products to inform their purchasing decisions.

Ansell Earth serves as our communication framework for discussing sustainability, introducing science-based product claims across five key product life cycle areas: Material, Manufacturing, Packaging, Use, and End of Use. We began with 169 products and currently feature 180 on Ansell Earth. These products are featured on our website, and have downloadable fact sheets that detail their sustainability credentials.

At Ansell, we believe that addressing environmental challenges requires a collective effort. Ansell Earth has facilitated a two-way dialogue with our customers, providing us with valuable insights into the environmental issues that matter most to them and guiding our priorities.

We are committed to continuously updating and monitoring the information we publish as Ansell products evolve and as the external regulatory landscape changes. Recognising that standards and regulations evolve over time, Ansell will regularly update Ansell Earth claims to ensure continued relevance.



# Ansell Earth

## Thinking of people and planet first



**Material**  
Selecting materials that minimise a product’s environmental impact without affecting its quality or performance.



**Manufacturing**  
Optimising the energy consumption, waste generation and water consumption of our manufacturing processes.



**Packaging**  
Using scientific research to minimise our environmental impact while maintaining our superior quality that protects people and products.



**Use**  
Increasing product durability and lifespan because longer product lives reduce the need for replacement, which generates less waste.



**End of Use**  
What happens to a product after it’s served its purpose? Optimising end of use is essential to reducing the consumption of materials and energy.

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### Reducing End of Life Impact

Given the protective purpose of our products, they often come into contact with various substances that prevent the use of typical methods for recycling and reuse. Tailored disposal options are therefore required for customers to divert waste from landfill while meeting regulatory waste management requirements. Ansell has therefore been exploring possible alternative end-of-life solutions for customers.

One example of this, is a partnership began in FY23 with Recnorec, a France-based company that specialises in finding new ways to recycle plastics. Recnorec has completed pilot trials with us to break down select styles of cut protection, multi-purpose and nitrile gloves into recycled material. Another example is a recent effort to obtain third-party certifications to verify that six popular Ansell mechanical gloves are able to retain their performance and protection properties after three laundering cycles, thereby extending the lifespan of the gloves. With the acquisition of the KBU, the RightCycle™ Program, a large-scale program for recycling non-hazardous PPE waste, will give Ansell customers more options for waste disposal starting in FY25.



## Introducing our new CO<sub>2</sub> REDUCTION CALCULATOR

Ansell **GUARDIAN**



### AnsellGUARDIAN® CO<sub>2</sub> Reduction Calculator

Our AnsellGUARDIAN® CO<sub>2</sub> Reduction Calculator is an important tool integrated within the AnsellGUARDIAN® platform. This calculator enables customers to select relevant products and quantities, and instantly calculate the CO<sub>2</sub> savings compared to previous-generation products. The calculator translates CO<sub>2</sub> savings into everyday equivalencies, such as the number of incandescent lamps switched to LEDs or the amount of carbon sequestered by tree seedlings grown.

The process of calculating CO<sub>2</sub> is based on Life Cycle Assessment (LCA) data, and is done in accordance with ISO standards. This means that for each product featured in the Calculator, our teams must conduct in depth assessments of the end-to-end carbon impact, from raw material to end of life. The Calculator currently features only six products, but we plan to rapidly expand the number of products in the tool in FY25 and beyond.

Looking ahead, the Ansell Earth and AnsellGUARDIAN CO<sub>2</sub> Reduction Calculator will together play key roles in providing valuable information to guide the purchase decisions of customers seeking to make more sustainable choices. We will continue to enhance these tools by incorporating more products and expanding the information they provide.

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## Data tables

### Workforce

#### Headcount by employment type, region and gender (as at 30 June 2024)<sup>1</sup>

	NA	LAC	EMEA	APAC	Female	Male	Total
Employees	519	441	904	14,087	7,775	8,176	<b>15,951</b>
Contingent Workers	14	13	96	208	135	196	<b>331</b>

1. In addition to the above, average 638 workers a month work on Ansell sites as service providers. Ansell has no non-guaranteed hours employees. There were no significant fluctuations in the number of employees during the reporting period.

#### % Women in leadership

	FY23	FY24
Board of Directors	44	<b>50</b>
Executive Leadership (Director and above)	31	<b>35</b>
Management (Manager through to Associate Director)	39	<b>40</b>

#### % Overall turnover

	FY20	FY21	FY22	FY23	FY24
Male staff turnover	17.0	19.0	18.8	13.0	<b>12.5</b>
Female staff turnover	21.4	21.4	22.0	14.1	<b>16.0</b>
Total turnover	19.3	20.0	20.3	13.5	<b>14.2</b>

#### % Turnover – Professional employees

	FY22	FY23	FY24
Male staff turnover	8.4	12.6	<b>10.9</b>
Female staff turnover	10.5	11.9	<b>10.7</b>
Total turnover	9.4	12.3	<b>10.8</b>

#### % Turnover – Production employees

	FY22	FY23	FY24
Male staff turnover	24.2	13.1	<b>12.9</b>
Female staff turnover	27.5	14.7	<b>17.4</b>
Total turnover	25.8	13.9	<b>15.2</b>

#### Total number of new employee hire and leavers

	Region				Gender		Age				Total
	NA	LAC	EMEA	APAC	Female	Male	Baby Boomers (1945 – 1964)	Generation X (1965 – 1980)	Millennials (1981 – 1999)	Generation Z (2000 Onwards)	
New Hires	68	112	80	3698	2328	1630	10	131	1947	1870	<b>3958</b>
Leavers	120	68	138	2936	1750	1512	89	678	1745	750	<b>3262</b>

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## Health and safety

All health and safety figures include temporary and contract employees hired by Ansell through temporary and contract agencies. They do not include third-party contractors hired to undertake a specific job or task, such as caterers or tradespeople who take direction from the company they work for.

From FY24, we changed our methodology for reporting safety indicators to per million hours worked (up until FY23 reported as per 100 employees per year). For comparison in reporting, we report prior years' reported metrics per million hours worked (FY22-FY23 safety leading indicators, as shown on this page).

	FY19	FY20	FY21	FY22	FY23	FY24
Total recordable injury frequency rate (Per million hours worked)				0.718	0.413	<b>0.949</b>
Lost time injury frequency rate (Per million hours worked)				0.230	0.265	<b>0.503</b>
Days lost frequency rate (per 100 employees per year)	2.463	1.580	4.049	0.887	2.447	<b>3.620</b>
Medical treatment injury (per 100 employees per year)	0.257	0.198	0.232	0.161	0.092	<b>0.217</b>
Leading indicator frequency rate (per 100 employees per year)	35.305	39.920	46.440	68.862	89.980	<b>145.420</b>
Fatalities (number)	0	0	0	0	0	<b>0</b>
Fatalities (per 100 employees per year)	0	0	0	0	0	<b>0</b>

Hand- and finger-related injuries were the main types of injuries sustained by workers in FY24.

Leading indicator frequency rate increase represents the raised awareness at plants to report unsafe conditions, unsafe acts and near misses

In FY19 there was a fatality associated with a third-party contractor. As third-party contractors are outside the scope of our reporting boundary, we have not included it within this table.

High-Risk Tasks (HRT) procedures focus on the proactive identification of high-risk activities and building the health and safety competencies of everyone engaging with the HRT. Eight high risks tasks that are common top risks in all our plants: powered industrial truck operations; working at height; exposure to hazardous energy; confined space entry; exposure to hazardous substances; works done by contractor; electrical work; and exposure to machinery hazards.

## Environment

In FY23, Ansell completed the acquisition of our plant in Seremban, now called Ansell Seremban. This year, we restated metrics related to absolute emissions data for our target baseline FY20 to include Ansell Seremban. Ansell Seremban was added to our inventory in FY24. We did not restate FY20-FY23 data for energy and intensity-related indicators.

Details of Ansell Seremban's contribution to our carbon footprint and our progress is in the Energy & Emissions section of this report.

## Total energy

	FY23	Excluding Ansell Seremban FY24	Total Ansell Group, including Ansell Seremban FY24
Total energy (GJ)	4,426,990	<b>4,283,004</b>	<b>5,160,930</b>
Total renewable energy (GJ)	2,235,944	<b>2,136,468</b>	<b>2,136,468</b>
	51%	<b>50%</b>	<b>41%</b>
% Electricity from total energy	16%	<b>16%</b>	<b>14%</b>
% Electricity from renewable sources	29%	<b>31%</b>	<b>29%</b>

## Energy intensity

	FY20	FY21	FY22	FY23	Excluding Ansell Seremban FY24	Total Ansell Group, including Ansell Seremban FY24
mmbtu/million USD production value ('000)	6.12	6.32	7.06	7.21	<b>7.16</b>	<b>7.86</b>

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## Greenhouse gas emissions intensity

	FY20	FY21	FY22	FY23	Excluding Ansell	Total Ansell
					Seremban FY24	Group, including Ansell Seremban FY24
MTCO <sub>2</sub> e/million USD production value ('000)	377	355	368	332	<b>329</b>	<b>403</b>

## Greenhouse gas emissions (excluding Ansell Seremban)

	Metric tons of CO <sub>2</sub> e				
	FY20	FY21	FY22	FY23	FY24
Scope 1 emissions	122,720	131,350	135,414	121,369	<b>120,684</b>
Scope 2 emissions (market based)	94,610	101,615	99,119	76,120	<b>65,768</b>
Direct biomass emissions <sup>^</sup>	206,458	253,077	301,804	306,302	<b>287,011</b>
Scope 3 emissions <sup>†</sup>	858,203	1,311,022	818,547	848,633	<b>n/a</b>

## Greenhouse gas emissions (including Ansell Seremban)

	Metric tons of CO <sub>2</sub> e	
	FY20	FY24
Scope 1 emissions	175,135	<b>173,100</b>
Scope 2 emissions (market based)	106,526	<b>77,684</b>
Direct biomass emissions <sup>^</sup>	206,458	<b>287,011</b>

## Greenhouse gas emissions (excluding Ansell Seremban)

	Metric tons of CO <sub>2</sub> e				
	FY20	FY21	FY22	FY23	FY24
CO <sub>2</sub>	116,578	124,910	126,283	110,007	<b>111,317</b>
CH <sub>4</sub>	3,874	3,690	5,914	8,139	<b>6,242</b>
N <sub>2</sub> O	2,267	2,749	3,216	3,224	<b>3,125</b>

## Composition of Scope 1 emissions (including Ansell Seremban)

	Metric tons of CO <sub>2</sub> e	
	FY20	FY24
CO <sub>2</sub>	168,516	<b>163,255</b>
CH <sub>4</sub>	4,220	<b>6,588</b>
N <sub>2</sub> O	2,400	<b>3,257</b>

Scope of our environmental data is for our manufacturing plants only. Our distribution centres and offices are leased and therefore fall under Scope 3 emissions.

<sup>^</sup> Ansell has restated our reported Scope 1 and 2 GHG emissions from our baseline year (FY20) to FY23 due to reclassification of methane and nitrous oxide emissions generation from our biomass consumption. All anthropogenic biogenic emissions were reported separately and in the form of carbon dioxide equivalents. This was corrected and now only the anthropogenic biogenic CO<sub>2</sub> emissions were reported separately and CH<sub>4</sub> and N<sub>2</sub>O were reported as anthropogenic as per Annex D of ISO 14064-1:2018. Biomass emissions are reported separately from Scope 1 and 2 emissions and are not covered by emissions related targets.

