



Sustainability Report 2023



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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.

About this report

This report covers Ansell's sustainability performance for the period 1 July 2022 – 30 June 2023. Unless otherwise stated, all disclosures made within the report cover Ansell Limited and the entities it controlled during the reporting period. Non-financial data related to Ansell Seremban (more details on page 4) is not reported in FY23 due to its acquisition part-way through the financial year (unless otherwise stated). A complete list of entities Ansell controlled during the reporting period is set out in our **2023 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 **2023 Sustainability Management Approach Report**). Information on our management approach for all material topics can be found in our separate **Sustainability Management Approach Report**.

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 FY23 are available on page 31 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 2022 Sustainability Report was released on 13 September 2022, and all our prior sustainability reports can be accessed on our **website**.

We value your feedback on Ansell's sustainability performance and the 2023 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
- **Christine Burke**
Senior Manager, Corporate Communications
Email: christine.burke@ansell.com

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 contribute to our seven priority UN SDGs through our material topics¹:



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 2023 Sustainability Management Approach Report.

Reporting suite

Ansell's complete reporting suite is available on our **website** and includes:

- **2023 Annual Report**
- **2023 Labour Rights Report** (and Modern Slavery Statement)
- **2023 Sustainability Management Approach Report**
- **2023 Corporate Governance Statement**



Statement from the CEO



Behind Neil is our reverse osmosis facility, installed at our Thailand plant.

Year upon year, sustainability has become an increasingly important differentiator for Ansell and core to our strategic ambition to lead the world to a safer future.

Neil Salmon

Managing Director and Chief Executive Officer

In a challenging business year for the global protection solutions industry, our resilient Ansell people nonetheless made significant progress against our ambitious, long-term sustainability goals. This Sustainability Report 2023 details our FY23 accomplishments and plans for FY24 and beyond. As we begin our 130th year, we turn the focus of our organisation toward a new growth journey that will equip us to succeed in a post-pandemic world, and in which we hold safety and sustainability equally as important as financial success. Year upon year, sustainability has become an increasingly important differentiator for Ansell and core to our strategic ambition to lead the world to a safer future.

Our fundamental commitment to customers, employees and shareholders alike is that they can trust in the Ansell brand and all it stands for.

In FY23 we accomplished new 'firsts' to lead the way. This year we share, for the first time, our Ansell 2040 Sustainability Action Plan (page 6), followed by a 15-point tracking report listing key performance indicators against our targets for People and Planet (pages 7-8). Another milestone this year is the concurrent release of our modern slavery statement, re-named as "Labour Rights Report", and the progress we have made on critical work to ensure secure and decent work.

I am proud to include in this report several third-party recognitions of our sustainability program, including the Ecovadis 2023 silver medal, which ranks Ansell in the top 3% in our industry*, and Morningstar Sustainability, which rated Ansell as an ESG top-rated company in 2023, in the 6th percentile in our industry (Healthcare).

I extend my gratitude and appreciation to our valued customers and partners who share our corporate values and commitment to integrate sustainability into our business practices, and to our dedicated employees across Ansell who have made this mission

Recognised by Morningstar
Sustainalytics as

**AN ESG INDUSTRY TOP
RATED COMPANY IN 2023**

6th percentile in our Industry
(Healthcare)



**Awarded EcoVadis Silver
Medal in 2023**

Top 3% in our industry*, improving
from 2022 ranking of top 6%

Top 10% of companies assessed
by EcoVadis

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



their own. Our 2023 Sustainability Report demonstrates that Ansell is delivering on its promise to secure decent work for workers across its value chain, safe, respectful and inclusive workplaces, the reduction of our environmental impact and the manufacture of innovative protection solutions that will lead the world to a safer future.

Neil Salmon

Managing Director and Chief Executive Officer

About Ansell

Ansell is a global company employing more than 14,000 people in over 55 countries.

Ansell Limited 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

Cyberjaya, Malaysia

We operate 15 manufacturing facilities with the largest located in Malaysia, Sri Lanka and Thailand and smaller plants located in Brazil, China, Lithuania, Portugal and Vietnam.

On 1 March 2023, we announced the completion of the acquisition of the remaining 50% shareholding in Careplus (M) Sdn Bhd, now known as Ansell Seremban Sdn Bhd. This acquisition delivered Ansell a 100% shareholding and full operational control.

Healthcare Global Business Unit

The Healthcare GBU (HGBU) 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 gloves¹, clean and sterile gloves and garments, and consumables.



MICROFLEX[®]

TouchNTuff[®]

MICROTOUCH[®]

SANDEL[®]

GAMMEX[®]

ENCORE[®]

MEDI-GRIP[®]

BioClean[®]

Primus[®]

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

Industrial Global Business Unit

The Industrial GBU (IGBU) 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.



HyFlex[®]

AlphaTec[®]

ACTIVARM[®]



EDGE[®]

inteliforz[®]



Frost & Sullivan selects Ansell for its 2022 GLOBAL COMPANY OF THE YEAR AWARD in the medical gloves industry



ECOVADIS 2023 SILVER MEDAL

Top 3% in our industry*, improving from 2022 ranking of top 6%

Top 10% of companies assessed by EcoVadis

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



Recognised by Morningstar Sustainalytics as AN ESG INDUSTRY TOP RATED COMPANY IN 2023

6th percentile in our Industry (Healthcare)



ANSELL WINS BEST PRODUCT

in the Sustainability category at World of Safety & Health Asia 2022, for our Surgical SMARTPack™

Ansell people speak on our achievements

Project Joy

As I create a customised Project Joy¹ glove, I think about how the end user will feel, finally wearing high-quality Ansell PPE to protect their hands. I am sure they have thought there is no company that can meet their unique needs. I'm proud to be making Project Joy gloves at Ansell since 2016, helping to keep all workers safe.

Hector Perales (Specialist, Product Development)



End of life solutions for customers: Recnorec partnership

The project with Recnorec² is another step towards circularity at Ansell, proving how it's possible to give our products more than one life. The success of this project relied on the close collaboration of several Ansell teams with whom I had the great pleasure of working and now I'm looking forward to also involve our customers in this journey with us.

Catarina Ferreira (Specialist, Product Development)



Using technology to drive safety accountability

Integration of EHS Pillar into APS³ was a key project for Global EHS in F23. It is a blessing to have worked with a such a diverse team who have shown tremendous dedication and determination. The integrative and collaborative essence of APS has worked wonders in bringing EHS to the line level; empowering our people to own their safety.

Sri Sharmini Seraithara (Senior Manager, EHS)



First ever Ansell Global Supplier Summit

I am very proud to organise Ansell's first sustainability-focused Global Supplier Summit⁴, an important forum to engage with leadership of key business partners on sustainable supply chains. At the event, suppliers' booths showcased new products, such as recyclable packaging and new innovations in cut protection yarn. The summit was a success and the message of our leadership resounded with suppliers: that Ansell and our business partners must work closer than ever in accelerating sustainability programs or initiatives.

Lydia Tan (Senior Manager, Procurement)



Ansell Textiles Lanka (ATL) is the first plant to be ISO 50001 certified

It is our great professional experience to implement EnMs with the ATL team and directly contribute to Ansell's ambition. After doing many ad hoc energy-saving projects over the years, EnMS gave us extra enhancement and a systematic approach. We increased visibility of usage, identified energy-saving opportunities, and set SMART action plans to reduce wastage. This project was initiated when Sri Lanka suffered from an economic crisis which in turn triggered an energy crisis with blackouts, fuel scarcity and extreme cost increases. This project being implemented at this crucial time can be considered as a national responsibility.

Tony Ukwattage (Senior Manager-Quality Assurance) and Chaminda Kottage (Associate Manager-Engineering)



SMARTPack™ is one of the first certified surgical packaging

It has been so satisfying diving into the SMARTPack™⁶ packaging project and certification journey. We had so many lightbulb moments, as we saw how this project contributes to Ansell's greener path. Personally, contributing to Ansell's advancement while making a positive environmental impact feels amazing. Can't wait to see this initiative fully rolled out into the market.

