



ANSELL FY22 SUSTAINABILITY WEBCAST

28 SEPTEMBER 2022



Ansell

HyFlex **GAMMEX** **AlphaTec** **MICRØFLEX**

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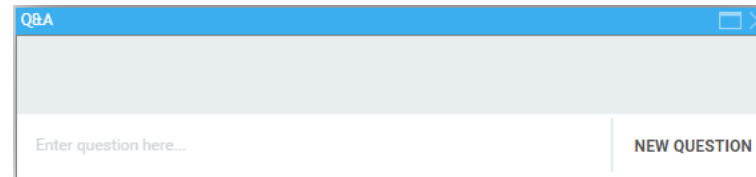
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Type your question in the Q&A box and click on **NEW QUESTION** to submit it

For those using the **teleconference facility**, dial *1 during Q&A Session

CONTENTS

01

Introduction
Neil Salmon

02

Labour Rights
Catherine Stribley

03

Our Environmental Commitments
John Marsden

04

Innovation and Product Stewardship
Neil Salmon



01

Introduction

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MICROFLEX

Executive Summary – Our Key Accomplishments in Last 12 Months



Keeping our Employees Safe and Raising our Focus And Ambition For A Diverse and Inclusive Workforce

- Continued attention delivered excellent safety results with MTI of 0.161 per 100 employees, best performance in 10 years
- Broadened focus beyond gender towards diversity, equity and inclusion



Significant Progress In Improving Working Conditions Across Our Supply Chain

- Starting to supplement our SMETA audits with forced labour (F-11) assessments where required and will introduce unannounced audits in FY23
- Commenced implementation of Supplier Management Framework to help drive meaningful change across our suppliers
- Substantial progress in eliminating risk factors to forced labour at our suppliers as detailed on slide 14



New Ambitious Environmental Goals

- Committed to science-based reduction targets for our operations (Scope 1 & 2 emissions), to achieve Net Zero by 2040
- Replaced our water intensity reduction targets with new water stewardship commitments and we now have five plants certified as Zero Waste to Landfill



Rolled Out New Strategies For Sustainable Innovation and Product Stewardship

- Advanced our understanding on how our products impact the environment, from cradle to grave
- Launched new products with environmental credentials – MICROFLEX® 31-103 our first compostable glove and HyFlex® 11-842 glove with a liner designed with 90% recycled nylon yarn



Supported The Ansell Community In Many Ways When Needed Most

- Provided financial and non-financial support to our employees in Sri Lanka as a result of the ongoing economic crisis
- Supported communities in Malaysia, China and Belgium that were hard hit by local flooding including with PPE donation

SUSTAINABILITY WEBCAST

Our Governance of Sustainability

Board oversight of sustainability risks and opportunities

Ansell Board of Directors

Responsible for overseeing and reviewing management, administration and governance of the Company, including overseeing Ansell's strategic direction

Sustainability & Risk Committee

Reviews the design and implementation of Ansell's risk management system, and the effectiveness of Ansell's sustainability policies and programs

Audit & Compliance Committee

Reviews Ansell's financial statements, including ensuring disclosures are in alignment with the recommendations of the TCFD

Management's role in assessing and managing sustainability risks and opportunities

CEO & Executive Leadership Team (ELT)

Acting through its Sustainability Council, the CEO & ELT are responsible and accountable for overall implementation of Ansell's sustainability strategy. The CEO and ELT provide regular updates to the Board on progress against strategic sustainability objectives and make recommendations on major decisions that require Board oversight and approval

Labour Rights Committee

Consisting of a core group of ELT who are responsible for management of modern slavery and labour rights risks for our supply chain