<sup>†</sup> Our scope 3 inventory is calculated by subject matter experts using a spend-based methodology. We used our financial data, industry averages and other emission factors based primarily on spend data. As we enhance our supply chain engagement and develop our scope 3 roadmap, we expect to improve the accuracy of our inventory with increased granularity and this may impact our baseline calculation as well. Ansell has restated the 2022 GHG Emissions for Scope 3 (Category 12: End-of-Life Treatment of Sold Products). This is due to a more accurate methodology for categorizing product categories, product materials, and related product end of life emissions.

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### Water

Metrics related to water data excludes Ansell Seremban.

#### Water intensity

	FY20	FY21	FY22	FY23	FY24
m <sup>3</sup> /million USD production value ('000)	11.07	11.01	11.04	12.26	<b>12.48</b>

#### Water withdrawals

	FY20	FY21	FY22	FY23	FY24
m <sup>3</sup>	6,272,955	7,088,847	6,880,433	7,098,237	<b>7,078,730</b>

Including Ansell Seremban in FY24, our total water withdrawals is 8,242,852m<sup>3</sup> and water intensity is 13.25m<sup>3</sup>/million USD production value ('000). Read more in the Water section of this report.

### Waste

Metrics related to Waste Management excludes Ansell Kovai and Ansell Seremban.

#### Volume of waste

	FY20	FY21	FY22	FY23	FY24
Total waste generated (MT)	9,811	17,559	18,494	19,652	<b>21,284</b>
Waste to landfill (MT)	1,738	1,417	812	83	<b>50</b>
% Waste to landfill	18%	8%	4%	0.42%	<b>0.23%</b>

#### Volume of waste by method of waste handling and disposal

Method of waste handling and disposal	FY23		FY24	
	Quantity (MT)	% Total	Quantity (MT)	% Total
Reuse	2,624	13.29%	<b>2,171</b>	<b>10.67%</b>
Recycling	10,260	51.98%	<b>11,818</b>	<b>55.53%</b>
CoProcessing/Waste to Energy	6,772	34.31%	<b>7,145</b>	<b>33.57%</b>
Incineration	23	0.12%	<b>1</b>	<b>0.01%</b>
Chemical Pre-Treatment and Neutralisation	0.16	0.00%	–	<b>0.00%</b>
Secured/Sanitary Landfilling	11	0.05%	<b>11</b>	<b>0.05%</b>
Uncontrolled Landfilling	49	0.25%	<b>38</b>	<b>0.18%</b>

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### Statement around verification of data

Environmental data is provided monthly by cross-functional teams including Engineering, EHS and Finance at each of our manufacturing plants, and compiled by the Environmental Sustainability arm of Global EHS. This team together with Global Engineering follows up on data-gaps and anomalies and performs verification against documentary evidence submitted (including invoices, meter readings and consumption records). All data is used to update SmartSheet Dashboards so there is clear visibility on plant-level and group-level performance. Ansell developed an internal verification program pursuant to the principles of applicable assurance standards to verify the Scope 1 and 2 environmental data set out on page 47 of this report and achieved the internal verification objectives. The FY24 GHG Inventory was verified in accordance with ISO 14064-3:2019 as meeting the requirements of ISO 14064-1:2018 by Control Union International, an independent IFIA accredited inspection group.



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# SUSTAINABILITY MANAGEMENT APPROACH REPORT 2024



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## Acknowledgement of Country – Australia

We acknowledge and respect the traditional lands and cultures of First Nations peoples in Australia and globally. We pay our respects to Elders past and present and recognise First Nations peoples’ longstanding and ongoing spiritual connections to land, sea, community and Country. Appreciation and respect for the rights and cultural heritage of First Nations peoples is essential to the advancement of our societies and our common humanity.



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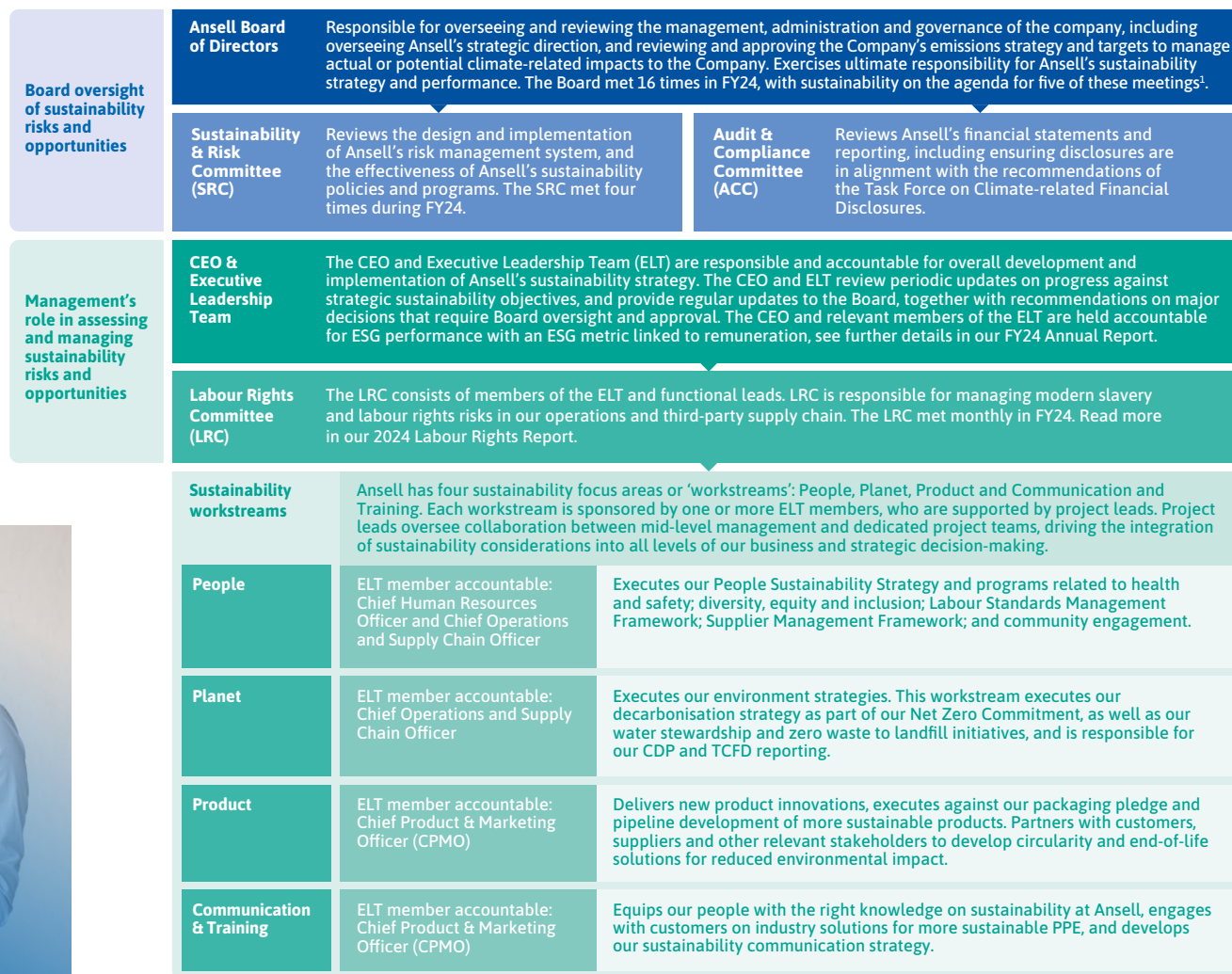
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# Sustainability governance

We have established a framework of oversight flowing from Ansell’s Board of Directors (Board) to frontline workers to integrate sustainability into our approach at every level.

The Board-level and executive committees oversee our approach to sustainability with four formalised workstreams to reflect our sustainability focus areas. Workstreams are supported by the VP of Corporate Governance, Social Responsibility & Company Secretary, who coordinates the strategic management and prioritisation of Ansell’s activities and initiatives.



## Ansell’s Sustainability Management Approach Report supplements our annual sustainability reporting suite.

Ansell’s sustainability management approach disclosure relates to its material sustainability topics references the Global Reporting Initiative (GRI) Standards 2021 and is a roll-forward document year on year, with updates made to the disclosure, where relevant. A detailed GRI Index is available on page 29 of this document.

1. Due to increased M&A activity in FY24, there was a higher number of Board meetings held than in prior years.

See the 2024 Corporate Governance Statement for information on Ansell’s approach to governance, committee responsibilities, and the Board Skills Matrix. Our Board Committee Charters and corporate policy suite are available on our website.

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## Remuneration-linked sustainability key performance indicators (KPIs) for CEO and ELT members

'ESG metrics' linked to the CEO and ELT members' remuneration were introduced in FY22 and ELT members have been paid out on accomplished ESG-focused objectives (subject to business' financial performance for the year). In FY23, we refined our approach, with ELT members who directly oversee certain sustainability projects being assigned remuneration-linked sustainability KPIs, to ensure focused attention where required.

The aim of these sustainability performance-linked objectives is to move the dial on our sustainability strategy, goals and performance. Payout against the ESG metrics is decided on a weighted average for each metric and the level of completion.

ELT members' ESG targets for FY24 are set out below.

ELT member	Remuneration-linked sustainability KPIs
Chief Human Resources Officer	KPIs related to our commitments under 'People' pillar, focused on working hours and overtime and the Company's commitment to 60-hour work weeks at all Ansell plants.
Chief Operations and Supply Chain Officer	KPIs related to operations and supply chain commitments under our 'Planet' pillar, including Net Zero decarbonisation strategy and water usage reduction.

## Ansell policies and charters

Ansell's policy suite guides our business conduct and formalises how we approach issues covered by our policies. The Board reviews and approves all Ansell policies before they are adopted. We endeavour to update our policies regularly so that they remain relevant to our business and how we manage our material issues.

### This year Ansell's Board approved updates to the following policies:

- (updated) Supplier Code of Conduct
- (new) Responsible Sourcing Policy
- (updated) Diversity, Equity & Inclusion Policy

In FY23, the Ansell Board also determined that the Corporate Social Responsibility Statement was no longer required as our other policies now embed our fundamental commitments to social responsibility.

### Ansell's governance policies are publicly available on our website, and relate to the following issues:

#### Labour rights

- Human Rights Statement
- Labour Standards Policy

#### People

- Diversity, Equity and Inclusion Policy
- 5-Point Safety Charter
- Safety and Loss Control Policy

#### Environment

- Environmental Sustainability Policy

#### Supply chain

- Conflict Minerals Policy
- Supplier Code of Conduct
- Responsible Sourcing Policy

#### Products

- Quality Statement Policy

#### Corporate governance

- Ansell Constitution
- Corporate Governance Statement
- Ansell Code of Conduct
- Tax Transparency Public Disclosure
- Anti-Bribery and Corruption Policy
- Continuous Disclosure Policy
- Mandatory Shareholding Policy
- Risk Management policy
- Securities Trading Policy
- Whistleblower Policy

Our environment team considers the precautionary principle in its work; however, the principle is not formally embedded in policies. Some of our policies, such as our Labour Standards Policy, stipulate due diligence.

# Sustainability governance continued

## Information on Ansell's Board and Committee governance is available on our website, including:

- Board Charter
- Board Skills Matrix
- Membership of Board Committees
- Audit and Compliance Committee Charter
- Sustainability and Risk Committee Charter
- Governance Committee Charter
- Human Resources Committee Charter

## Risk management

Managing risk is critical to creating long-term value for Ansell and our stakeholders. Our Risk Management Framework enables us to identify, evaluate, manage and report on risks, including non-financial risks relating to ESG issues. Our Risk Appetite Statement defines the level of risk we are willing to accept in pursuing our strategic objectives.

The identification and management of risk, the implementation of policies and procedures, and the reporting of risks to our ACC and SRC, are the responsibility of our management teams. The Committees actively monitor financial and non-financial risks and support the Board to set Ansell's risk appetite.

