



## **ANSELL LIMITED**

### **STATEMENT OF GUIDING PRINCIPLES**

**(Revised 16 April 2004)**

Ansell is committed to acting and doing business with fairness, honesty and integrity. Each and every employee, officer and director must conduct themselves according to high ethical and legal standards, being aware of and abiding by laws and regulations.

Ansell's "Policies on Business Conduct" summarizes those standards, including many of the applicable laws and regulations where the Company conducts business as well as Ansell's business ethics policies.

At the core of all these policies is Ansell's commitment to these Guiding Principles, which serve as the platform for all of our Company activities.

#### **GUIDING PRINCIPLES**

1. Ansell is committed to upholding high ethical standards in all our corporate activities. We promote practices that foster Ansell's key values of acting with fairness, honesty and integrity. We will comply with the letter and spirit of all applicable laws and regulations.
2. Ansell will compete lawfully and ethically in the marketplace. We will act responsibly in our relationships with customers, suppliers, vendors, partners, healthcare professionals, hospitals, governments and regulatory entities. We will provide quality products to our customers and will be honest and fair in all our business dealings.

To keep this commitment to our customers and the market place we will:

- Follow all antitrust and competition laws;
- Market products honestly, in accordance with laws and regulations;
- Gather business intelligence properly;
- Comply with all regulatory requirements and standards;
- Follow customs and anti-boycott laws; and
- Protect Ansell against unwitting participation in money laundering schemes.

We will not:

- Make illegal payments to government officials; or
- Offer or accept questionable gifts or entertainment.

*Note: This statement of Guiding Principles and Ansell's Policies on Business Conduct apply to all employees, officers and directors of Ansell. This is not an employment contract and Ansell does not create any contractual rights by issuing this statement.*



3. Ansell is committed to pursuing sound growth and earnings goals. We will operate the business in the best interests of the Company and our shareholders, be forthright about our operations and performance and exercise care in the use of our assets and resources.

In order to protect the best interests of the Company and our shareholders, we will:

- Keep accurate and complete books and records;
- Maintain an effective system of internal controls over financial reporting;
- Retain company records to comply with our obligations;
- Make appropriate use of and keep our computers and networks and other Company property secure;
- Safeguard confidential, proprietary and personal information;
- Protect patents and trademarks; and
- Permit our officers, directors or executives to trade in Company shares generally only during the period commencing the day after and ending 30 days following release of the half-year and full-year results and after the Annual General Meeting.

We will not:

- Trade on or disclose confidential or inside information;
- Recommend trading in Company shares based on inside information;
- Permit the use of Company assets and resources for personal gain; or
- Permit solicitation or distribution activities on Company premises or time that are not related to Company business.

4. Ansell is committed to treating all employees and applicants with honesty, fairness, and respect. We believe in cooperation, teamwork and trust. Hostility and harassment are illegal and offensive – there is no place for them at our Company.

In order to create a safe work environment where people are treated respectfully and fairly, we will:

- Provide fair and equitable treatment for all employees;
- Promote a positive and harassment- and discrimination-free work environment;
- Protect the health and safety of all employees; and
- Prohibit employees from dispensing, distributing, manufacturing, possessing or abusing controlled substances on Company premises or while conducting Company business.

We will not:

- Engage in any form of discrimination, harassment, or retaliation.



5. Ansell expects that all employees will work together for the common good and will not knowingly place themselves in a position that is in conflict with the interests of the Company.

We will:

- Implement and enforce policies to deal with the treatment of conflicts of interest; and
- Approve outside employment by employees only if it does not involve a conflict of interest or the appearance of a conflict of interest, and only if it does not interfere with the employee's responsibilities or performance at the Company.

6. Ansell is committed to good corporate citizenship and participating actively in and improving the communities in which we do business.

We will:

- Support our communities;
- Protect the general safety and the environment;
- Respond to all public, media and government inquiries appropriately; and
- Cooperate with our local host governments.

7. Each year we will require our employees to read and certify that they have read and understood, and will abide by, Ansell's Policies on Business Conduct. Our employees will participate in all Company-sponsored training to assist them in understanding and complying with these policies.

8. All Ansell employees are responsible for conducting themselves in accordance with these Guiding Principles, whatever their position or role in the Company.

We require our employees to:

- Report any suspected breach of our Policies on Business Conduct by following the procedures and steps outlined in the section dealing with "Reporting Suspected Non-Compliance"; and
- Comply with any investigations concerning a suspected breach.

We understand that:

Any person who breaches the Policies on Business Conduct, including failure to report violations, may be subject to disciplinary action.