Pillars of Focus

People

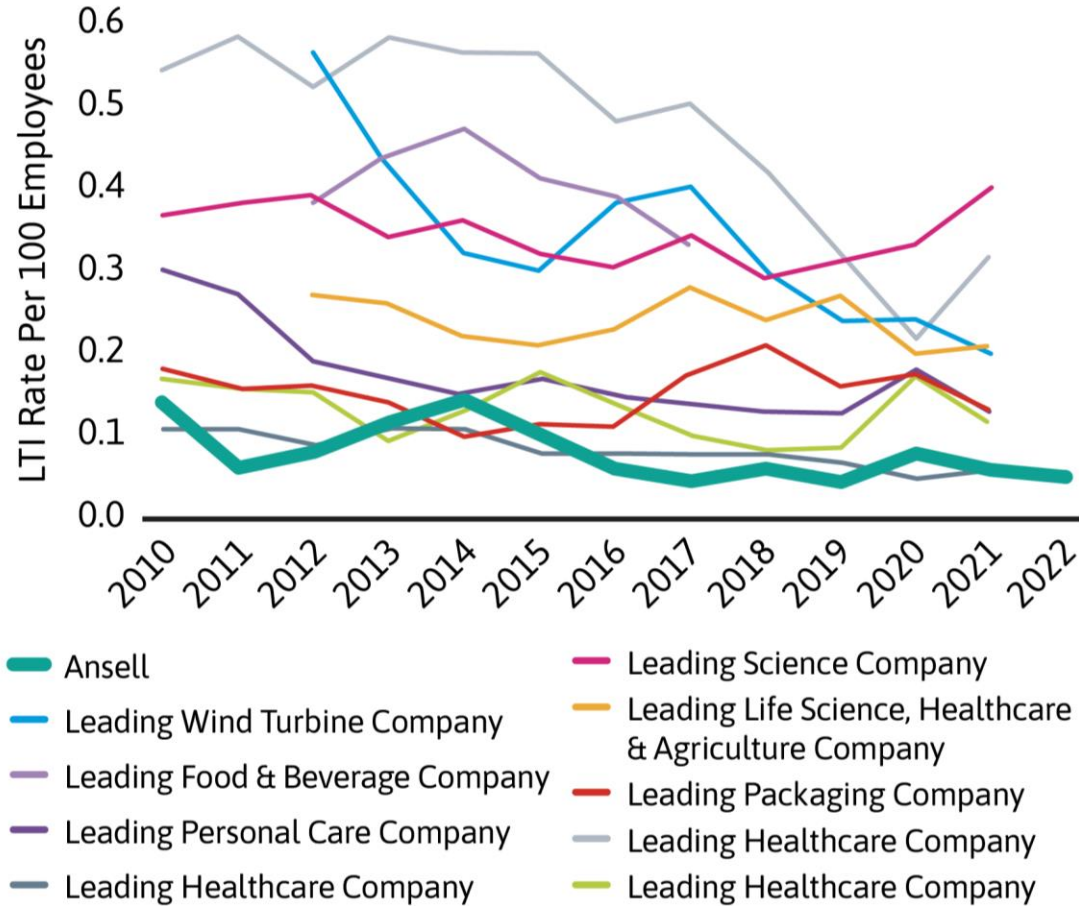
Planet

Product

Processes, policies and frameworks underpin Ansell's Sustainability Governance

Ansell's Safety Strategy Driving Good Results

LOST TIME INJURIES



COMMENTARY

- Saw a **continued reduction in lost time injuries** which demonstrates the progress Ansell has made to implement a **leadership culture on safety**
- Safety culture is founded on **strengthening the role of non-EHS specialists and senior managers** and proactive **identification and mitigation of hazards at our manufacturing sites**. Raised good awareness around High Risk Tasks through extending accountability beyond EHS team members, increasing awareness, employee training and virtual audits
- **Maintained worker safety in COVID-19** through adhering to controls (screening, wearing masks, sanitation and maintaining social distance), random testing and vaccination drives



SUSTAINABILITY WEBCAST

Diverse and Inclusive Workforce

BY REGION

Manufacturing

0%



NA

Professionals

16%



LAC

1%

8%



EMEA

4%

20%



APAC

95%

56%

BY TYPE



Manufacturing

76%



Professionals

24%

FEMALE LEADERSHIP (%)

Target to achieve 40% female in both categories below by 2025



DIVERSITY, EQUITY & INCLUSION



- Completed a move away from a primary concentration on gender diversity to a broader view of diversity and increased focus on inclusion
 - Launch of an updated Diversity and Inclusion Policy
 - Implemented a regional network approach with employee-led DE+I groups
 - Introduced Global Inclusion e-Learning modules for all professional employees
 - Increased communications, activities and awareness building around DE+I i.e. Juneteenth, Pride Month, Black History Month, National Hispanic Heritage Month, LGBTQIA+, World Awareness Day for Autism, Special Olympics volunteerism

02 People Advancements

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Labour Rights Focus Areas in Our Own Operations