## Our risk management practices include:

- A comprehensive risk control program that includes property protection and health, safety and environmental audits using underwriters, self-audits, and engineering and professional advisers.
- Processes to identify the business risks (both financial and non-financial) applicable to each area of Ansell's activities and the maintenance of a specific framework that prioritises risks according to likelihood and consequence, and monitors the mitigation of those risks.
- Regular data collection and reporting from relevant business units to the ACC or SRC, as appropriate, and the Board.

See our Corporate Governance Statement for more information on Ansell's approach to risk management and our Annual Report for a description of our material risks and mitigation actions.

## Sustainability governance continued

### Code of Conduct

Ansell's Code of Conduct embeds our core values and commits to operating under the highest legal, moral and ethical standards in our business. Each Ansell employee and Board member is expected to understand and adhere to our Code of Conduct, which sets out expectations on issues including corruption and bribery, human rights, conflicts of interest and social accountability, as well as when and how to report concerns and seek advice. Our Code of Conduct is available on our website.

We require all email-enabled Ansell employees and Directors to undertake Code of Conduct compliance training programs every two years. Employees are required to complete topic-specific compliance training during other years.

### We completed the following trainings related to ethical conduct and abiding to our Code of Conduct:

3,407

Professional employees completed Code of Conduct training in FY23-24 as our CoC training is held every two years

3,626

Production employees received an in-person refresher course on our Code of Conduct in FY24

Failure to comply with our Code of Conduct, including its provisions relating to fair employment and human rights, may lead to disciplinary action, up to termination, consistent with local law. Violations by an individual may also subject Ansell and/or its officers to civil and/or criminal liability.

Employees can seek compliance advice by contacting the Compliance Function or relevant Ansell departments. All concerns can be reported to our independently managed Compliance Hotline, which is available online and by phone in local languages. Individuals who report their concerns in good faith are protected by Ansell's 'no retaliation' policy. Our Supplier Code of Conduct, updated this year, is published on our website and formalises our expectation that our suppliers uphold responsible environmental, social and governance practices in line with Ansell's values. A direct link to Ansell's compliance hotline is available to suppliers, their employees, contractors and other stakeholders to report non-compliance with Ansell's Supplier Code of Conduct without fear of retaliation. We require all Ansell suppliers to have grievance mechanisms and to undertake remediation where required. Please see our Labour Rights Report (and Modern Slavery Statement) for more information on our Supplier Code of Conduct, grievance mechanisms and approach to remediation.



## Industry associations

Body	Type	Country or region	Ansell position
<a href="#">European Commission</a>	Government regulator	EU-27	Engagement in ESF
<a href="#">Korea Occupational Safety and Health Agency (KOSHA)</a>	Government regulator	South Korea	Dialogue
<a href="#">CUPPE</a>	Government regulator	China	Dialogue
<a href="#">International Organization for Standardization (ISO)</a>	Standardisation body	International	Expert member
<a href="#">European Committee for Standardization (CEN)</a>	Standardisation body	EU-27	Expert member
<a href="#">British Standards Institution (BSI)</a>	Standardisation body	United Kingdom	Expert member
<a href="#">Bureau for Standardization (NBN)</a>	Standardisation body	Belgium	Expert member
<a href="#">Swedish Institute for Standards (SIS)</a>	Standardisation body	Sweden	Expert member
<a href="#">International Safety Equipment Association (ISEA)</a>	Standardisation body	North America	Expert member
<a href="#">American Society for Testing and Materials (ASTM)</a>	Standardisation body	North America	Expert member
<a href="#">National Fire Protection Association (NFPA)</a>	Standardisation body	North America	Expert member
<a href="#">Standardisation Administration</a>	Standardisation body	China	Expert member
<a href="#">Brazilian National Standards Organization (ABNT)</a>	Standardisation body	Brazil	Dialogue
<a href="#">Australian/New Zealand Standards (AS/NZS)</a>	Standardisation body	Australia and New Zealand	Member
<a href="#">European Safety Federation (ESF)</a>	Professional organisation	Europe	President
<a href="#">Bundesverband des Deutschen Versandhandels (BVH)</a>	Professional organisation	Germany	Member
<a href="#">British Safety Industry Federation (BSIF)</a>	Professional organisation	United Kingdom	Board member
<a href="#">Febelsafe</a>	Professional organisation	Belgium	President
<a href="#">Assosistema</a>	Professional organisation	Italy	Member
<a href="#">Synamap</a>	Professional organisation	France	Board member and expert member
<a href="#">Animaseg</a>	Professional organisation	Brazil	Member
<a href="#">Asepal</a>	Professional organisation	Spain	Member
<a href="#">Malaysian Rubber Glove Manufacturers Association</a>	Professional organisation	Malaysia	Ordinary member
<a href="#">Responsible Glove Alliance / Supplier Ethical Data Exchange (SEDEX)</a>	Non-profit membership organisation	Global	Member

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# Engaging with our stakeholders on material topics

## Stakeholder engagement

Understanding our stakeholders' priorities and keeping them informed about our environmental and social impact is integral to our operations. Each year, Ansell engages a diverse set of stakeholders on a wide range of sustainability topics. Our focus is on addressing inquiries, delivering clear information, and fostering meaningful dialogue through various channels and touch-points.

As awareness of environmental and social challenges has grown, so has stakeholder interest in the impact of our operations. Ansell is committed to continuing to maintain open communication and transparency as we report out on progress against our sustainability targets each year.

Stakeholder group	Key areas of interest	How we engage
<b>Distributor customers</b>	<ul style="list-style-type: none"> <li>Business conduct</li> <li>Business continuity/reliability of supply</li> <li>Environmental impact and compliance</li> <li>Labour rights</li> <li>Pricing</li> <li>Innovation and product stewardship</li> <li>Responsible supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Customer service interaction</li> <li>Direct engagement</li> <li>Marketing</li> <li>Plant visits</li> <li>Sales and contract negotiations</li> <li>Trade shows</li> <li>Webinars</li> <li>Website</li> <li>Sustainability Report</li> <li>Labour Rights Report (and Modern Slavery Statement)</li> </ul>
<b>End users</b>	<ul style="list-style-type: none"> <li>Business continuity/reliability of supply</li> <li>Environmental impact and compliance</li> <li>Labour rights</li> <li>Pricing</li> <li>Innovation and product stewardship</li> <li>Responsible supply chain</li> </ul>	<ul style="list-style-type: none"> <li>AnsellGUARDIAN</li> <li>Contact through distributors</li> <li>Customer service interaction</li> <li>Customer site visits</li> <li>Marketing</li> <li>Webinars</li> <li>Websites</li> <li>Sustainability Report</li> <li>Labour Rights Report (and Modern Slavery Statement)</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Labour rights</li> <li>Diversity and inclusion</li> <li>Employee engagement</li> <li>Financial performance</li> <li>Community engagement and investment</li> <li>Climate risk</li> <li>Environmental impact and compliance</li> </ul>	<ul style="list-style-type: none"> <li>Newsletters, posters and emails</li> <li>Conferences and events</li> <li>Engagement surveys</li> <li>Intranet</li> <li>Town halls</li> <li>Training</li> <li>Volunteer and community programs</li> <li>Sustainability Report</li> <li>Labour Rights Report (and Modern Slavery Statement)</li> </ul>

## Engaging with our stakeholders on material topics continued

Stakeholder group	Key areas of interest	How we engage	
<b>Investors</b>	Financial performance Climate risk Environmental impact and compliance Diversity and inclusion Health and safety Labour rights	Annual General Meeting Annual Report ASX disclosures Chairman’s circuit Direct engagement Investor presentations	Sustainability webinar Written letters and communications Sustainability Report Labour Rights Report (and Modern Slavery Statement)
<b>Local communities</b>	Community engagement and investment Environmental impact and compliance	Education and healthcare support Local events Philanthropic activities	Sponsoring Volunteer programs
<b>NGOs and activists</b>	Labour rights Responsible supply chain	Direct engagement Donations/disaster relief support Partnerships	Sustainability Report Labour Rights Report (and Modern Slavery Statement)
<b>Regulators</b>	Business conduct Environmental impact and compliance Health and safety Labour rights	Annual Report Sustainability Report Modern Slavery Statement	Direct engagement Participation in business and industry associations
<b>Suppliers</b>	Business conduct Business continuity Labour rights Product specifications and quality expectations Responsible supply chains	Audits (including third-party audits) Direct engagement Supplier trainings Supplier events, such as supplier summits Participation in business and industry associations	Supplier agreements Supplier Code of Conduct Sustainability Report Labour Rights Report (and Modern Slavery Statement)

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## Materiality and material topics

To inform how we manage, measure and communicate our sustainability performance, we have identified the sustainability topics that are most material to Ansell and our stakeholders. These topics indicate where we have the most potential to minimise harm and contribute sustainable development.

Our material topics were identified during a detailed materiality assessment conducted in FY20, based on the Global Reporting Initiative (GRI) Standards 2016 and the Sustainability Accounting Standards Board (SASB). For more information about this process, see our 2020 Sustainability Report.

### Our material topics

#### People

Employee health and safety

Labour rights

Diversity, equity and inclusion and Employee engagement

Community engagement and investment

#### Planet

Energy and emissions

Climate risk

Biodiversity

Water

Waste

Innovation and product stewardship (including product quality and safety)

In FY21, we conducted a high-level refresh of our topics, which resulted in 'Responsible supply chains' being absorbed into the 'Energy and emissions' topic, and as 'Environmental impact and compliance' is enacted through all focus areas under Environment, we removed it as a standalone topic.

In FY23 reporting, 'Diversity and inclusion' and 'Recruitment and engagement' were combined as 'Diversity, equity and inclusion and Employee engagement' as diversity and inclusion has been fully integrated in our approach to talent recruitment, development and retention. We also added Biodiversity as a new topic, marking our commitment to achieve meaningful progress for potential improvements and mitigation of negative footprints.

### Our material sustainability focus areas are underpinned by:

- Governance and business ethics
- Stakeholder engagement and sustainability communications



# Engaging with our stakeholders on material topics continued

## The Sustainable Development Goals

Ansell supports the role of business in working alongside governments and civil society to achieve the United Nations Sustainable Development Goals (SDGs). In FY20 we evaluated our actual and potential negative and positive impacts on the SDGs, and identified six that Ansell is best positioned to make a meaningful impact on (see our 2020 Sustainability Report for more detail on our SDG mapping process).

Recognising the increasing urgency of global emissions reduction, we have since expanded our focus to include SDG 13, Climate Action, to reinforce our commitment to reducing GHG emissions in our operations and supply chain. Our seven priority SDGs are shown below, and mapped to our material topics.



Ansell provides hand and body protection solutions to millions of workers and healthcare professionals globally. Innovation drives our business forward and we are focused on developing products that perform better and continue to keep users safe. Our employees' health and wellbeing, at our offices and manufacturing facilities, is a priority for us.

Material topic: Employee health and safety and Innovation and product stewardship



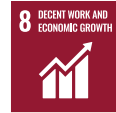
Ansell's manufacturing processes and raw materials are water intensive. We continue to reduce our water intensity through efficiency improvements, rainwater storage and water recycling.

Material topic: Water



Ansell has a role to play in energy efficiency and renewables. As part of our decarbonisation strategy, Ansell will reduce our reliance on fossil fuels and shift to renewable energy.

Material topic: Energy and emissions and Climate risk



Ansell makes a significant contribution to employment and economic growth, and promotes decent work.

Material topic: Labour rights and Diversity, equity and inclusion and Employee engagement



As a global employer, Ansell can help to address inequality.