Bhairavi Nagalingam (Senior Specialist of brand/ product marketing) and Chee Pui Fong (Manager, HGBU R&D)



Map key

- Ansell presence
- Manufacturing facilities
- Corporate hubs

Zero waste to landfill, at our biggest plant

Our ZWL⁷ challenge of diverting more than 99% from landfill was that Ansell Lanka was a large waste generating facility. Even with limited regulatory guidance and infrastructure, we stuck together as a team, stayed determined, and changed the way we thought. Overcoming local challenges, we achieved something amazing in waste management – a true example of our dedication to ZWL. We are proud to represent the incredibly passionate and dedicated team to share Ansell Lanka's ZWL story.

Ruwan Gunawardena (Senior Manager, EH&S) and Devinda Herath (Manager, EH&S)



1. Read more on page 24.
2. Read more on page 37.
3. Ansell Production System (read more on page 15).
4. Read more on page 29.
5. Energy Management System (EnMS). Read more on page 28.
6. Grade A-AAA Recyclability Certification by Institut Cyclos-HTP (CHI). Read more on page 39.
7. Read more on page 34.

2040 Sustainability Action Plan

This year, we proudly announce our 2040 Sustainability Action Plan: Thinking of People and Planet First.

The 2040 Action Plan brings existing and new targets and ambitions across People and Planet for safe, respectful and inclusive workplaces and for a healthier planet in a zero-carbon future. Progress against these targets are reported on the following pages (page 7-8), and more details are in each section of this report. As a leader in the industry, Ansell products are created for a safe and better-protected world.

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 plants¹**
- **100% of direct suppliers** meet Ansell's labour, health and safety standards ensuring decent work for their workers²



SUPPORTING COMMUNITIES

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

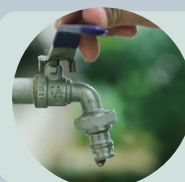
Planet

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 operations³**
- **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 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

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.

Tracking against our Sustainability Action Plan

People			
Safe and Respectful Workplace			
Target	KPI Progress	FY23 Highlights	Read more
10% reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030	<ul style="list-style-type: none"> 14% increase in Lost Time Injury (0.059) 43% decrease in Medical Treatment Injury (0.092) 	During the past three years we improved our proactive approach to safety, and overall accidents have decreased. However, the increase in the LTI this year shows that we need to focus our safety strategy towards building resilience. From FY24, we will implement a new phase in reporting our safety performance as TRIFR	Page 13
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"> 90% safety observation engagement rate¹ 	Since FY21 baseline of 46%, we have doubled our safety observation engagement rate ¹ in generating improvement opportunities in safety. We will continue to enable employee engagement and accountability in the next few years, including through safety tools such as SOTEIRA and APS.	
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"> 39.4% at Manager to Associate Director 31.4% at Director to VP 28.6% in Executive Leadership 44% on Board of Directors 	We continue to focus on advancing women across all levels of our business through engagement programs ('Work on Your Own Terms') and inclusive recruitment, as part of broader DE+I efforts.	Page 20
Year on year progress in implementing 60-hour work weeks across all Ansell plants ²	<ul style="list-style-type: none"> 8 out of 14 plants are observing and practicing maximum 60-hour work-weeks³ 	Moving our ambitions forward, this year we made a commitment to implement 60-hour work weeks for production workers, 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, a plant in Malaysia implemented of 60-hour work weeks in April 2023, and in FY24 both plants in Sri Lanka will implement new shift schedules and controls to practice and monitor 60-hour work weeks.	Page 16 and Labour Rights Report 2023
100% of direct suppliers meet Ansell's labour, health and safety standards ensuring decent work for their workers by 2027 ⁴	<ul style="list-style-type: none"> Over 85% of finished goods suppliers (Wave 1) are now rated 'A' or 'B', and meet Ansell's labour, health and safety standards 	Our Supplier Management Framework is executed in three waves. During the year Ansell has assigned a risk rating to a subset of each SMF wave, including Wave 1 suppliers of finished goods and packaging from high risk countries, Wave 2 synthetic latex and yarn and Wave 3 finished goods suppliers from low risk countries.	Page 16 and Labour Rights Report 2023
Supporting Communities			
Responding to the needs of communities with financial and product donations, disaster relief, and employee volunteerism	<ul style="list-style-type: none"> Australian Indigenous Program: Sold 232,826 pairs of gloves in special edition indigenous packaging, with 6% of sales proceeds contributing to community funding program Disaster relief for Türkiye and support for our employees in Sri Lanka Project Joy: Produced gloves for 35 workers with differently shaped hands since 2016 	Ansell supports communities where our employees live and work. While we continued on longer-term programs (Project Joy and Australian Indigenous Program), we continue to rapidly deploy PPE and financial donations to front-line teams when disasters happened.	Page 23

1. Defined as % of total employees who give at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts during 12-month period.

2. Defined by ILO60. ILO is the International Labour Organization.

3. As at 30 June 2023, we exclude Ansell Seremban from the total count of plants due to its acquisition half-way through the financial year.

4. In-scope suppliers based on Ansell's Supplier Management Framework.

Tracking against our Sustainability Action Plan continued

Planet			
Zero Carbon Future			
Target	KPI Progress	FY23 Highlights	Read more
Net Zero emissions for our operations by 2040 (2020 baseline)	16% decrease in Scope 1 & 2 GHG emissions ⁴	The decrease is primarily attributable to lower production volumes. We have also completed the implementation of renewable electricity projects this year (see details below), and made decisions to overcome inefficiencies in our new biomass technology.	Page 26
Reduce dependence on fossil fuels: 100% renewable electricity by 2040	29% renewable electricity	Three Malaysian plants now source at least 90% of electricity from renewable sources through the Malaysia Green Electricity Tariff program.	Page 26
Process efficiency: All manufacturing plants to have certified Energy Management Systems (ISO 50001) by 2028	One plant completed ISO 50001 certification	Ansell Textiles Lanka (ATL) is the first plant to achieve ISO 50001 certification.	Page 28
Value chain partnerships and policy advocacy for climate and advancing for transition to zero carbon future	Ansell joined Climate Group's RE100 and EP100	In support of the initiatives of Climate Group's RE100, Ansell commits to 100% renewable electricity by 2040 and supports EP100 by committing to establish ISO 50001-certified management systems at our manufacturing facilities by 2028.	Page 27
Zero Waste to Landfill (ZWL) for all manufacturing plants	All manufacturing plants have achieved ZWL ⁵ , except new plants in Malaysia (Ansell Seremban) and India (Ansell Kovai)	Since FY19, we embarked on our journey to zero, using the 5R principles (refuse, reduce, reuse, repurpose and recycle) to establish initiatives. From FY24, we will begin work at our new plants to achieve ZWL certification.	Page 34
By 2026, 80% of our new products are designed with reduced environmental impact Use less fossil materials, and more recycled and bio-based content materials	70% of new products are designed with reduced environmental impact Completion of new product development for launch of new single-use products that incorporate bio-based materials in FY24	'Less is More: A lot more protection, a lot less environmental impact' is a new generation of Ansell products. We also have new project launches and projects slated for next year, as we continue to engage with customers and other stakeholders on end of life solutions.	Page 36
Packaging goal: 100% of packaging material is recyclable, reusable or compostable by 2026	New paper band packaging and key progress on SMARTPack TM	Our new paper band packaging significantly reduced more than 70% materials, and 82% GHG emissions from the primary packaging per 12-pair bundle. Ansell's SMARTPack TM is the first surgical packaging to be certified for Grade A-AAA Recyclability ⁶ .	Page 36
Conserve Natural Resources			
Reduce water withdrawals by 35% by 2025 (2020 baseline)	3% increase in water withdrawals	We saw an increase in water withdrawals compared to the prior year due to decreased plant shutdown days, resulting in more operational days, and some technical challenges in two of our facilities. Excluding these two facilities, we saw an overall reduction in withdrawals compared to both FY21 and FY22. Further optimisation of our investment in reverse osmosis facilities will be the key focus in FY24.	Page 31
Improved environmental stewardship to reduce depletion and impacts on natural resources	Engaged with the IUCN to commence critical work in understanding our relationship with natural ecosystems and biodiversity	We will investigate developing joint programmes, research projects and other capacity building activities to pursue 'net positive' outcomes regarding biodiversity and ecosystem services.	Page 31