FOCUS AREAS	 Grievance Monitoring	 Worker Engagement	 Risk Assessment & Monitoring	 Accountability & Awareness	 Policies and Commitments
ACTIONS	<ul style="list-style-type: none"> • Global Grievance Policy and No Retaliation Policy • Grievance Tracking Tool • Quarterly review of grievance KPIs • 3rd party managed grievance hotline tool 	<ul style="list-style-type: none"> • Regular 'skip' level meetings • HR Corner for workers • DE&I Committee inclusion of foreign workers • Worker unions, committees and councils 	<ul style="list-style-type: none"> • Oversight by the Board and its Committees, CEO and ELT • Standalone Labour Rights Committee • SMETA audits and F-11 assessments • Share learnings • Industry collaborations including RGA 	<ul style="list-style-type: none"> • Quarterly Compliance Meeting • Change of culture • Education on International Labour Organisation core conventions • Sustainability Townhalls and employee training 	<ul style="list-style-type: none"> • Global Code of Conduct • Ethical Recruitment Program • Harmonised CSR policies at global & site level • Engaged ELEVATE on topics including validation of recruitment fees remediation¹

1. ELEVATE'S review identified that original recruitment fee remediation payments made to Bangladesh and Nepal workers were suitable. Adjustments recommended to be made to payments for Myanmar and Indonesian workers which have since been settled. In FY23, we will extend the recruitment fee remediation program to former workers at our Malaysian operations who were in employment on or after 1 April 2019

How We Engage With Our Suppliers

Audit Program

Risk-based factors will be used to identify suppliers to perform third-party audits using globally recognised programs, such as SMETA, BSCI, SA8000 and F-11

Supplier Training and Briefing

We share learnings from our sites and best practices on labour rights topics. Under the Supplier Management Framework, we will provide a structured approach



How we engage with suppliers on labour rights

We seek to drive meaningful change in our extended supply chain and strengthen relationships with our suppliers. This is done through a series of engagement activities that build a holistic picture of supply chain performance and action

Regular Discussions with Suppliers

Discussions with suppliers on best practice and sharing learnings to address issues and emerging risks

Collaborations and Partnerships

We know that systemic and industry-wide change takes time, and we are committed to being proactive in that change

Supplier Management Framework

- Risk-based approach which assigns appropriate measures and activities to target risks
- Suppliers are prioritised based on industry, location of sourcing, criticality to the business, inherent modern slavery risks and spend
- Implementation via three waves, with roll-out to the highest priority suppliers first

Wave 1 – Commenced in first half of FY22

1.A Suppliers of finished goods and cotton products from higher risk countries

1.B Recruitment agents, branded packaging, inputs including natural rubber latex, biomass and support services such as cleaning, facilities management and security services from higher risk countries

Wave 2 – Commenced in FY23

2.A Includes knitted liners, non-cotton textiles and yarns, neoprene and synthetic latex from higher risk countries

2.B Includes other sourcing from higher risk countries, such as non-direct input goods

Wave 3 - Commencing later in FY23

Includes other suppliers from lower risk countries with whom the business has a contractual relationship

- Closely monitor close out of supplier non-conformances
- Non-conformances classified by severity which informs corrective action timeframe, escalation pathways and consequences for suppliers
- Ansell does not automatically terminate upon allegations of forced labour, instead we provide an opportunity to demonstrate a commitment to improve working conditions through meaningful action. However, where a supplier is not progressing their labour standards compliance, Ansell will take further action, including termination

Industry Progress On Labour Rights in Malaysia

- Ansell's enhanced approach together with an important increase in attention and focus from multiple stakeholders has contributed to significant progress in working conditions for migrant workers, particularly in the last twelve months
- Positive feedback from stakeholders in relation to the work we are doing to reduce the presence of forced labour in the industry

Key Drivers of Progress



Ansell & Branded
Outsourcers



End Users & Purchasers



Investors



Regulators



Government



Activists

Improvements Seen Across Our Malaysian Supplier Base



Third-Party Audit Program



Recruitment Fee Reimbursement¹



Better Living Conditions



No Passport Withholding



Freedom of Movement



Reduction in Excessive Working Hours (Overtime & Rest Days)

1. As of 15 September 2022, Malaysian suppliers representing 98% of Ansell's total finished goods spend, have declared that they have completed their recruitment fee reimbursement program for currently employed migrant workers. Based on supplier reports, these suppliers have reimbursed ~US\$30m to more than 18,000 migrant workers in Malaysia which will be verified during the next audits of these suppliers



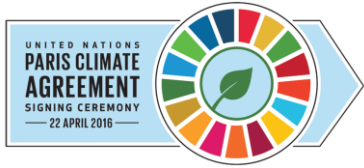
03 Our Environmental Commitments

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SUSTAINABILITY WEBCAST

The Road Ahead – Our Operations



Ansell is committing to science-based reduction targets, which is in line with the Paris Agreement to limit global warming to 1.5°C.