Material topic: Labour rights, Diversity, equity and inclusion and Employee engagement, and Community engagement and investment



Product stewardship is an important area of focus for Ansell. We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

Material topic: Innovation and product stewardship



Ansell supports the Paris Agreement. Beyond our efforts to decarbonise our operations, we will partner and collaborate to advocate for climate action.

Material topic: Energy and emissions and Climate risk

# Engaging with our stakeholders on material topics continued

## Our value chain

Ansell has both positive and negative environmental and social impacts across its value chain. These are outlined below, alongside how we seek to accordingly maximise or minimise these impacts through our sustainability strategy.

	Product development	Upstream supply chain, including natural resources	Manufacturing	Marketing and sales	Downstream supply chain	Use	Disposal
Relevant stakeholders	<ul style="list-style-type: none"> <li>Customers</li> </ul>	<ul style="list-style-type: none"> <li>Suppliers and workers</li> <li>Local communities</li> </ul>	<ul style="list-style-type: none"> <li>Ansell employees and contractors</li> <li>Local communities</li> </ul>	<ul style="list-style-type: none"> <li>Distributor customers</li> <li>End users</li> </ul>	<ul style="list-style-type: none"> <li>Suppliers and workers</li> <li>Local communities</li> </ul>	<ul style="list-style-type: none"> <li>Distributor customers</li> <li>End users</li> </ul>	<ul style="list-style-type: none"> <li>Distributor customers</li> <li>End users</li> </ul>
Relevant material topics	<ul style="list-style-type: none"> <li>Product innovation and stewardship</li> </ul>	<ul style="list-style-type: none"> <li>Labour rights</li> <li>Energy and emissions</li> <li>Climate risk</li> <li>Biodiversity</li> <li>Water</li> </ul>	<ul style="list-style-type: none"> <li>Employee health and safety</li> <li>Labour rights</li> <li>Diversity, equity and inclusion and Employee engagement</li> <li>Community engagement and investment</li> <li>Energy and emissions</li> <li>Climate risk</li> <li>Biodiversity</li> <li>Water</li> </ul>	<ul style="list-style-type: none"> <li>Product innovation and stewardship</li> </ul>	<ul style="list-style-type: none"> <li>Labour rights</li> <li>Energy and emissions</li> <li>Climate risk</li> <li>Biodiversity</li> <li>Water</li> </ul>	<ul style="list-style-type: none"> <li>Product innovation and stewardship</li> </ul>	<ul style="list-style-type: none"> <li>Product innovation and stewardship</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Product design influences lifecycle environmental impacts</li> </ul>	<ul style="list-style-type: none"> <li>Labour rights</li> <li>Social and community impacts</li> <li>Scope 3 emissions</li> <li>Biodiversity impacts</li> <li>Water use</li> <li>Supplier waste</li> </ul>	<ul style="list-style-type: none"> <li>Labour rights, health and safety, and diversity and inclusion in our internal operations</li> <li>Social and community impacts in the areas surrounding our operational footprint</li> <li>Scope 1 and 2 emissions</li> <li>Biodiversity and natural capital in the areas surrounding our operational footprint</li> <li>Water use</li> <li>Operational waste</li> </ul>	<ul style="list-style-type: none"> <li>Contribute to global PPE industry and supply</li> </ul>	<ul style="list-style-type: none"> <li>Labour rights in downstream warehousing and distribution suppliers</li> <li>Scope 3 emissions</li> <li>Water use</li> <li>Supplier waste</li> </ul>	<ul style="list-style-type: none"> <li>Protection of global industrial and healthcare workers</li> <li>Packaging waste</li> </ul>	<ul style="list-style-type: none"> <li>End-of-life product waste to landfill</li> </ul>
Our strategic response	<ul style="list-style-type: none"> <li>Develop product portfolio to support customers' environmental goals</li> <li>Improve resource and emissions efficiency of products through design phase</li> </ul>	<ul style="list-style-type: none"> <li>Build supplier capacity to promote labour rights and respect decent livelihoods</li> <li>Encourage suppliers to decarbonise through technical support and engagement</li> </ul>	<ul style="list-style-type: none"> <li>Promote decent livelihoods for Ansell production employees and remediate harm</li> <li>Improve resource and emissions efficiency of products</li> <li>Energy efficiency and renewable energy expansion to achieve Net Zero for our operations (Scope 1 &amp; 2) by 2040</li> <li>Water-efficient processes and recycling</li> <li>Minimise waste to landfill</li> </ul>	<ul style="list-style-type: none"> <li>Supply more sustainable products to support customers' environmental goals</li> <li>Promote sustainability best practice and set new benchmark for the PPE industry</li> </ul>	<ul style="list-style-type: none"> <li>Build supplier capacity to promote labour rights and respect decent livelihoods</li> <li>Encourage suppliers to decarbonise through technical support and engagement</li> </ul>	<ul style="list-style-type: none"> <li>Provide high quality PPE to keep industrial workers, healthcare professionals, and all users safe</li> <li>Deliver quality high-performance products with longer use life</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate second-life use viability of products after disposal</li> <li>Educate customers and connect them with providers of alternative end-of-life options including product recycling and industrial composting where appropriate</li> </ul>

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# People

## Employee health and safety

### Definition

Actively managing health and safety risks to protect Ansell's employees, contractors and visitors. Working continuously to raise safety performance and standards at our locations.

### Impact

Ansell's operating footprint includes manufacturing plants, warehouses and distribution centres, research and development facilities, and corporate offices. Many of these areas of operation have an elevated risk of occupational health and safety impacts due to the nature of work. We want to protect our workers, and we do so through being vigilant in executing our employee health and safety management system.

Our supply chain also includes manufacturing and primary production environments that present health and safety risks. These are not within Ansell's operational control; however, we have some influence through our Supplier Code of Conduct and Supplier Management Framework (see further on the next page).



### Good health and wellbeing

Our employees' health and wellbeing at our offices and manufacturing facilities, is a priority for us.

## Policies and commitments

Ansell is guided by a 5-Point Safety Charter and an EHS Framework, which includes global standards for High-Risk Tasks (HRTs) and 'Core Standards' that establishes the framework of our EHS management system and covers all employees and contractors. Our management systems adhere to the US Occupational Safety and Health Administration (OSHA) and Australian regulatory requirements. HRT procedure focuses on proactive identification of high-risk activities and building the health and safety competencies of everyone engaging with the HRT. We postponed work with a consultant to develop a consolidated EHS manual, which will contain our updated Safety Charter alongside other policies related to environment, health and safety. Our consolidated EHS Manual will continue to meet OHSAS, ISO 14001, ISO 50001 and ISO 45001, which underpin our existing individual policies.

From FY24, we commenced the next phase of our safety approach guided by our Zero Harm Program. Read more in our 2024 Sustainability Report. Embedded in our management systems are careful focus on risk assessment and mitigation. Every plant follows the global Health and Safety Risk Management COP, which includes details of Hazard Identification Risk Assessment and Risk Control. Activities and assessment are conducted by site EHS professionals or subject matter experts in the relevant areas, while site leadership remains accountable for the appropriate implementation of risk mitigation measures. Furthermore, all employees are made aware of measures in place through trainings, briefings and other communications. The effectiveness of control measures is monitored

through GEMBA walks, inspection programs, internal audit programs, review of the risk register and management reviews.

Our incident management system is made up of incident reporting procedures, a root cause analysis process including close out of corrective actions, and a KPI reporting dashboard.

We upskilled non-EHS specialists to become Subject Matter Experts and established competency requirements for each line and functional area at plants. This is in addition to current training metrics required of employees.



## Management

Every worker at Ansell has a role to play in maintaining a healthy and safe workplace. This is why we take a combined top-down, bottom-up approach to employee health and safety. Global Environmental, Health and Safety ('EHS') are responsible for establishing targets, monitoring results and recommending initiatives. Our on-site teams include plant managers and non-EHS specialists are responsible for reviewing incident reports, conducting root cause analysis and implementing health and safety strategies.



Plants' senior management formally sponsor High Risk Tasks at respective plants. Every worker at Ansell is responsible for reporting incidents as they occur, attending health and safety training, and acting in line with Ansell's 5-point Safety Charter.

Ansell's Operational Leadership Team (OLT), which includes senior management at plants and our SVP of Operations and Supply Chain, holds monthly risk management meetings, which include a review of KPI dashboards and implementation status of corrective actions. We also hold a monthly forum for plant EHS leads to promote knowledge sharing between plants, followed by quarterly meetings with plant leads, EHS teams, Head of Global EHS and regional heads of operations. All production plants and offices with more than seven employees have safety committees that bring together employees, supervisors and managers to discuss specific safety concerns and promote Ansell's safety culture.

Our Supplier Code of Conduct sets out our expectation that suppliers protect the health and safety of their workforce. Ansell's Supplier Management Framework supports Ansell to monitor health and safety-related impacts in our supply chain, including through our supplier engagement activities and audit program.

### Labour rights

Please see the [Labour Rights Report \(and Modern Slavery Statement\)](#) for details on our management approach.

## Effectiveness

To measure the effectiveness of our health and safety management, we monitor indicators including lost time injury, medical treatment injury, near miss frequency rates and fatalities and lead indicators including success of our HRT standards. We track performance monthly through our EHS dashboard, which is reported back to the ELT and the Board. We also conduct assessments against our HRT procedures and SMETA 4-pillar audits (over a selection of plants on a rolling basis).

## Engaging with stakeholders on employee health and safety

Ansell regularly engages with our employees on health and safety through site-specific safety committees, plant leadership, line managers and other leaders at the plants, encouraging workers to identify and submit improvement ideas to address potential hazards, including the integration of EHS Pillar in Ansell Production System and SOTERIA app. Our employees' feedback on our approach to safety informs how we improve health and safety outcomes across all facilities. We also engage with our suppliers on health and safety, as outlined above.

## Diversity, equity and inclusion and Employee engagement

### Definition

**Diversity, equity and inclusion (“DE&I”):** Maintaining a diverse and inclusive workforce at all levels across the organisation. Working towards equal treatment where all employees feel they belong and can be successful.

**Employee Engagement:** Attracting, developing and retaining a committed and passionate workforce. Managing availability of labour as a strategic constraint.

### Impact

Ansell has more than 15,000 employees in over 55 countries, making us a truly global employer. The decisions we make day to day have a direct impact on our employees and indirectly on workers in our supply chain. We want to have a positive impact on every employee, by celebrating their unique identity, experiences and perspectives. We encourage this through engaging in initiatives that support building a diverse and engaged workforce, with the goal of driving innovation and organisational performance.



### Decent work and economic growth

Ansell makes significant contribution to employment and economic growth and promotes decent work.



### Reduced inequalities

As a global employer, Ansell can help to address inequality.

### Policies and commitments

We updated our Diversity, Equity and Inclusion Policy in FY24. Ansell’s Diversity, Equity and Inclusion Policy guides our program of work, which mobilises regional teams to integrate the principles of DE&I into every stage of the employee life cycle. This policy builds on our Code of Conduct by prescribing practices, tracking and reporting requirements expected across Ansell. It also outlines our priority areas of action related to talent acquisition, development, and performance management, which are discussed below.

Ansell has committed to making its Diversity, Equity and Inclusion (DE&I) program a long-term priority. In FY22, we completed a move away from a primary concentration on gender diversity to a broader view of diversity and increased focus on inclusion and creating a more inclusive culture. Ansell then implemented a regional network approach with employee-led DE&I groups. Ansell’s DE&I program seeks to integrate the principles of diversity and inclusion more closely into our employee lifecycle. Diversifying our candidate pools and working to ensure fair hiring practices are critical to this initiative.