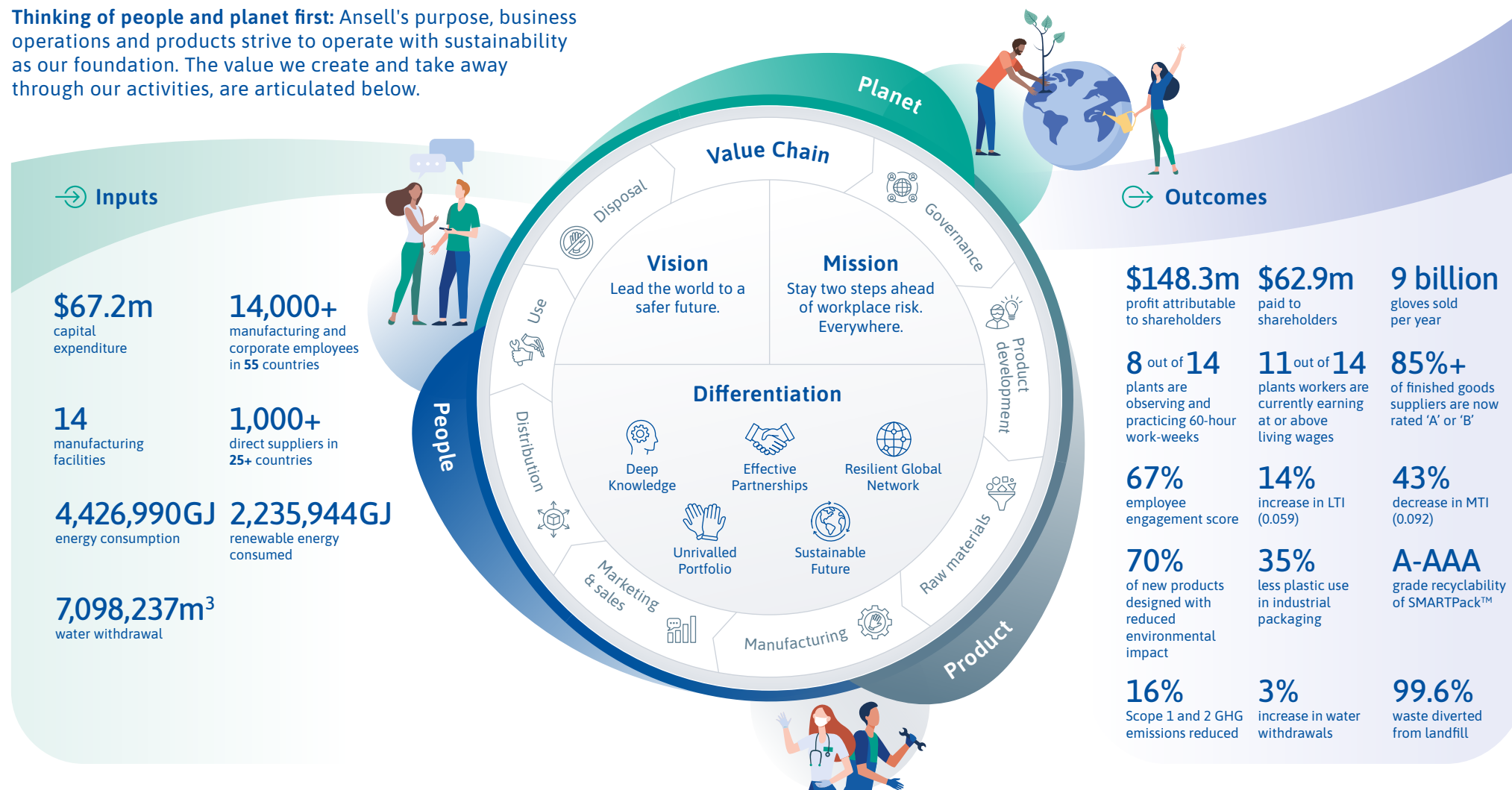
4. Less than 10% use of offsets.

5. All manufacturing plants have completed their certifications under Intertek's Zero Waste to Landfill certification criteria, of a waste to landfill diversion rate exceeding 99%.

6. By Institut Cyclos-HTP (CHI), a globally recognised organisation that assess and certifies the recyclability of packaging and goods.

Value creation model

Thinking of people and planet first: Ansell's purpose, business operations and products strive to operate with sustainability as our foundation. The value we create and take away through our activities, are articulated below.



Ansell Values

Ethical Governance & Conduct

Partnerships & Signatories

United Nations
Global Compact

RE100

EP100

Renewable
Thermal
Collaborative

CDP Supply
Chain Member

USAID's
Corporate Clean
Energy Alliance

Workplace
Gender Equality
Agency Gender
Equity Pledge

Task Force for
Climate-related
Financial Disclosures
(TCFD)

Aqueduct
Alliance

Topics of interest to stakeholders during the year

Sustainability continues to be an important topic amongst our stakeholders. Ansell is committed to being engaged with what's important to our stakeholders and keep them informed.

We embarked on some unique engagement activities while maintaining our regular touch points. Some highlights from the year are shown on the right, and details of our overall stakeholder engagement approach are provided in our **2023 Sustainability Management Approach Report**.

Investors

Key interests this year:

- Modern slavery and forced labour in the supply chain
- Product innovation and environmental impacts

This year, our investors were focused on the risks of modern slavery and forced labour in our supply chain, in addition to expressing a growing interest in our efforts to drive innovation in environmentally friendly products.

Early this year, we held our first Sustainability Webcast, inviting our investors to engage with Ansell Executives regarding our approach to, and ambitions for, managing labour rights, operational environmental impact, and innovating our product portfolio to minimise negative impacts through our products' value chain. We received positive responses towards the webcast, and next year, we will conduct an investor survey to further our understanding of our investors' evolving sustainability priorities.

Customers

Key interests this year:

- Product innovation and environmental impacts
- Supply chain management

Our customer engagement platforms are wide, from tenders and questionnaires to direct meetings, Quality Business Reviews, industry conferences, and the webinars we host. In our North American region alone, we hosted approximately 250 customer engagement sessions on sustainability with our Life Science customers.

Our customers are increasingly interested in products with reduced environmental impact, especially options for product end of life. Proper labour rights management and adoption of best practices, including forced labour assessments, are now a common basic requirement for some customers.

With so much competition and increased regulatory requirements, Ansell is careful with the claims we make on products. We are dedicated to proven claims based on science and fact.

Employees

Key interests this year:

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

Our people are increasingly engaged in all aspects of sustainability at Ansell. In recent years, we began to host Sustainability Town Halls and integrate sustainability discussions in regular employee town halls. This is in addition to on-site and regional activities through plant management or regional DE+I networks.

This year we conducted our biennial employee survey across our global business units for professional and production workers.

Suppliers

Key interests this year:

- Labour standards in the supply chain
- Reliability of supply against forecasted growth plans
- Reducing supply chain emissions

Ansell's inaugural **2023 Global Supplier Summit** was an important platform to convey our supply chain requirements on promoting decent work and transitioning to a zero carbon future. We also awarded a supplier with 'Outstanding Performance Award' for their excellent performance in quality, delivery, cost and ESG, and demonstrated strong business support of Ansell, including at the height of the COVID-19 pandemic.

While we drive these requirements through key platforms such as CDP Supply Chain Program, Supplier Management Framework, and our due diligence procedures, supplier engagement is always treated as an open, two-way process. We are eager to learn from suppliers more advanced than us, as well as to provide other suppliers with the right tools.

Governance and business ethics

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

Our governance framework promotes the long-term health of our company. Ansell's Board of Directors is responsible for overseeing the Company's sustainability 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

And made the following decisions:

- Approved FY24 budget, which includes investment in sustainable manufacturing
- Approved updates to the following policies: Human Rights Statement, Labour Standards Policy, Environmental Sustainability, and Diversity, Equity & Inclusion Policies
- Support for revised terms of reference of the Labour Rights Committee, as well as approval threshold for CFO and CEO in decisions related to supplier escalation.

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**, as outlined below.

3,175

Professional employees completed online Code of Conduct training

190

Employees completed other topical compliance trainings

3,185

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

140

Managers at manufacturing facilities completed Culture of Ethical Decision-Making training

Board oversight of sustainability risks and opportunities

Ansell Board of Directors

Responsible for overseeing and reviewing the management, administration and governance of the company, including overseeing Ansell's strategic direction. Exercises ultimate responsibility for Ansell's sustainability strategy and performance. The Board met seven times in FY23, with sustainability on the agenda for five of these meetings.