Ansell previously had an intensity target but this was replaced with Net Zero target in June 22



42% reduction in Scope 1 & Scope 2 absolute emissions by 2030



2022

213,729 MTCO₂e

2030

123,963 MTCO₂e

2040

0 MTCO₂e

We will focus on a minimum 90% de-carbonisation in our operations before investing in offsets



Reduce dependence on fossil fuels

- Increased renewable energy purchasing & generation
- Sustainable thermal energy
- Process innovation
- Low carbon transport



Product and business model innovation

- Reduced reliance on synthetic raw materials
- Increased circularity



Collaborative action and influence

- Value chain partnership and capacity building
- Policy advocacy for climate

Our Operations – Reduce Dependence On Fossil Fuels

Ansell's Energy Mix is currently



83%
thermal



17%
electricity

Biomass

is used to fuel High Pressure Hot Water Generators (HWGs) that produce over 40% of the thermal energy required at plants. This needs to be certified as sustainably sourced

Biodiesel, Thermal Storage, Hydrogen

as alternative fuel sources under exploration

Solar PV

projects currently being implemented in Sri Lanka, Malaysia and Thailand are slated for completion in FY23

Switching factories to

100% Renewable Grid Electricity

is done in Portugal & Lithuania. >90% for Malaysia

Establish Energy Management Systems

(ISO50001) across all manufacturing facilities by FY25. Improve energy productivity



5
HWGs

TH & LANKA



9x

more
Solar PV

Scope 3 and Collaboration

i

Scope 3 emissions comprise 80%¹ of our total emissions with End-of-Life Treatment and Purchased Goods & Services accounting for the **vast majority**

**33%**

End of Life Treatment

**47%**

Purchased Goods & Services

While Ansell has a broader ambition to reduce end-to-end value chain emissions, further engagement with its supply chain and other stakeholders is required before the Company can define its Scope 3 emission reduction targets

We require **market evolution, technology evolution and collaboration** to realise our ambition