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Still, our ambitions go further – to ensure that underrepresented employees have equal access to professional development and that all employees feel like they are a part of Ansell.

Providing the right learning and development opportunities is imperative to helping Ansell grow its leadership talent from within. Our approach for employee training is to be more globally consistent, aligned with our business strategy, and focused on delivering results. We assess the impact of the training by tracking participant feedback.

We use our performance management and employee career progression process to support employee career goals. Every employee receives performance reviews, albeit through varied approaches. Professional employees follow a consistent approach that includes two check-ins during the year and an annual review (inclusive of career development conversations). At a minimum, production employees receive annual performance feedback.

Ansell also conducts a biennial, all employee engagement survey, which is used to measure engagement, sense of belonging and whether employees feel Ansell values Diversity and creates an Inclusive work environment. The results of the survey trigger global and local activities for improvement across DE&I and engagement. Details on our latest survey can be found in the 2023 Sustainability Report. In FY24, we conducted a Pulse Survey for our professional employees. Please read more in our 2024 Sustainability Report.

### Management

Ansell takes a combined top-down, bottom-up approach to DE&I and engagement. At a global level, leadership establishes our priorities and expectations, including our KPIs and key focus areas. We are equipping our employees with an increasing number of development opportunities, enabling them to collectively improve their expertise and skillsets to meet our global business challenges while maintaining their well-being. Our approach ensures employees enjoy their work, are supported to fulfil their potential, and are appropriately recognised and rewarded. In the coming year, we will continue to refine our employee value proposition, ensuring that our localised approaches, drawn from our employee engagement surveys, are supported by a consistent and global strategy on talent, engagement and retention.

At the regional level, we empower teams to develop locally appropriate DE&I and engagement actions that align to our key focus areas.

A regional approach enables each DE&I team to determine its areas of focus with counsel from relevant Executive Leadership Team members and Human Resources to set measurable targets. Local Human Resources team members report to the Human Resources Leadership Team, chaired by our Chief Human Resources Officer, who reports to the CEO and the Board. By using both global and regional lenses, we can reflect the unique circumstances across our locations and employees' cultural backgrounds, while establishing a unified approach across Ansell.

Remediation of negative impacts is managed through our employee grievance mechanisms.

### Effectiveness

The scores, trends and qualitative feedback obtained from our biennial employee surveys are our key source of insight into the effectiveness of our current approach and help inform our forward program of work. We also monitor informal feedback channels from employees related to specific initiatives, such as trainings and performance mentoring programs, to identify areas for improvement. Employees have other avenues for more frequent engagement, including our internally-managed channels, such as our 'open-door' policy, and our externally-managed channels, such as hotlines.

### Engaging with stakeholders on diversity, equity and inclusion and Employee engagement

Our biennial employee engagement survey is our main platform to engage with our workforce, who is our primary stakeholder group impacted by diversity, equity and inclusion and engagement. The results from employee engagement survey informs how we manage and improve our employees' experience at Ansell as we learn what Ansell does well and how we can improve in the future.

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## Community engagement and investment

### Definition

Supporting and investing in the communities we operate in through philanthropy and volunteering. Recognising that Ansell generates a significant economic impact in many of the local communities in which it operates, mainly through the provision of employment.

### Impact

Due to the size of our operational footprint, we interact with many local communities across the globe, through both direct employment and wider engagement. It is important for Ansell to maintain goodwill in those communities, and make a positive contribution through our presence.



### Management

Ansell's approach to community investment and engagement is guided by the needs of our local communities. This approach is supplemented by our corporate philanthropic position, which primarily focuses on disaster relief activities where our employees work and live.

All stakeholders can access Ansell's third-party compliance hotline and contact Ansell personnel, where cases will be investigated and closed, while upholding our no retaliation policy.

Staff in our regional offices and local operations identify initiatives relevant to our local communities which are then approved and funded by local management.

This locally-led approach is supplemented by activities determined by our corporate function. The ELT is responsible for approving all major financial or product donations.

### Effectiveness

Ansell engages with stakeholders through community outreach to ensure our engagement and investment is well directed. We do not formally assess or report on the socioeconomic impact, or have targets for our community engagement and investment.

### Engaging with stakeholders on community engagement and investment

We work with our regional offices and local plants to identify and support local causes that in communities where we our operations are having an impact.

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### Reduced inequalities

As a global employer, Ansell can help to address inequality.

### Policies and commitments

We conduct our community investment activities in line with Ansell's values and Code of Conduct. Our initiatives largely comprise three avenues: PPE donations, financial donations and employee volunteering.

# Planet

## Energy and emissions

### Definition

Reducing the greenhouse gas impacts of our operations via our decarbonisation strategy, through energy efficiency and use of renewable energy, manufacturing process innovation, and policy advocacy. Supporting our value chain to do the same.

### Impact

As a manufacturer, our operations and broader value chain have an impact on climate change through the generation of greenhouse gas (GHG) emissions, primarily through the use of fossil fuel-based energy. Our baseline inventory, established in FY20, shows that 20% of our GHG emissions are from our internal operations (Scope 1 and 2), while Scope 3 represents the greatest emissions impact. Emissions from purchased goods & services and end of life treatment make up 80% of our Scope 3 emissions (FY20 baseline). Ansell has the potential to positively impact our own and our customers' emissions footprint through ongoing research and development of products and packaging with lower environmental impacts, including energy efficient manufacturing processes.



### Ansell has a role to play in energy efficiency and renewables

As part of our decarbonisation strategy, Ansell will reduce our reliance on fossil fuels and shift to renewable energy.



### Product stewardship is an important area of focus for Ansell

Ansell supports the Paris Agreement. Beyond our efforts to decarbonise our operations, we will partner and collaborate to advocate for climate action.

## Policies and commitments

Ansell is guided by an Environmental Sustainability Policy, which enshrines our commitments to our decarbonisation strategy, announced as part of our Net Zero ambition for our operations (Scope 1 & 2) by 2040. This strategy formalises our approach to emissions reduction, with a near-term target to reduce Scope 1 and 2 emissions by 42% by 2030 (from a FY20 baseline) and to reach Net Zero emissions by 2040. The strategy has three primary focus areas: reducing our dependency on fossil fuels and transitioning to renewable energies; innovation in manufacturing processes, products and circularity; and collaboration through value chain partnerships and policy advocacy.

Currently 11 plants have ISO 14001-certified Environmental Management Systems. We commit to sourcing 100% renewable electricity for our entire operations by 2040, and to implementing ISO 50001 certified energy efficient management systems at our plants by 2028. Our commitments support the initiatives of Climate Group's RE100 and EP100.

We are committed to reducing our own footprint and engaging with our suppliers to do the same. In FY24, we submitted our Letter of Commitment to the SBTi which confirms our intention to set a near-term and long-term science-based greenhouse gas (GHG) emission reduction targets, thereby establishing an end-to-end value chain Net Zero target to be verified by SBTi in accordance with SBTi's Net-Zero Standard.

## Management

To manage our energy and emissions, we take a risk- and control-based approach. We prioritise initiatives to reduce our impact where we consume the most energy, have the highest emissions and have the greatest level of influence. As a result, we commenced our efforts with Ansell-owned manufacturing plants, which generate the majority of emissions from our operations, as well as Ansell's largest suppliers. We participate in policy advocacy and overall awareness through global initiatives to support and accelerate broader industry and value chain progress.

Progress against our decarbonisation strategy and our environmental performance is reported to the Board quarterly and overseen by the Board's Sustainability & Risk Committee (SRC). Our Planet workstream project leads and the SVP of Operations & Supply Chain manage and monitor our strategies, reporting to the CEO and ELT.

Across our supply chain, our Planet workstream project leads work with our Procurement Team to establish a dialogue on Scope 3 emissions between Ansell and our key suppliers.

### Effectiveness

To track the effectiveness of our approach to managing energy and emissions, we monitor our energy consumption including thermal and electrical energy, and calculate our Scope 1, 2 and 3 emissions, which we report externally in our annual Sustainability Report and CDP Climate Change disclosures. Details of the basis of preparation of reported information is disclosed in our Sustainability Report.

When reviewing effectiveness, we also consider other factors that could contribute to emissions reductions. This approach gives deeper insight to our overall progress and where we need to improve.

### Engaging with stakeholders on energy and emissions

Ansell engages with industry organisations and coalitions to understand how we can improve our approach to managing emissions and energy. This includes joining global initiatives, such as RE100, EP100 and the Renewable Thermal Collaborative.

Ansell engages with suppliers on their emissions through the CDP Supply Chain Program. We also engage with customers as a contributor to our customers' Scope 3 emissions.



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## Climate risk

### Definition

Recognising and taking steps to increase the resilience of Ansell's operations and supply chain to climate-related risks.

### Impact

Climate change and its associated effects are presenting direct impacts on our business, which are likely to have significant implications for our operations and our supply chain. The key risks identified through scenario analysis are detailed in our Taskforce for Climate-related Financial Disclosures (TCFD) on pages 46-50 of our 2022 Sustainability Report.

Climate change also presents a mix of transitional risks and opportunities across our business, including carbon pricing, demand for low-carbon products, reputation, regulatory changes, demand for PPE and resource recovery and efficiency.



### Ansell has a role to play in energy efficiency and renewables

As part of our decarbonisation strategy, Ansell will reduce our reliance on fossil fuels and shift to renewable energy.



### Ansell supports the Paris Agreement

Beyond our efforts to decarbonise our operations, we will partner and collaborate to advocate for climate action.

## Policies and commitments

Our Environmental Sustainability Policy sets out our commitment to continually assess, quantify and manage the physical and transitional risks and opportunities associated with climate change. We do this through periodic review of the climate risk analysis, including underlying assumptions, and use this to inform our metrics and targets, ongoing risk management and financial planning. See also the Energy and emissions, Water and Waste sections of this report.

## Management

Our approach to managing climate risks is guided by TCFD. Climate-related impacts are integrated into Ansell's Risk Management Framework and are assessed and reviewed as part of our corporate risk register. To align with recommendations of the TCFD, we assessed our risks and disclosed our exposure to climate impacts, together with our response (read more in our Annual Report).

Two Board-level committees – the Sustainability & Risk Committee and the Audit & Compliance Committee – support the Board to oversee Ansell's approach to climate change. The committees are supported by the CEO and the ELT, and the TCFD steering committee. The Board receives regular reports and recommendations from the Committees, which inform their understanding of Ansell's risks and how they are communicated to stakeholders. With the support of the Committees, the Board guides Ansell's climate change strategy and action plans. This is supplemented by the TCFD steering committee (TCFD SteerCo), established in FY21 and comprising managers from Ansell's finance, risk, operations, supply chain, and sustainability functions. This group convenes periodically to provide oversight of the identification and disclosure of climate-related risks and opportunities in line with TCFD recommendations.



We integrate physical climate risk management at plant level via Emergency Response Plans, which escalate to the corporate level through the Corporate Crisis Management Recovery (CMR) Plan. When a climate-related incident occurs, the response and recovery process is triggered and escalated depending on severity and impact. Long-term risks are integrated into decision making as part of the Corporate Risk Register and are reviewed by the ELT and the Board.

## Effectiveness

We monitor various climate-related metrics through our 'Planet' material topics, energy and emissions, water and operational waste.

## Engaging with stakeholders on climate risk

Ansell's engages with stakeholders on climate risk relates to associated material topics Energy and emission, Water and Waste.

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## Water

### Definition

Ensuring continued access to water for our operations and improving water conservation efforts through processes including water recycling and water stewardship efforts to minimise consumption.

