

# Sustainability

Our 2040 Sustainability Action Plan details Ansell’s targets and ambitions across People and Planet – for safe, respectful and inclusive workplaces and for a healthier planet in a zero-carbon future. We made significant progress this year, including submitting our formal letter of commitment to Science Based Targets initiative to set value chain targets and achieved a 14% decrease in operational emissions from our FY20 baseline (excluding Ansell Seremban). We also faced challenges as we decided to delay our water stewardship target to FY27 and as we onboard our new plant, Ansell Seremban. This year, we added Ansell Seremban to our Scope 1 & 2 GHG inventory, and recalculated and restated our FY20 emissions target baseline, in accordance with GHG Protocol and ISO 14604. We have completed analysis of data and implementation of Ansell’s management systems at the plant, and are currently conducting critical work to prepare the plant for our decarbonisation programs and installations. Read more on the next pages.

Full details are published in our 2024 Sustainability Report and 2024 Labour Rights Report (and Modern Slavery Statement), to be released by September 2024.

## Ansell 2040 Sustainability Action Plan: Thinking of People and Planet First

### People



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

### Planet



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



#### 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>



#### 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 (ISO50001)
- **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**



#### SUPPORTING COMMUNITIES

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



#### CONSERVE NATURAL RESOURCES

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

### Product

We create products for a safer and better protected world



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.

## 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	<p>Representation of women:</p> <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.

## 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>1,2</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)<sup>2</sup></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 is diverted from landfill <sup>4</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>3</sup>	<ul style="list-style-type: none"> <li>60% of new and updated products are designed with reduced environmental impact<sup>3</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>5</sup>	<ul style="list-style-type: none"> <li>13% increase in water withdrawals from baseline FY20<sup>5</sup></li> <li>0.27% decrease in water withdrawals from FY23<sup>5</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. FY24 GHG emissions are subject to Control Union certification at the date of this report.

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

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

5. FY24 water metrics excludes Ansell Seremban.