RENEWABLE THERMAL COLLABORATIVE

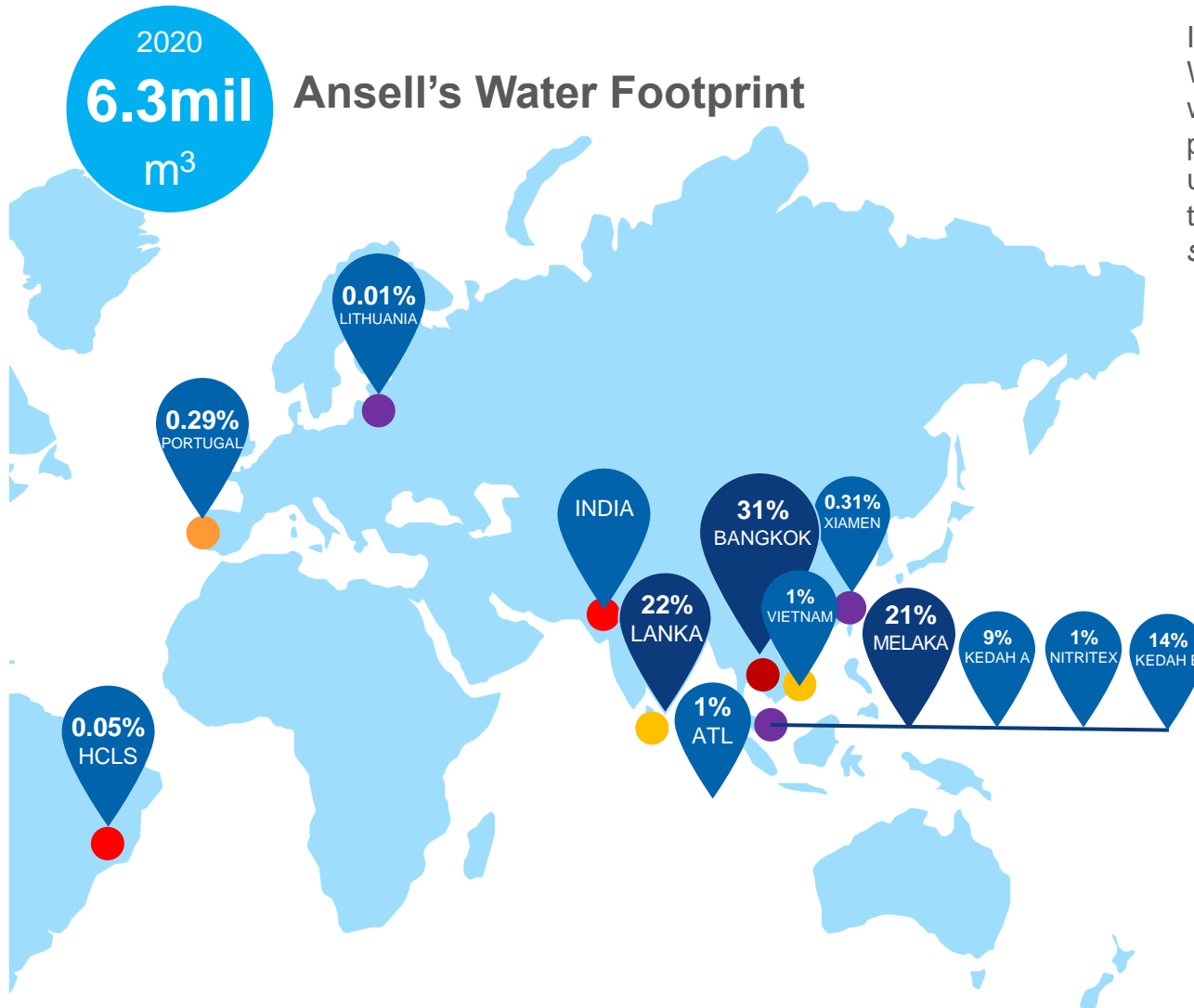


F23 Actions

- Aligning to finished goods and raw material suppliers who are also committed to reducing their operational emissions
- Low carbon transport and distribution
- Product end of life
- Environmentally friendly raw materials

1. Based on FY20 Baseline

Water Stress and Water Targets



In FY21, we partnered with WRI to complete basin-level water stress risks at our plants. The outcomes helped us set context-based targets; known as 'water stewardship' commitments

New Water Stewardship Commitment: reducing total water withdrawals by 35% by end of FY25, using tiered contextual targets.

TIER	SITES
Tier 1	Bangkok & India
Tier 2	Melaka, Lanka, Kedah A, Kedah B
Tier 3	ATL, Vietnam, Portugal, Nitritex, Xiamen, Lithuania, Hercules

Implement Water Stewardship activities aimed at reducing water withdrawals by:

TIER	SITES
Tier 1	Up to 50%
Tier 2	Up to 25%
Tier 3	Up to 25%* *can be on-site or off-site

Zero Waste to Landfill

In December 2019, we set **'Zero Waste to Landfill by 2023'** for all our plants

5 

Plants certified ZWL
ATL Sri Lanka,
Lithuania, Brazil,
Thailand & China

FY22 

All plants would be
'operational zero'
*complete certification in
FY23

96% 

of waste generated at
manufacturing plants was
diverted from landfill



How we divert waste from landfill:

- Waste segregation beyond regulation
- Alternate waste partners
- Certifiable waste trails
- Selling by-products to other industries
- In-house efforts: reduce plastic waste, recycle plastic into bags / pellets composting

04 Innovation and Product Stewardship



Our Journey From Footprint Reduction to Carbon Neutral Products



ACHIEVED FY22

GOING FORWARD

SUSTAINABILITY WEBCAST

Our Packaging Pledge

This year we finalised Ansell's packaging pledge: Every packaging choice is guided by scientific research to minimise our environmental impact while maintaining our superior quality that protects people and products

USE PHASE

Choices for use

Driving minimal use and application of packaging from inception to delivery to end-user



Reduce plastic and paper packaging use by 2026



All paper-based packaging made with recycled content where performance and product specifications allow

DISPOSABLE PHASE

Choices for end of life cycle

Driving environmentally friendly disposal after packaging fulfils protection, transportation and information functions



100% of packaging material is recyclable, reusable or compostable by 2026



Zero packaging waste from our manufacturing locations sent to landfill by 2023

We'll achieve our goals by prioritising improvements in these 12 action areas



Removal of 'zero-use'



Reduction of material utilisation



Sustainable configurations



Minimising shipping volume



Leading digital transformation



Partnerships



Recyclable or compostable materials



Innovative circular solutions



Zero waste to landfill



Leading recycling responsibility



Communication strategy



Environmental stewardship

Ansell's Sustainability Mission

People



Product



Planet



Ansell Protects™

We are passionate about protecting people, setting ourselves ambitious goals to transform our company, to protect sustainably both employees and the environment we live in

05 Q&A



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