### Impact

Ansell uses water in many of our manufacturing processes and it is an important input in the development of our products. We are reliant on a supply of high-quality fresh water, which is under threat in many of the geographies in which we operate due to climate change. This may have negative impacts on the environment or on local communities with which we share water resources. Ansell may also be linked to water-related impacts in our upstream supply chain, from third-party manufacturers through to raw material producers.



### Ansell's manufacturing processes and raw materials are water intensive

We continue to reduce our water intensity through efficiency improvements, water recycling and water stewardship activities.

### Policies and commitments

Ansell's Environmental Sustainability Policy acknowledges that our manufacturing processes depend on large volumes of clean water and includes a commitment to achieve our contextual water targets. In FY21 Ansell partnered with the World Resources Institute (WRI) to conduct a water risk assessment at our manufacturing plants. This was supported in FY22 by a physical risks assessment as part of our climate risk assessments. We found that baseline water stress coupled with annual withdrawals is classified as 'extremely high' at Ansell Thailand and 'high' at Ansell India, while other plants range from medium to low. The outputs of these assessments have been leveraged to develop our contextual water targets (read more in our 2022 Sustainability Report).

Our commitment is made up of tiered contextual targets for our plants. Based on criteria comprising total water withdrawals in the baseline year, exposure to high baseline water stress and guidance from the UN Global Compact's CEO Water Mandate, we categorised plants into three 'Tiers' with corresponding targets and actions towards our FY27 target to reduce total water withdrawals by 35% (from a FY20 baseline).



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## Management

Ansell takes a risk-based approach to managing water by focusing our efforts on manufacturing plants located in water-stressed, high-risk basins. We reduce our dependency on direct and indirect water withdrawals through water recycling through reverse osmosis systems, and conserving water in the production process. We are committed to reducing our water consumption and ensuring proper treatment of wastewater before discharge, in line with local regulations.

Ansell's Supplier Code of Conduct requires suppliers to manage their own businesses in compliance with local laws and regulations, and have ambitions for a sustainable business. This includes expectations for suppliers to comply with local wastewater treatment regulations and strive to reduce their impacts on water resources where they operate.

Progress against our performance is reported to the Board quarterly and overseen by the Board's Sustainability & Risk Committee (SRC). Management and monitoring of our water strategy is reported to the CEO and ELT by the Chief Officer of Operations and Supply Chain Officer and the project leads of the Planet workstream.

## Effectiveness

To measure the effectiveness of our water strategy we monitor water withdrawals against our water reduction targets, and consumption. We assess the effectiveness of our strategy based on progress against our targets.

## Engaging with stakeholders on water

As a Lead Member of CDP's Supply Chain Program on, Ansell engages with selected suppliers on water through the CDP Supply Chain Program platform

Ansell is also a member of the Aqueduct Alliance, engaging with the World Resources Institute and other Alliance members to gain insights and collaborate for shared solutions on water stewardship.



## Waste

### Definition

**Minimising manufacturing waste by increasing the efficiency of our resource use, increasing recycling, and consideration of opportunities to reuse materials.**

### Impact

Ansell produces a significant amount of waste, directly related to the size of our operational footprint, with potential impacts on the environment and communities. A majority of our operational waste derives from our manufacturing plants.

Ansell is also linked to waste-related impacts in our upstream supply chain, from third-party manufacturers through to raw material producers, and downstream through our customers and end users. Across our value chain, waste generated during end-of-life disposal contributes to our Scope 3 footprint (see further under Product innovation and stewardship).



### **Product stewardship is an important area of focus for Ansell**

**We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.**

## Policies and commitments

We are committed to investing and identifying opportunities to reduce our waste footprint. Our Environmental Sustainability Policy sets out our commitment to minimise the use of all resources and drive our Zero Waste to Landfill target. The policy also sets out our commitment to a continuous improvement mindset with an end goal of promoting circularity, both within our plants and externally. We consider the unique requirements of each plant in conjunction with the 5R principles (refuse, reduce, reuse, repurpose and recycle) to establish initiatives to achieve our established targets.

## Management

Waste generated from our activities include hazardous waste, such as sludge from wastewater treatment plants, contaminated materials, expired chemicals, and non-hazardous waste, such as scrap materials, paper, plastic and food waste.

The day-to-day management of waste-related impacts and activities is the responsibility of individual plant management.

We have already been practicing waste segregation and appropriate waste handling and disposal in compliance with laws and regulations, as guided by our plant-level standard operating procedures and environmental management system. Improved data also informed our increased focus. Waste management vendors were important partners as we executed our strategies. In locations where waste disposal boundaries

of local laws were limited, we decided to vet and select vendors specialising in different materials or waste handling solutions. Criteria for partnerships included: availability of environmental licenses (e.g., Environmental Protection Licenses (EPL))<sup>1</sup> held by vendors, formal contracting on diverting our waste to landfill and transparent information sharing, vendors' compliance to laws and regulations, and willingness to be audited and engaged via training and briefings to continuously improve. The capabilities of selected vendors largely influenced the collection and segregation of general and hazardous waste at the sites.

Performance is reported to the Board quarterly and overseen by the SRC. Our Planet project leads, and the SVP of Operations & Supply Chain manage and monitor performance, reporting to the CEO and ELT.

Ansell remediates all non-compliances with environmental laws and regulations, including any actual negative operational waste-related impacts we identify. We are engaged in ongoing remediation of legacy sites in the United States that were previously negatively impacted by soil and ground water contamination related to our operations.

Ansell's Supplier Code of Conduct requires suppliers to conduct business sustainably and in compliance with local laws and regulations. This includes expectations for suppliers to apply the 5R principles of waste management and to handle all waste streams in compliance with local laws.

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**Effectiveness**

To measure the effectiveness of our Zero Waste to Landfill strategy we monitor the volume of waste generated, sent to landfill and diverted. Our plants have also undergone a waste diversion certification process by independent third-party Intertek, on each plant’s achievement of a waste to landfill diversion rate exceeding 99%, against Intertek’s Zero Waste to Landfill certification criteria. We regularly share learnings across our different manufacturing plants.

**Engaging with stakeholders on waste**

Ansell engages with waste partners to identify improved disposal opportunities.

We are also engaging customers on alternatives for handling products in end of life.



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## Biodiversity

### Definition

Identifying, assessing and addressing our business's interactions with, and impacts on, biodiversity and nature.

### Impact

Ansell draws on natural capital directly in our operations (e.g. through biomass and water use) and indirectly through our supply chain (including primary production). This has the potential to negatively impact natural resources and biodiversity. Our products may also impact nature at end of life if not appropriately disposed of.



### Product stewardship is an important area of focus for Ansell

We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

## Policies and commitments

Our Environmental Sustainability Policy sets out our commitment to protect the environment, including building our understanding of our biodiversity impacts and dependencies and developing long-term plans to manage and minimise those negative impacts. Our partnership with IUCN will lay the foundations for policies and procedures that specifically address Ansell's biodiversity impacts and dependencies.

## Management

In July 2022, Ansell announced our commitment to engage with the International Union for Conservation of Nature (IUCN) to assess the organisation's natural capital impacts and dependencies in our value chain and develop plans for potential improvements and mitigation of negative footprints. In February 2023, we made good on this commitment by signing a Memorandum of Understanding with the IUCN to commence collaboration to support Ansell's strategic management of our biodiversity footprint. Read more here.

Project leads from the Planet workstream, lead by the SVP of Operations & Supply Chain will update the ELT and Board on the progress of the work with IUCN. The outcome of this critical work is the development of our strategic management of natural capital and biodiversity.

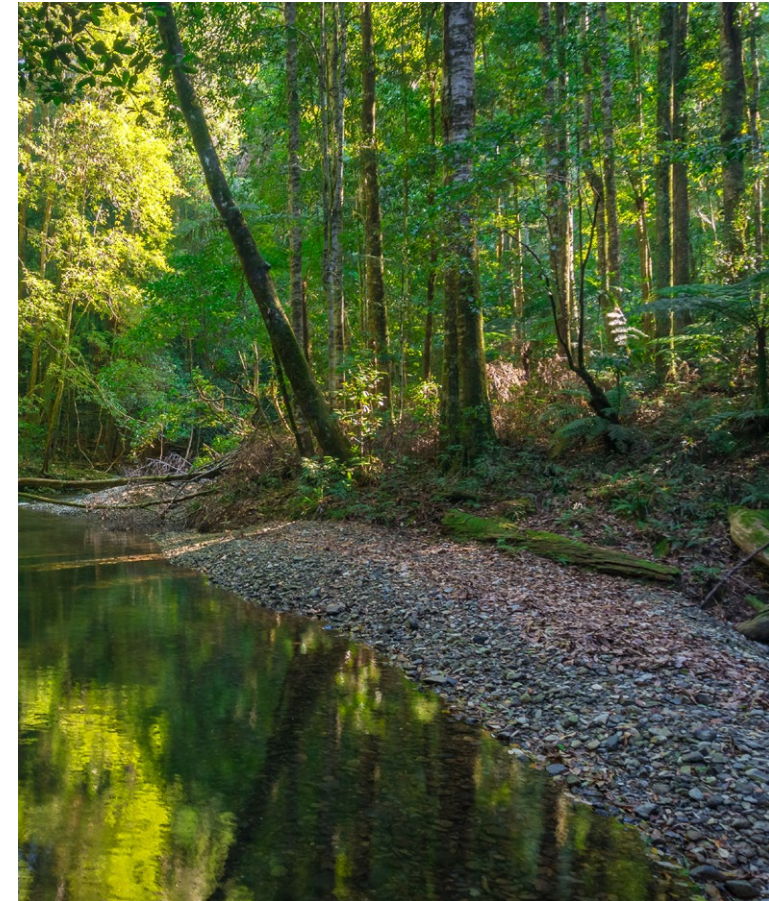
Ansell remediates all non-compliances with environmental laws and regulations, including any actual negative nature-related impacts we identify. Our Supplier Code of Conduct sets out our expectation that suppliers meet environmental compliance obligations and mitigate negative impacts on the environment.

## Effectiveness

Once we have defined a management approach for biodiversity, we will establish measures to monitor our performance.

## Engaging with stakeholders on biodiversity

Ansell is increasingly engaging with investors and customers on the importance of managing biodiversity; however, as we are in the early stages of understanding our business' relationship to nature, we have not yet commenced stakeholder engagement specific to our approach biodiversity.



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## Innovation and product stewardship

### Definition

Providing our customers with innovative safety solutions. Continued focus on research, development and innovation across products and processes. Working to reduce adverse social and environmental impacts of Ansell's products and packaging throughout their lifecycle. Awareness and management of environmental and social impacts in our supply chain, including extraction of raw materials, water use, pesticides, deforestation.

### Impact

Ansell designs our products to offer the best safety and protection solutions for end users around the world, creating positive impacts. We aim to mitigate potential negative environmental impacts of our products across their lifecycle, including at stages of raw materials, manufacturing, packaging, use and end-of-life phases. These impacts are relevant across our operations and upstream and downstream value chain.



### Product stewardship is an important area of focus for Ansell

We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

## Policies and commitments

Ansell's Quality Statement sets out our commitment to deliver world-class products and services that are systematically reviewed and designed with improvements driven by customer feedback. Our product design process has been established with sustainability in mind.