Sustainability & Risk Committee (SRC)

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 FY23.

Audit & Compliance Committee (ACC)

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.

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

CEO & Executive Leadership Team

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 FY23 Annual Report.

Labour Rights Committee (LRC)

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 FY23. Read more in our 2023 Labour Rights Report.

Sustainability workstreams

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.

People

ELT member accountable: Chief Human Resources Officer and SVP of Operations and Global Supply Chain

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.

Planet

ELT member accountable: SVP of Operations and Global Supply Chain

Executes our environment strategies. This workstream executes our decarbonisation strategy as part of our Net Zero Commitment, water stewardship and zero waste to landfill initiatives, and is responsible for our CDP and TCFD reporting.

Product

ELT member accountable: President of IGBU and President of HGBU

Delivers new product innovations, executes against our packaging pledge and pipeline development of more sustainable products. Partnering with customer, suppliers and other relevant stakeholders to develop circularity and end-of-life solutions for reduced environmental impact.

Sustainability communications and training

ELT member accountable: Chief Commercial Officers

Equips our people with the right knowledge on sustainability at Ansell, engage with customers on industry solutions for more sustainable PPE, and develops our sustainability communication strategy.

See the 2023 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.



People

Contribution to the UN SDGs



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



People continued

Employee health and safety

Safety is at the core of our business and brand, both for our own employees and contractors, and for our customers. We are responsible and accountable to ensure we send all our employees, contractors, and visitors back home safely every day, everywhere.

Ansell 2040 Sustainability Action Plan

Target

Safer workplaces

10%

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

Safer leadership

Each employee at the plant gives at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts

Ansell-wide safety culture accountabilities

One of our biggest safety challenges is driving and managing behaviour change across the business. Various factors may lead to individuals deviating from formal standard procedures, particularly when they are managing competing operational priorities. This year, to enhance consistent safety behaviour across the business, we conducted workshops with plant leaders to discuss the importance of addressing the context that drives at risk behaviours and mistakes, instead of correcting incidents in isolation. This workshop paves the way for our FY24-FY26 plan (read more on the next page).

Every employee is responsible for practising safe behaviours, not just our plant managers and EHS specialists. We aim for all employees at the plants to contribute at least one improvement idea to mitigate near misses, unsafe conditions and unsafe acts. Over the past three years we managed to bridge the gap effectively, reaching closer to our target of 100%. In FY23 we achieved a 90.0% engagement rate, demonstrating significant improvement since our FY21 46% baseline. This result represents 13,679 submissions from employees over the year, up from 10,511 during FY22.

Achieved a

90.0%

safety observation engagement rate*

From our 2023 employee engagement survey

"I can report an instance of unethical conduct without fear of retaliation" **70-72% of employees**

* Defined as % of total operational employees who give at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts during 12-month period.

Shifting to interdependent safety management systems

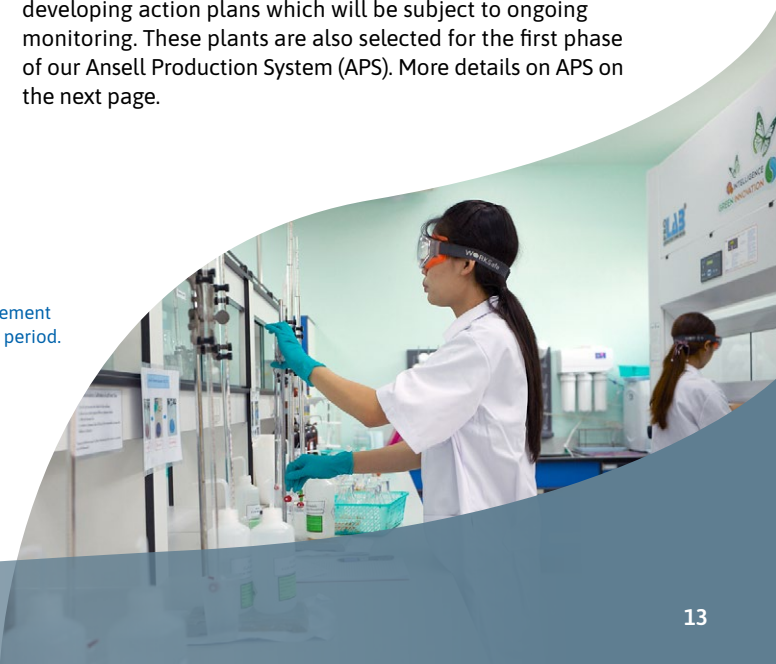
We are at the final stages of our safety culture transformation, guided by our Safety Strategy FY20–FY23. Initiatives delivered support our plants to reach an interdependent approach to safety. Our strategic progress on safety has continued to deliver year-on-year improvements across our key safety indicators.

Through our Learning and Assisted Site Programs, we delivered intensive safety capacity building support for plants that scored below 75% during the HRT assessment in FY22. We set a minimum score of 75% for all plants to indicate they are meeting Ansell standards for an interdependent safety management system. The Programs were a success, as four plants achieved an HRT assessment score of over 80%.

Global EHS supports the plants in developing an action plan to meet our high standards of integrating Ansell's HRT and Core Operating Procedures into their management systems. These plants have monthly check-ins with Ansell's Global EHS teams, and report progress against their action plans every quarter. During the Program, we identified an additional four plants as needing further support in shifting their safety culture. For these we delivered our new Shift Program, with individualised one-day workshops investigating plant-specific safety challenges and developing action plans which will be subject to ongoing monitoring. These plants are also selected for the first phase of our Ansell Production System (APS). More details on APS on the next page.

i Additional information

- Ansell's 5-Point Safety Charter and an EHS framework establishes standards for our health and safety management system. This is supported by global standards for High-Risk Tasks (HRTs) and Core Operating Procedures, covering all employees, contractors and visitors.
- Ansell's safety management system adheres to US Occupational Safety and Health Administration (OSHA) and Australian regulatory requirements
- For further information: **2023 Sustainability Management Approach Report** and 5-Point Safety Charter

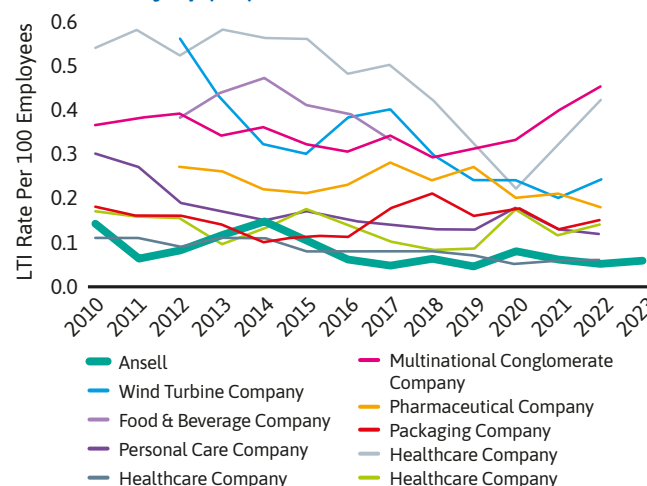


People continued

Safety performance

During the past three years we improved our proactive approach to safety, and overall accidents have decreased. However the increase in the LTI shows that we need to focus our approach to safety in F24-F26 in building resilience to meet accidents safely in line with the Human Organisational Performance. Read more in our 'looking ahead' section below. Alongside the next phase of safety, we announce our new safety target of a 10% reduction of TRIFR (FY23 baseline) by 2030, in line with worldwide practice. TRIFR will be reported by FY24. Please see the data tables on page 42 for detail on our health and safety performance.

Lost Time Injury (LTI)



A comparison of Ansell LTI performance against that of comparable market-leading global manufacturers drawn from publicly available website data through June 2023.