In FY22, we completed large-scale and detailed cradle-to-grave Life Cycle Assessments, using ISO 14040 and ISO 14044, to establish the environmental impacts baseline of our product portfolio. The baseline work was able to consider the composition of raw materials, the energy mix and intensity of the manufacturing processes, and disposal method of products at its end of life, enabling us to identify environmental hotspots of our products. Using the outcomes of our baseline work, our strategy for sustainable products is data-driven and based on science and evidence, where we consider the hotspots as well as environmental impact of all aspects of the life cycle of existing products and during new product development. As we progress on our product stewardship strategy, we continue to review and update our LCA work. In the last two years, we have significantly grown our in-depth knowledge and evidence-based data on the environmental impacts of our products, enabling us to expand to new opportunities to reduce impacts of our products. This is a significant progress for all of Ansell and definitely one to celebrate, especially since it is done over a relatively short time.

When developing new products and updating existing products, we follow Design for Sustainability (D4S) principles, which draws on the UN SDGs, the ISO Framework and the US Federal Trade Commission – Guides for the Use of Environmental Marketing Claims. D4S integrates strategies such as reducing material consumption and use of virgin

fossil-based materials, manufacturing process optimisation, and increased product lifetime, to reduce environmental impact through products life time while still providing superior protection for users.

We undertake an approach to research and development, which includes considerations of growth projections, customer needs and investment and resource requirements. Throughout the process we consider relevant risks, including those related to sustainability, material choice and end-of-life treatment.

Our Packaging Pledge addresses the environmental impacts of our product packaging and sets out actions under the use and disposal phases of product packaging, each tied to targets and goals. In FY21 completed critical work to establish a baseline for our IGBU packaging which enabled us to identify priority areas for greenhouse gas emissions reduction and establish our Packaging Pledge. In FY22, completed the roll-out of the Packaging Pledge across the company, and we leveraged the FY20 SMARTPack™ surgical glove dispenser baseline assessment to undergo the update of identified hotspots in our HGBU packaging. In FY23, we developed Ansell's Sustainable Packaging Guidelines, to support the long-term achievement of our Packaging Pledge. The guidelines consider how packaging use, material choices and disposal can reduce Ansell products' environmental impact. They outline our position on minimising packaging's environmental impact to drive our 2026 goals' achievement, including plastic and paper reduction and science driven choices of materials and recyclability. The guidelines apply to all marketing, operations, warehousing and transportation operations, and will formalise Ansell's leading practice approach to packaging solutions.

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### Management

We take an integrated approach to product innovation and product stewardship. We combine our work on material selection and material science with innovations in product development and process manufacturing, and scaling for commercial use. We develop new products and improve existing ones based on our evolving understanding of our product’s environmental impacts, combined with knowledge of our customers’ unmet needs and our particular capabilities.

Team members from R&D are responsible for driving initiatives related to innovation and product stewardship, with oversight from ELT and the Board.

### Effectiveness

We monitor the effectiveness of our wider innovation and product stewardship goals through our product development pipeline and performance against our Packaging Pledge targets. In FY24, 97% of industrial segment and 100% of healthcare segment outer case and inner dispenser packaging is recyclable<sup>1</sup>. We also achieved more than 40% reduction of paper and plastic in our industrial segment packaging from our baseline (FY20), and extended our SMARTPack™ for our sterile cleanroom PPE. Read more in our 2024 Sustainability Report.

1. Does not include plastic packaging required to protect product sterility or particulate cleanliness.

### Engaging with stakeholders on product innovation and stewardship

The impacts across our products’ life cycle are relevant to all areas of our value chain, and reducing these impacts depends on ongoing collaboration. We engage with a variety of customers, suppliers and waste upcycling partners to inform our approach to different product lines to identify and undertake actions required to manage specific products and types of impacts. We also collaborate with academic institutions to prepare for the future of new technologies.

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## Product safety and quality

### Definition

Producing products that adhere to the highest standards of safety and quality. Innovating within these guidelines to create products that keep our customers safe, while reducing our social and environmental impact.

### Impact

Ansell's products protect millions of workers and healthcare professionals every day. We uphold stringent requirements to provide quality products to users, thus reducing the impact of adverse incidents.



**Innovation drives our business forward and we are focused on developing products that perform better and continue to keep users safe.**



**Product stewardship is an important area of focus for Ansell**

We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

### Policies and commitments

We are guided by our Quality Statement which sets out our commitment to comply with all local regulatory authorities and product commercialisation requirements,

international standards and applicable regulations and directives. Through a global team of quality assurance and regulatory affairs experts and 21 R&D Centers of Excellence & Analytical laboratories, we execute our commitment to the highest standards of product safety and quality. We require all new and existing products to be compliant with the most stringent material regulations around the world, such as the REACH framework and Proposition 65. We audit our management systems through ISO 9001 to verify compliance with our relevant standards.

We communicate product safety information via our Instructions For Use (IFUs), also available through QR codes on our products and on the Ansell website. IFUs contain details on the chemicals and substances included in our products. This is also communicated to customers through marketing teams.

When a chemical used in the manufacturing of Ansell products is identified as potentially hazardous, Ansell undertakes specific actions to thoroughly investigate and phase out potentially harmful chemicals, securing the safety of our users.

1. Respond to regulators: Ansell engages with regulators such as the European Union's Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and California's Proposition 65 (PROP) to understand the health and safety concerns associated with chemicals currently in use and the potential risks associated with alternatives.
2. Engage with customers: Ansell engages with customers to understand how products are impacting their workers, what the products are used for and the attributes that are essential to maintain when replacing chemical components.

3. Research alternatives: Ansell's R&D team conducts extensive research to identify and develop viable alternatives to hazardous chemicals. Ansell establishes partnerships with suppliers to formulate and test substitute chemicals.
4. Implement solutions: In some instances, implementing alternatives has a co-benefit of improving the environmental footprint of our products.

### Management

We have a multi-tiered approach to product safety and quality, combining due diligence and certification with research and development to produce high quality products. We communicate our product quality and safety requirements externally.

Ansell GBU teams, Quality Management, Legal and Marketing teams are all involved in managing, monitoring, and reporting on activities across product safety and quality. Compliance with regulations is reported to the ELT and Board.

### Effectiveness

We monitor the effectiveness of our product safety and quality actions through ISO 9001 audits. Ansell responds to all quality concerns identified through this audit program to minimise potential negative impacts related to product safety and quality.

### Engaging with stakeholders on product quality and safety

To ensure that we are meeting industry standards, we regularly engage with regulatory bodies on quality and safety standards. We also engage with our suppliers on product quality and safety to ensure the inputs to our products are meeting our standards and expectations.

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# GRI content index

Ansell Limited has reported in accordance with the GRI Standards (GRI 1: Foundation 2021) for the period 1 July 2023 to 30 June 2024.

GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	2024 Sustainability Report, pages 02, 06	-	-
	2-2 Entities included in the organisation's sustainability reporting	2024 Sustainability Report, page 02	-	On 2 July 2024, we announced the completion of the acquisition of 100% of the assets that constitute Kimberly-Clark's Personal Protective Equipment business (Renamed KBU). Comprehensive disclosures concerning labour rights associated with the newly acquired KCPPE assets will be detailed in our 2025 reports.  In February 2023, Ansell Limited acquired Careplus (M) Sdn Bhd (Careplus), which has been renamed 'Ansell Seremban'. Ansell Seremban data is now reported as part of operational data unless otherwise stated.
	2-3 Reporting period, frequency and contact point	2024 Sustainability Report, page 02	-	-
	2-4 Restatements of information	2024 Sustainability Report, pages 28, 46-47	-	-
	2-5 External assurance	2024 Sustainability Report, page 49	-	Ansell developed an internal verification program pursuant to the principles of applicable assurance standards to verify the Scope 1 and 2 data set out on page 47 of the 2024 Sustainability Report and achieved the internal verification objectives. The FY24 GHG Inventory was verified in accordance with ISO 14064-3:2019 as meeting the requirements of ISO 14064-1:2018 by Control Union International, an independent IFIA accredited inspection group. We are currently in the process of preparing for external assurance in the future.
	2-6 Activities, value chain and other business relationships	2024 Sustainability Report, pages 04, 10 2024 Labour Rights Report, pages 04-07 2024 Sustainability Management Approach Report, page 12	-	-
	2-7 Employees	2024 Sustainability Report, page 45	-	-
	2-8 Workers who are not employees	2024 Sustainability Report, page 45 2024 Labour Rights Report, page 06	-	-

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 2: General Disclosures 2021</b> continued	2-9 Governance structure and composition	2024 Sustainability Management Approach Report, pages 03-05 2024 Corporate Governance Statement, pages 04-07	c) vi and viii	Ansell reports against Australian listing requirements and the Companies Act, including our process to reviewing independence and outside appointments of Non-executive Directors. However, we do not currently publically report on specific outside positions and commitments. We do not currently collect data related to c) vi and viii. In FY25 we will investigate the feasibility of obtaining this information in the future.
	2-10 Nomination and selection of the highest governance body	2024 Corporate Governance Statement, pages 07-08	-	-
	2-11 Chair of the highest governance body	2024 Corporate Governance Statement, pages 04, 07	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Management Approach Report, pages 03, 08 2024 Corporate Governance Statement, page 15	-	-
	2-13 Delegation of responsibility for managing impacts	2024 Sustainability Management Approach Report, page 03	-	-
	2-14 Role of the highest governance body in sustainability reporting	2024 Sustainability Report, page 12	-	-
	2-15 Conflicts of interest	2024 Corporate Governance Statement, page 09 2024 Annual Report, page 113	-	-
	2-16 Communication of critical concerns	N/A	-	No critical concerns were brought to the Board in FY24.
	2-17 Collective knowledge of the highest governance body	2024 Corporate Governance Statement, page 06	-	-
	2-18 Evaluation of the performance of the highest governance body	2024 Corporate Governance Statement, page 08	-	-

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 2: General Disclosures 2021</b> continued	2-19 Remuneration policies	2024 Annual Report, page 48	-	-
	2-20 Process to determine remuneration	2024 Annual Report, page 48 ASX announcement	-	-
	2-21 Annual total compensation ratio	N/A	a, b and c	Ansell currently considers this information confidential. In FY25 we will investigate the feasibility of disclosing this information in the future.
	2-22 Statement on sustainable development strategy	2024 Sustainability Report, page 07	-	-
	2-23 Policy commitments	Online policy suite 2024 Sustainability Management Approach Report, page 04	-	-
	2-24 Embedding policy commitments	Throughout 2024 Sustainability Report and 2024 Sustainability Management Approach Report by material topic	-	-
	2-25 Processes to remediate negative impacts	2024 Labour Rights Report, page 29 and 32-33	-	-
	2-26 Mechanisms for seeking advice and raising concerns	2024 Sustainability Management Approach Report, page 04 Whistleblower Policy	-	-
	2-27 Compliance with laws and regulations	GRI Index	-	To the best of Ansell's knowledge, Ansell is not aware of any instances of significant fines or non-monetary sanctions imposed during the reporting period in relation to non-compliances with laws and regulations.
	2-28 Membership associations	2024 Sustainability Management Approach Report, page 07	-	-
	2-29 Approach to stakeholder engagement	2024 Sustainability Management Approach Report, page 08	-	-
	2-30 Collective bargaining agreements	2024 Labour Rights Report, page 32	-	-

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	2024 Sustainability Management Approach Report, page 10	-	-
	3-2 List of material topics	2024 Sustainability Management Approach Report, page 10	-	-
	3-3 Management of material topics	Employee health and safety, 2024 Sustainability Management Approach Report, page 13 Diversity, equity and inclusion and Employee engagement, 2024 Sustainability Management Approach Report, page 15 Community engagement and investment, 2024 Sustainability Management Approach Report, page 17 Labour rights, 2024 Labour Rights Report Energy and emissions, 2024 Sustainability Management Approach Report, page 18 Climate risk, 2024 Sustainability Management Approach Report, page 20 Water, 2024 Sustainability Management Approach Report, page 21 Waste, 2024 Sustainability Management Approach Report, page 23 Biodiversity, 2024 Sustainability Management Approach Report, page 25 Innovation and product stewardship & Product safety and quality, 2024 Sustainability Management Approach Report, page 26	-	-
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	2022 Sustainability Report (comprehensive TCFD disclosure) 2024 Annual Report, page 42	-	-
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	2024 Labour Rights Report, page 26	a)	We do not currently disclose the ratio of entry level wages to local minimum wages across our operating locations; however, we will investigate the feasibility of reporting this information in the future. We are currently reviewing our living wages program for employees across operations. See our 2024 Labour Rights Report for information on our process to establish and how we define living wages, and audit third-party labour agents' payment processes.