LTI Rate

0.059

14% increase from FY22

MTI Rate

0.092

43% decrease from FY22



Interdependent

- Visible leadership among different layers
- Many small units rather than one big plant
- Collaboration among functions
- Competency development
- SMEs to coaches

A serious safety incident in Melaka, Malaysia

In September 2022, 39 Ansell employees and their driver were involved in an accident while travelling by bus from our Melaka plant to their accommodations after completing their day shift. Brake failure caused the bus to veer off the road and down an embankment. Emergency workers were needed to free the driver and passengers. Some of our employees needed hospital treatment, but all are now out of hospital and doing well, and all have made a full recovery. However, the consequences of this accident could have been far more serious, and we have important lessons to learn. We are very grateful to the first responders who arrived on scene quickly to treat the injured and transport those who required further treatment.

This incident represents one of the most serious events at Ansell in recent years in which the safety of our employees has been compromised. Transportation to and from accommodation to the plant is an offering to Ansell employees and although we engage a service provider, we cannot ignore our employees' safety.

Ansell's health and safety team investigated the root causes of the accident, and all plants received guidance on reviewing employee transport safety risks. These guidelines are also now formally part of our labour risk assessment. Plants now need to conduct formal and proactive action by speaking to the driver directly, assess the condition of the transport frequently, and ensure conditions satisfy our requirements. From 1 July 2023, Ansell will commence the roll out of mandatory seatbelts for all Ansell employee transportation that meet our standards and requirements. We also plan to implement bus GPS and dashcams at some plants to encourage road safety vigilance and report feedback to drivers through an online monitoring system.

The incident highlighted the need for a more proactive approach to managing employee transport safety in all countries, over and above local laws. These risks will be addressed by our new Transport Policy. Read more on our management of third-party service providers and worker engagement in our **2023 Labour Rights Report (and Modern Slavery Statement)**.

Looking ahead

From FY24 to FY26, we will roll out our next phase in workplace safety by adopting the Human and Organisational Performance approach to incident mitigation and investigation. Due to human nature, people will make mistakes and incidents can happen. The new approach will enable us to understand the human nature and context behind incidents, and requires a shift from traditional thought patterns to embrace learning. We will focus on building a resilient organisation to meet incidents safely and make safer decisions to minimise potential harm. The new approach will deliver safety solutions that are more robust and sustainable. We will continue to roll out APS at remaining plants and drive a new mindset of safety incident investigation.

We have critical learnings from the serious safety incident this year, exposing our lapses in tightening policies and implementation of Ansell safety standards and our relationship with third party service providers. Outcomes include the rollout of a new Transport Policy and PPE Policy in FY24, as well as furthering assessments, training and other methods of engagement with third party services providers. Read more on our management of third-party service providers in our **2023 Labour Rights Report (and Modern Slavery Statement)**.

People continued



Investing in new safety tools: SOTEIRA success and EHS Pillar in our Ansell Production System

We modified our SOTEIRA safety software and hazard reporting app to be accessible to production employees via mobile, enabling our employees on the floor to take and upload photos of hazards, incidents and near misses onto our system.

Our Ansell Production System (APS) has an EHS Pillar. A 'first' in the PPE industry, APS will advance the capabilities of the Ansell workforce and enrich our continuous improvement culture in manufacturing. One of the APS deployment's main objectives is to upskill shop floor employees' capacity and increase capabilities and skills among line teams, coaches, and equipment owners at our plants, following a 'Learn-Do-Teach' approach. APS is part of a strategy to equip Ansell plants and Ansell people for future challenges. With the EHS Pillar, we further embed Ansell's safety culture in our operations as part of maximising manufacturing productivity.

A new tool under APS is the 'Ask Yourself Program', a quick risk prediction tool to encourage employees to consider safety by proposing three key questions before they perform any task:

"What am I going to do? What can go wrong? How can I do it safely?"

We will enhance the Ask Yourself Program by incorporating these questions into our Job Safety Analysis and work procedures, so they become the foundation of all pre-work discussions.



SOTEIRA safety software and hazard reporting app

People continued

Labour rights

To protect the human rights of every worker who interacts with Ansell, we continue to pursue initiatives that improve the lives of workers and assess our progress through a program of audits and by monitoring key performance indicators.

Ansell 2040 Sustainability Action Plan

Target

By 2027

100%

of direct suppliers meet Ansell's labour, health and safety standards ensuring decent work for their workers.*

* In-scope suppliers based on Ansell's SMF.

Year-on-year progress in implementing

60-hour work week

across all Ansell plants

Here we present a summary of our FY23 activities in relation to labour rights and modern slavery. A full account can be found in our [2023 Labour Rights Report \(and Modern Slavery Statement\)](#).

Ansell is committed to respecting human rights and providing decent work to workers connected to our operations and partnering with third-party suppliers to support them to do the same. We operate in a high-risk industry for labour rights exploitation, due to both the type of work and the geographic locations of our operations and value chain. As a market leader in this industry, we have an important role to play in improving the lives of workers across our value chain. We've progressed further in our ambitions and have achieved significant milestones in FY23 towards decent work for workers in our internal operations and third-party supply chain.

Workers at

11 out of 14

plants currently earning at or above living wages

8 out of 14

plants are observing and practicing 60 hour work-weeks



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 Supplier Code of Conduct for supply chain.

People continued

Improving the lives of workers

As our labour rights management program matures, our focus has shifted to initiatives that go beyond compliance and targeting modern slavery, to improving the lives of workers in our internal operations and third-party supply chain.

In our internal operations

With direct oversight of employees at our production facilities, we are well positioned to make a positive impact on worker wellbeing. To enable this, in FY23 we targeted the following initiatives:

1. Providing decent work for employees

In 2021, we completed the initial benchmarking of our plants globally, which identified that a number of Ansell's plants already pay at or above the living wage. For the remaining plants, Ansell has worked to identify opportunities to uplift the compensation of workers to provide a living wage. During FY23, our plants in Malaysia and China achieved living wages.

As at 30 June 2023, workers at 11 out of 14 plants are currently earning at or above living wages. This excludes a couple of our larger plants in Asia, where we are working through particular complexities as we continue efforts to meet this standard.

In Sri Lanka, living wage benchmarking has been revised in FY23 by an independent external party due to the economic crisis.

We continue to provide special financial assistance in the form of inflation subsidies to ensure our teams in Sri Lanka are adequately supported during this difficult period.

In FY23, we made a commitment to implement maximum 60-hour work weeks for workers (achieving year on year progress), 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. As at 30 June 2023, 8 out of 14 plants are observing and practicing maximum 60-hour work-weeks, with all plants fully in compliance with local working hours regulations. This year, a plant in Malaysia implemented 60-hour work weeks in April 2023, and in FY24 both plants in Sri Lanka will implement new shift schedules and controls to practice and monitor 60-hour work weeks.

2. Supporting our most vulnerable workforce

This year we on-boarded over 1,200 workers that were previously engaged through labour agents, to direct Ansell employment. Where we use labour agents to help provide supplementary labour, we have included these agents and their workers in our internal assessments that have been introduced. More details are on page 18.

3. Remediating former Ansell workers affected by recruitment fees

After completing our review and additional reimbursement of recruitment fees to current workers last year, we commenced an outreach program to remediate recruitment fees incurred by former migrant workers. We commissioned LRQA (formerly known as ELEVATE) to conduct the program in line with best practices, and to verify our remediation. Despite facing challenges in reaching out to former workers, we are pleased to have successfully reimbursed 218 workers through this initiative.

4. Strengthening worker voice

Completed one-year roll-out of third-party hotline operated by LRQA at six plants.

All migrant workers engaged by Ansell have the option to access collective representation, and we extend our requirements on freedom of association to our third-party labour agents via our Supplier Code of Conduct and Labour Standards Policy. This year, we made progress at our plants in Malaysia and Thailand. In Malaysia worker-appointed representatives have been established where migrant workers were previously not members of local unions. At our Thailand plant, migrant workers have ready access to the Worker's Welfare Committee and also management-appointed worker representatives, who are either Cambodian or Myanmar nationals. The establishment of workers-appointed representatives has resulted in increased engagement and awareness from migrant workers regarding their working and living rights.

We have also seen an increased willingness to raise concerns over their employment status without fear of retaliation. In the Ansell Engagement Survey 2023, the largest improvement of survey questions is 8% (from 64% to 72%) for the item "I can report an instance of unethical conduct without fear of retaliation" as rated by Production staff. In addition, the latter also scored higher on the question "I feel like I belong at Ansell" from 80% (2021) to 83% (2023). This indicates that Ansell's production employees, local and migrant workers, do feel safe and included at Ansell.