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI Index	-	To the best of Ansell's knowledge, Ansell is not aware of any instances of significant fines or non-monetary sanctions imposed during the reporting period in relation to non-compliances with laws and regulations.
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	N/A	a)	Ansell currently monitors data related to this disclosure at plant-level; however, Ansell currently considers this information confidential. We will investigate the feasibility of disclosing this information in the future.
	301-2 Recycled input materials used	2024 Sustainability Report, page 43 Ansell Earth: <a href="https://www.ansell.com/my/en/sustainability/earth">https://www.ansell.com/my/en/sustainability/earth</a>	a)	Information on % of recycled materials in the product is disclosed by product, where applicable. Ansell currently monitors data related to this disclosure at plant-level; however, Ansell currently considers this information confidential. We will investigate the feasibility of disclosing this information in the future.
	301-3 Reclaimed products and their packaging materials	N/A	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.	We do not currently collect this data. We are currently exploring how to improve end-of-life solutions, including product reclamation and related data collection, through our partnerships and key customers. More information on the early stages of these initiatives is on page 45 of our 2024 Sustainability Report.
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	2024 Sustainability Report, page 46 2024 CDP Climate Report	-	-
	302-2 Energy consumption outside of the organization	2024 CDP Climate Report	-	-
	302-3 Energy intensity	2024 Sustainability Report, page 46 2024 CDP Climate Report	-	-
	302-4 Reduction of energy consumption	N/A	a) to d)	Ansell does not currently have sufficient data to directly attribute the proportion of our energy consumptions reductions to our specific energy efficiency initiatives as we are in the process of establishing a reliable energy consumption baseline through the rollout of ISO 50001-certified Energy Management Systems at our plants. We will continue to roll out this initiative in order to collect and report more complete and reliable data in the future

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	2024 Sustainability Management Approach Report, page 21	-	-
	303-2 Management of water discharge-related impacts	2024 Sustainability Management Approach Report, page 21 2024 CDP Water Security Report	iv)	We do not currently collect data related to the omitted component. In FY25 we will investigate the feasibility of obtaining this information in the future. All other disclosure components are reported in our CDP Water Security Report.
	303-3 Water withdrawal	2024 Sustainability Report, page 48 2024 CDP Water Security Report	c) i and ii	We do not currently collect data related to the omitted component. In FY25 we will investigate the feasibility of obtaining this information in the future. All other disclosure components are reported in our CDP Water Security Report.
	303-4 Water discharge	2024 CDP Water Security Report	b) i and ii, c) i and ii, and d) i, ii and iii	We do not currently collect data related to the omitted component. In FY25 we will investigate the feasibility of obtaining this information in the future. All other disclosure components are reported in our CDP Water Security Report.
	303-5 Water consumption	2024 CDP Water Security Report	b) and c)	We do not currently collect data related to the omitted component. In FY25 we will investigate the feasibility of obtaining this information in the future. All other disclosure components are reported in our CDP Water Security Report.
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2024 Sustainability Report, page 33	a) Disclosure for Group-wide, not individual manufacturing plants	This year we used the Integrated Biodiversity Assessment Tool (IBAT) to assess the biodiversity-related features of all our plants with fully operational manufacturing operations. Read more in our 2024 Sustainability Report.
	304-2 Significant impacts of activities, products and services on biodiversity	2024 Sustainability Management Approach Report, page 25	a) and b)	Through our partnership with the IUCN, Ansell will investigate our biodiversity impact. In February 2023, we signed Memorandum of Understanding with the IUCN to commence collaboration to support Ansell's strategic management of our biodiversity footprint. In FY25, we will launch a pilot project with in Sri Lanka. Read more in our 2024 Sustainability Report.

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	2024 Sustainability Report, page 47 2024 CDP Climate Report"	-	-
	305-2 Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report, page 47 2024 CDP Climate Report	a)	Ansell reports market-based Scope 2 emissions, including in our CDP Climate reporting.
	305-3 Other indirect (Scope 3) GHG emissions	2024 Sustainability Report, page 47 2024 CDP Climate Report	-	-
	305-4 GHG emissions intensity	2024 CDP Climate Report	-	-
	305-5 Reduction of GHG emissions	2024 Sustainability Report, page 28 2024 CDP Climate Report	-	-
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	2024 Sustainability Report, pages 37, 48 2024 Sustainability Management Approach Report, page 23	-	-
	306-2 Management of significant waste-related impacts	2024 Sustainability Report, pages 38, 48 2024 Sustainability Management Approach Report, page 23	-	-
	306-3 Waste generated	2024 Sustainability Report, page 48	a)	We currently report the total weight of waste generated. We will investigate the feasibility of reporting the breakdown of waste by composition in the future.
	306-4 Waste diverted from disposal	2024 Sustainability Report, page 48	b) to d)	We currently report the total weight of waste diverted from disposal. We will investigate the feasibility of reporting the breakdown of waste by composition, including hazardous and non-hazardous waste, and recovery methods in the future.
	306-5 Waste directed to disposal	2024 Sustainability Report, page 48	b) to d)	We currently report the total weight and method of waste handling and disposal. We will investigate the feasibility of reporting the breakdown of waste by composition, including hazardous and non-hazardous waste in the future.

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	N/A	a)	We are currently investigating these activities under our Scope 3 programs. Full details of our approach are in our 2024 Sustainability Report. In FY24 we will further investigate establishing and standardising processes relating to our Scope 3 activities.
	308-2 Negative environmental impacts in the supply chain and actions taken	N/A	a-b, d-e	We do not currently collect this data, or data is incomplete across our different operations. We will investigate establishing and standardising processes relating to our Scope 3 activities. Full details of our approach are in our 2022 & 2024 Sustainability Report.
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	2024 Sustainability Report, page 45	-	Ansell currently reports turnover rate by employee type, and will investigate reporting by gender, age group and region in the future.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	N/A	a) and b)	Ansell currently monitors data related to this disclosure at operational level; however, consolidation of this data across all our operations is currently not ready for reporting. In FY25 we will investigate the feasibility of disclosing this information in the future.
	401-3 Parental leave	N/A	a) to e)	Ansell currently monitors data related to this disclosure at operational level; however, consolidation of this data across all our operations is currently not ready for reporting. In FY25 we will investigate the feasibility of reporting this information in the future.
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	2024 Sustainability Management Approach Report	-	-
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	N/A	-	Minimum notice periods are set in accordance with applicable regulations in each jurisdiction.

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	2024 Sustainability Report, page 15 2024 Sustainability Management Approach Report, page 13 5-Point Safety Charter	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report, page 15 2024 Sustainability Management Approach Report, page 13	-	-
	403-3 Occupational health services	2024 Sustainability Report, page 15 2024 Sustainability Management Approach Report, page 13	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report, page 15 2024 Sustainability Management Approach Report, page 13	b)	Ansell currently monitors data related to b) at plant-level, and consolidation of this data across all our operations is currently incomplete for reporting. We will consolidate this information for reporting in the future.
	403-5 Worker training on occupational health and safety	2024 Sustainability Report, page 15 2024 Sustainability Management Approach Report, page 13	-	-
	403-6 Promotion of worker health	2024 Sustainability Report, page 22	-	Ansell also provides all employees with access to non-occupational medical and healthcare services, namely medical insurance or introducing well-being activities such as healthy weight or lifestyle management.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Management Approach Report, page 13 2024 Labour Rights Report, pages 22-23, 35-37	-	-
	403-8 Workers covered by an occupational health and safety management system	2024 Sustainability Management Approach Report, page 13	-	-

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## GRI content index continued

GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 403: Occupational Health and Safety 2018</b> continued	403-9 Work-related injuries	2024 Sustainability Report, page 46	a) v and b) v	We currently report injury rates for employees and contingent workers together. In FY25 we will investigate the feasibility of reporting the information separately. We have made partial disclosures related to c) iii in our 2024 Sustainability Management Approach Report and 2024 Sustainability Report, where we discuss our approach to responding to and minimising the risk of hazards through our focus on High-Risk Tasks.
	403-10 Work-related ill health	N/A	a) to e)	Ansell currently monitors data related to this disclosure at plant-level; however, consolidation of this data across all our operations is currently incomplete for reporting. In FY25 we will investigate the feasibility of obtaining this information in the future.
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	N/A	a)	Ansell currently monitors data related to this disclosure, however, consolidation of this data across is currently not ready for reporting. In FY25 we will investigate the feasibility of disclosing this information in the future.
	404-2 Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report, pages 23-24	-	-
	404-3 Percentage of employees receiving regular performance and career development reviews	N/A	a)	Ansell currently monitors data related to this disclosure, however, consolidation of this data across is currently not ready for reporting. In FY25 we will investigate the feasibility of disclosing this information in the future.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	2024 Sustainability Report, page 45	a) ii, and b) ii and iii	Ansell currently monitors data related to these disclosure components across its plants and offices. We will investigate the feasibility of obtaining of aggregating this information in the future.
	405-2 Ratio of basic salary and remuneration of women to men	N/A	a) and b)	Ansell currently monitors data related to these disclosure components across its plants and offices. We will investigate the feasibility of obtaining of aggregating this information in the future.

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	2024 Labour Rights Report, pages 33-34	-	-
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2024 Labour Rights Report, pages 31,36	-	-
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	2024 Labour Rights Report, pages 14-15	-	-
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Labour Rights Report, pages 14-15	-	-
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report, page 25	a)	We do not currently collect this data for our sites. In FY24 we will investigate the feasibility of obtaining this information in the future.
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A	a)	Ansell has not conducted a formal community impact assessment over its operational footprint, so information related to this disclosure is incomplete. We will investigate the feasibility of assessing community-related impacts in the future.
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	2024 Labour Rights Report, page 20	-	-
	414-2 Negative social impacts in the supply chain and actions taken	2024 Labour Rights Report, pages 22-23	-	-

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GRI Standard	Disclosure	Location (Disclosure starts from page no. indicated)	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	GRI Index	-	Ansell assesses 100% of our products for health and safety impacts and to identify improvements. Our ISO 9001:2018 certification verifies compliance with relevant standards
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Index	-	Ansell reports one recall incident in US and Canada in relation to the sterile pair pouch not sealing correctly in certain lots. The market was notified on 2 August 2023 and regulatory agencies were notified on 3 August 2023. Status as at 30 June 2024 is that the recall is currently open in the US, and in Canada recall was closed on 17 April 2024.
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	GRI Index	-	100% of Ansell products have correct information and labelings as required by the relevant PPE Regulations. IFUs are available on our website, or through the addition of a paper version, which includes disposal information. Under our new Ansell Earth program, product information will be updated to additionally advise users of our products' environmental and social impacts.
	417-2 Incidents of non-compliance concerning product and service information and labeling & 417-3 Incidents of non-compliance concerning marketing communications	GRI Index	-	To the best of Ansell's knowledge, Ansell is not aware of any instances of significant fines or non-monetary sanctions imposed during the reporting period in relation to non-compliances with laws and regulations.

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