In our third-party supply chain

Ansell believes fair work should be provided regardless of where a worker sits in our value chain. As such, we require suppliers that are aligned to our labour rights commitment and that are willing to engage to meet our labour rights standards.

In FY23, we focused on addressing three historically prevalent non-conformances to improve the lives of workers in our supply chain:

1. Excessive overtime

In addition to audits, high-risk suppliers are required to record and submit their workers' hours to our procurement team. This increased the frequency of monitoring for high-risk suppliers.

2. Supporting suppliers to provide remediation for impacted workers

As at FY23, 100% of our Malaysian finished goods suppliers have declared they have completed their recruitment fee reimbursement program for currently employed migrant workers. This represents more than \$30m in recruitment fees reimbursed and approximately 19,000 workers affected. In some instances, Ansell provided financial support through measures such as up-front payment for products, to provide selected suppliers with sufficient cash flow to implement remediation.

3. Improving hostel conditions

Educating suppliers on best practices in employee accommodation management, including hostel regulations. As at FY23, 100% finished goods suppliers have completed hostel upgrades and conformity with local Malaysian regulations.

People continued

Refining our labour rights strategy

During the year, we evolved our approach by refining our strategy to improve our understanding of risks and strengthen our monitoring and engagement program.

Building our labour rights approach in operations

Improving our understanding of risks: We have introduced a new labour risk assessment activity at our plants which covers our end-to-end workforce on-site including third-party labour agents and third-party service providers, such as janitorial and security services, accommodation, and transportation.

Strengthening our monitoring program: Our monitoring program now includes unannounced SMETA and Forced Labour Indicators (FLI) audits. We completed ten SMETA audits (five unannounced) and four FLI audits at our internal operations this year. The scope of the audits covered our operations as well as third-party labour agents, agents managing employee accommodation and transport, and onsite third-party suppliers, such as security and janitorial services. Audits could not verify the absence of certain higher risk indicators with regards to subcontractors and onsite suppliers present at Ansell plants, including excessive overtime, abusive working and living conditions, deception, and withholding of wages. We are working with subcontractors to ensure appropriate corrective actions are implemented, otherwise alternative subcontractors will be engaged. A smaller number of low risk indicators were identified at Ansell plants due to living and working conditions.

Building on our labour rights approach in third-party supply chain

Improving our understanding of risks: This year we developed a risk assessment and escalation framework to complement the assessment and engagement activities set out as part of the SMF. The framework creates a centralised rating system for third-party suppliers that reflects various elements of our monitoring program. During the year Ansell has assigned a risk rating to a subset of each SMF wave, including Wave 1 suppliers of finished goods and packaging from high risk countries, Wave 2 synthetic latex and yarn and Wave 3 finished goods suppliers from low risk countries. We re-assess the ratings of these suppliers on an annual basis. Our engagement and assessment of our finished goods suppliers are the most mature, hence we performed the risk assessment retroactively from FY21-FY23, showing that supplier ratings have improved over time.

Strengthening monitoring and engagement activities in our Supplier Management Framework: We have introduced two new components to our assessment approach: a second-party audit conducted by Ansell over our highest risk suppliers, and a Supplier Assessment Questionnaire ('SAQ') targeting our key non-conformances; and continued with monitoring third-party audits undertaken by suppliers.

Today

85%+

of finished goods suppliers (Wave 1) are rated 'A or B' and meet Ansell's labour, health and safety standards

Audits in action – case study of learnings: Employee accommodation risks flagged and our action taken

During an FLI audit at one of our plants in Malaysia, the auditors assessed the employee accommodations and the practices of the third-party agents managing worker accommodation. Auditors identified issues relating to the management of the employee accommodation: the agent collected fees for parcel collection and utility bills, in violation of Ansell's policies; the distance of the dormitory from the nearest township (about 20 minutes drive) meant that it was difficult and expensive for workers to procure transport for food or groceries. The findings showed that we were over-reliant on the employee accommodation agent, and highlighted further oversight was required to regularly

assess the agent's performance and to ensure workers' needs were being met. We implemented a series of changes, including moving our workers to a new employee accommodation, including replacing our employee accommodation service provider. The new accommodation is situated within the local township and has additional amenities. This was an important learning for us. We formalised our requirements on assessing third-party service providers in our risk assessment on labour rights and incorporated the findings in the escalation process to plant General Managers. Read more in our **2023 Labour Rights Report (and Modern Slavery Statement)**.



People continued

Risk profiling and escalation in action for our third-party supply chain

Ansell is committed to improving labour practices with our suppliers through meaningful action. In line with commentary from human rights experts, including United Nations Guiding Principle 19, Ansell does not automatically cancel supplier contracts upon allegations of adverse labour rights impacts. Instead, we engage with suppliers to monitor labour rights impacts by supporting the development and implementation of corrective actions. Where suppliers are unwilling to undertake corrective actions, we conduct 'top-to-top' engagement (between Ansell and the supplier's senior management) to highlight labour rights progress as a requirement for continued procurement. If the supplier remains unwilling, Ansell will place the supplier on suspension, which may lead to termination.

Notably, we helped three suppliers progress from D rating to C ratings and above by the end of FY23, against our new SMF rating system (see page 18). We did this through a series of proactive and frequent engagement activities, including:

- Top-to-top engagement with suppliers' management attended by our senior management to establish suppliers' commitments to improve.
- Performance monitoring by Ansell teams, including review of suppliers' corrective action plans with feedback from the teams, and sharing of best practices implemented at Ansell plants.
- Use of other monitoring tools, such as working hours tracking sheet and second-party audits by Ansell teams.

Additionally, during the last three years, three suppliers received a D rating either for violating our Supplier Code of Conduct or for serious non-conformances found during audits, and were subsequently placed under our "banned list". As set out here, our approach is to support suppliers to change before taking further action. However, in these three cases, the suppliers were unwilling to respond. We placed these suppliers under our "banned list" and implemented blocks in our procurement system to prevent our procurement channels from independently placing orders with these suppliers. To work with Ansell in the future, these suppliers must go through the same process as a prospective supplier, see details below.

Due diligence activities of prospective suppliers includes communication of Ansell's standards to the supplier via our Supplier Code of Conduct, completion of SAQ, 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. In addition to existing due diligence activities, the escalation process is also applied for prospective in-scope third-party suppliers. Supplier approvals are channelled through the business escalation process, including LRC. This year, all prospective suppliers presented to the LRC for approval who did not meet our standards and requirements were not onboarded.



People continued

Diversity, equity and inclusion and Employee engagement

As a global employer, we have always taken pride in our diverse workforce. We believe that diversity and inclusion is a fundamental part of our corporate culture and critical to our long-term growth.

Ansell 2040 Sustainability Action Plan

Target

Promoting a diverse and inclusive workplace

At least

40%

women representation in all levels

Employee engagement

Employee engagement is a key tool to measure, understand and improve employee experience. This year we conducted our biennial employee survey across our global business units and operations to understand our employees' experiences and perspectives on what Ansell does well, and where we can improve in the future. The 2023 survey aimed to measure our progress against priority areas identified in our 2021 Employee Engagement and Culture survey and the results will drive action in 2024. In 2021, 70% of employees indicated they felt engaged with Ansell. This year, 67% of employees indicated they were engaged with Ansell. This represents a 3 point drop in engagement and a return to pre-COVID levels (2019: 66%). Like many organisations, Ansell experienced a spike in engagement during the pandemic due, in part, to the attention given to employees (communications, wellbeing, safety) and to the unifying impact of having a common crisis (COVID and need to get product to customers). Globally, average employee engagement has dropped from a high of 68% in 2021 to 64% in 2023. Ansell is performing better than the global average benchmark and is now on par with the global manufacturing benchmark.

During FY24, we will leverage the engagement survey results to identify, prioritise, and drive actions that will improve our results in advance of the next engagement survey.

With the 2023 Employee Engagement survey, professional employees indicated an increasing favorability for the two Learning items:

"Ansell strongly supports the learning and development of its employees"

Improved to 69%
(from 68% favorable)

"The training that I have received has been useful and I have put it into practice"

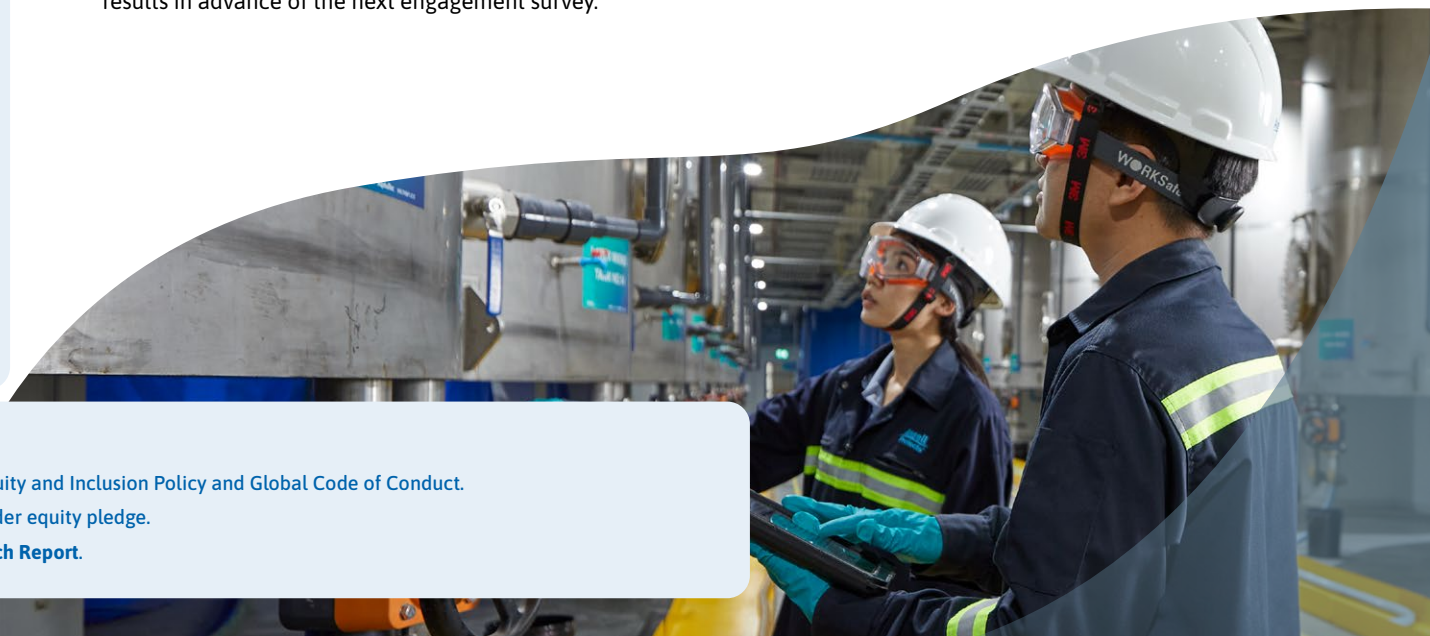
Improved to 68%
(from 67%)

Diversity, equity and inclusion

To truly ensure DE+I is part of our culture, DE+I efforts cover these primary areas: Training, Talent Acquisition, Career and Measurement. This year we updated our Diversity, Equity and Inclusion Policy after undertaking an inclusivity audit to understand how we can be more inclusive and accessible to diverse candidates.

i Additional information

- Ansell's priorities related to DE&I are outlined in our Diversity, Equity and Inclusion Policy and Global Code of Conduct.
- Ansell is signatory to the Workplace Gender Equality Agency gender equity pledge.
- For further information: [2023 Sustainability Management Approach Report](#).



People continued

Developing inclusive capabilities

Our goal is to equip team members at all levels with the capabilities and confidence to lead and work in an inclusive way. We completed the rollout of the 'Global Inclusion' eLearning, which is mandatory for all Ansell employees. This training helps colleagues understand what inclusive behaviour looks like and recognise their own biases. At the end of the course, employees complete an inclusivity self-assessment and receive a report of their results. 75% of colleagues have completed this training. We have since created a live 'Insights to Action' team workshop to facilitate a debrief discussion of the self-assessment results and support concrete action planning. To date, over 100 colleagues have participated in this new workshop.

Unconscious Bias training is also now included in our onboarding program for new employees. Additionally, we prioritise ethical and inclusive behaviours for people managers. Therefore, in FY23, we invited people managers to participate in live, facilitator-led sessions, Leading Inclusively, which was then followed by the 'Leading Inclusively' eLearning module. People managers rated the live workshops 4.5/5.0 and more are planned in FY24.

Inclusive recruitment activities

In addition to building inclusive capabilities, we focused on building a more inclusive recruitment process. First, hiring managers are permitted to initiate a job opening only if they can confirm having completed the Inclusive Hiring training. Second, as part of the selection process, the recruiting team must take every step necessary to ensure that diverse candidates are included in the selection process and with a diverse employee interviewing panel. Third, we are expanding our talent pool for potential candidates by better leveraging job boards; challenging recruitment agencies; and, partnering with other sources that explicitly focus on diverse talent. And, lastly, we have revised our job posting template and provided recruiters with guidance for creating more inclusive job postings.

Representation of women

As a subset of our broader diversity, inclusion and equity commitment, we continue to focus on advancing women across all levels of our business. We commit to achieving at least 40% women representation in all levels by 2030.

Women at Director to VP by 2030	FY23	Target
	31%	40%
Women at Manager to Associate Director by 2030	FY23	Target
	39%	40%
Women in executive leadership by 2030	FY23	Target (new)
	29%	40%
Women on the Board of Directors from 2020 and beyond	FY23	Target
	44%	50%

'Work on your terms' program to help female talent

In FY22 we invested in a partnership with an external diversity and inclusion learning provider and piloted a six-week pilot program called 'Work on your terms' (WOYT). The program helps female leaders understand where and why they thrive, and how to replicate those positive experiences in other areas of their work and life.

'Work on your terms' program

to drive career development for

75 of our female leaders during the year



Ansell conducted three rounds of the program over FY23, with initial focus on senior directors followed by senior managers to help us integrate participants' feedback into the program. Our efforts were recognised as we received strongly positive feedback after the third rendition, with 93% agreeing that 'The WOYT program was a valuable use of my time. Together with our flexible work option, we believe we can support women and broader employee groups to maintain a healthy and sustainable work-life balance, increase retention and productivity, and decrease absenteeism.

Representation of diverse talent

By embedding DE+I and following a more inclusive recruitment process, we intend to further increase the degree of diversity at Ansell.

Our regional diversity networks continued their efforts to build an inclusive culture across our operations. In addition to training (mentioned above), efforts are also focused on communications, activities and awareness building. This includes events centred around important days of awareness, such as International Women's Day, World Autism Month, International Disability Awareness, Global Diversity Day, Black History Month and locally driven cultural celebrations.

People continued

The regional diversity networks also connected with communities such as the LGBTQ+ community panels and Indigenous Peoples of Australia; with external leaders to share insights and leading practices such as our first ever event on the topic of People with Disabilities facilitated by a member of the International Disability Alliance; as well as internal employee workshops and roundtable sessions on DE+I, such as Autism Awareness Month and Pride Month. At our plants, DE+I networks focus on two main themes: gender and inclusive workforce, with a primary focus on migrant worker inclusivity. Details on our efforts are in our 2023 Labour Rights Report.

To better understand how employees' experiences at Ansell vary depending on their background, we added optional diversity-related questions to our recent employee engagement survey, where employees indicate how diverse and inclusive they perceive Ansell to be.

"I feel Ansell values diversity (e.g., age, gender, race, language, education qualifications, ideas, and perspectives)" **Improved to 74%**
(from 73% favorable)

"We have an inclusive work environment that is open and accepts individual differences" **Remained flat at 71%**



Employee wellbeing and mental health

Wellbeing is increasingly important as Ansell seeks to attract and retain talent. Ansell takes a holistic, two-pronged approach to wellbeing. Holistic wellbeing means physical, mental and financial wellbeing. Two-pronged means initiatives are led both globally and locally. On the global level, Ansell has hosted expert-led events on resilience and wellbeing. Additionally, employees now have access to Headspace, a wellbeing app that offers a variety of videos, audios, and training to help employees meditate, reduce stress and sleep better. Locally, HR and Benefits teams sponsor events included for retirement planning, healthy eating habits and stress reduction techniques and so on.

In the 2023 Employee Engagement Survey, 72% of employees agreed that:

"Ansell is actively looking after the wellbeing of its employees" **Improved to 72%**
(from 71% favourable)

Looking ahead

Ansell will continue its DE&I and Employee Engagement journey. For DE&I, we remain committed to our targets and we will further bolster our talent acquisition efforts and our inclusive recruitment practices will be in place for the full fiscal year. We will also introduce new learning programs and the DE&I networks will build upon the momentum they established in FY23.

From an engagement perspective, the global priority will be on leveraging our senior leadership team to lay out Ansell's strategy and actions required for long term success. Locally, Leadership Teams will share results within the next month and will then develop and communicate their respective action plans.

We will continue to work towards the same overarching strategy and targets in FY24 as in FY23. We will also expand how we develop and retain female talent by introducing a new group mentoring program.

Employees at Thailand Plant celebrate Songkran Festival

Songkran, or Thai New Year, is Thailand's biggest and most important annual festival, which covers a period of three days from 13 to 15 April. The name Songkran comes from a Sanskrit word meaning 'passing' or 'approaching.' Due to the conditions of the COVID-19 pandemic, employees could not perform the festivities together at the plant since 2020.

This year, we were excited to celebrate together. The event started with a praying ceremony where employees placed their blessings and offerings at the "Thai spirit houses." By appeasing the spirits in this way, it is believed to facilitate happiness, prosperity, and a peaceful life. After the praying ceremony, the event continued with a water-pouring ceremony. Employees and guests sprinkle clean water over the Buddha statue to represent purification and good fortune.

The traditional ritual is also done to the elderly, with younger people pouring water on the hands of the elderly to show their respect and ask for blessings in the coming year.

We organised games and most notably, a contest to upcycle Ansell's rejected gloves into unique pieces of clothing. The contest was aimed to inspire everyone to be actively involved in the sustainable lifestyles of recycling and helping to protect our planet. Songkran is a family, religious, and refreshing time but most importantly, it is a memorable time where everyone has fun and enjoys a stress-free day.

Ansell Thailand celebrates Songkran festival, Thailand's biggest and most important festival.

People continued

Community engagement and investment

Ansell supports communities where our employees live and work. When disaster strikes, we rapidly deploy personal protection equipment and financial donations to help front-line teams recover and rebuild. We also celebrate the diverse cultures within Ansell and support locally-driven and initiated volunteer programs. Finally, through Project Joy, our unique program for workers with differently shaped hands, we are bringing equity and safety into a growing number of workplaces.

Ansell 2040 Sustainability Action Plan

Target

Supporting communities

Responding to the needs of communities

with financial and product donations, disaster relief, and employee volunteerism

Key events from FY23

Disaster support for Turkish and Syrian earthquake relief

In the wake of the two earthquakes that devastated Türkiye and Syria in February 2023, Ansell donated more than 500,000 items of PPE to help protect people in the aftermath of the disaster. We also donated US\$100,000 to the Australian Red Cross for disaster recovery efforts. The financial contribution was channelled to the Turkish Red Crescent and Syrian Arab Red Crescent through its Türkiye-Syria Earthquakes Appeal.

Ansell's Emerging Markets and Human Resources teams quickly determined that all Ansell employees and their families based in Türkiye were safe from harm and coordinated support for people in the affected regions.

Ansell's Australian Indigenous Program

Ansell's Australian Indigenous Program reflects our commitment to diversity, inclusion and allyship with Australia's First Nations peoples.

Kirstina McKinlay, a Kamilaroi and Ngarrabul artist, created the original artwork and developed special edition packaging for our HyFlex® product range. Kristina's artwork is inspired by the three most fundamental elements of life – the land, the sky and water.

As at July 2023, Ansell sold

232,826 pairs

of special edition indigenous packaging, with 6% of sales proceeds contributing to the community funding program



This year the funding supported Ansell and ONELAND to host art and music events for National Aboriginal and Islanders Day Observance Committee (NAIDOC) week in July 2023, where First Nations dancers and Didgeridoo players taught cultural dance sessions across communities and schools in New South Wales.

Supporting Ansell's Sri Lankan colleagues

Ansell's 5,500+ employees in Sri Lanka are living through the country's ongoing economic crisis. In FY23 we supported the safety and wellbeing of our Sri Lankan employees and their families with a series of financial and non-financial measures including temporary cash allowances and transport support.

Looking ahead

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

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: [2023 Sustainability Management Approach Report](#).

People continued

Project Joy for unique, perfectly fitted gloves

Everyone deserves the highest level of safety at work, and our commitment to DE+I extends to the products we provide. Workers who have hands of different shapes and sizes, such as people who are missing a digit or have exceptionally large or small hands, face greater injury risks when they are unable to wear properly fitted gloves. Through Project Joy, we make safety accessible to individuals with unique protection needs by designing and producing unique, perfectly fitted gloves for individuals with differently shaped hands.

Project Joy gloves are made by the IGBU Mechanical R&D teams. Since each glove is custom made, we invest a great deal of time and resources tailored to the specifics of each individual recipient, beginning with photos of the individuals' hands, measurement, sketches and production. Custom knitting and formers (molds that gloves are made on) are needed for more complex hand shapes outside of the standard range.

Since the start of the Project Joy initiative in 2016, Ansell has produced gloves for 35 workers at 30 Ansell customers. In FY23 alone, we produced gloves for 17 workers at 14 customers. We provide Project Joy gloves at no cost, and we continue to provide the gloves as long as the customer needs them. This is just another way that Ansell helps to keep workers safe.

Through Project Joy, we make safety accessible to individuals with unique protection needs by designing and producing unique, perfectly fitted gloves for individuals with differently shaped hands.

Photo of a customer of Ansell's gloves made as part of Project Joy.



Planet

Contribution to the UN SDGs



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

Planet continued

Energy and emissions

Our commitment to millions of users of Ansell products is to protect the planet for future generations and support transition to a zero carbon future.

Ansell 2040 Sustainability Action Plan

Target

Net Zero emissions

in our operations by 2040, with a mid-term target of 42% reduction by 2030 (FY20 baseline)*

* Less than 10% use of offsets.

100%

Renewable electricity by 2040

Process efficiency

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

We know our Net Zero commitment will challenge the business in all areas, including capacity, innovation and cost, especially as we promise to not rely on offsets. We will decarbonise our operations and expand efforts into our value chain to safeguard our future.

Through dedicated investments, we have focused our renewable energy initiatives across three areas of biomass, solar PV and renewable grid electricity, which has seen us achieve:

51%

Renewables in our energy mix today (thermal and electricity)

Scope 1 and 2 emissions

Our greenhouse gas emissions decreased by 16% from prior year, primarily due to lower production volumes during the year. At the same time, we have implemented new projects for renewable electricity at our plants and continue to assess the efficiency of new biomass technologies as an alternative to fossil fuels. The next few years will see full implementation of projects planned in line with our decarbonisation strategy, including improving efficiencies of technologies that we have already implemented. Our long-term decarbonisation efforts are focused within our internal operations before we will explore credible and high quality off-sets for residual emissions (less than 10%). Read more on this year's projects on the next page.

Our decarbonisation strategy has three primary focus areas:



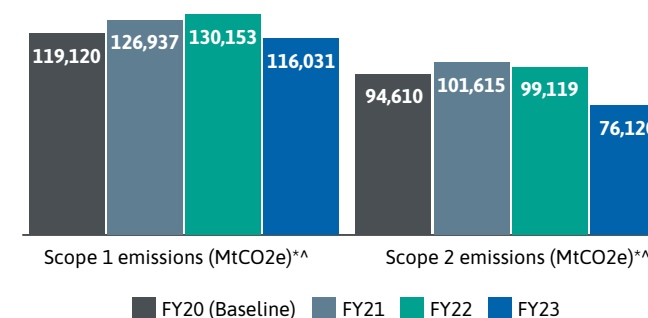
Transitioning from fossil fuels to renewable energies



Innovation in manufacturing processes, products and circularity



Collaboration through value chain partnerships and policy advocacy



* Scope 1 and 2 emissions are measured for manufacturing plants only. Our distribution centres and offices are leased and therefore fall under scope 3 emissions. Scope 1 and 2 emissions targets relate to manufacturing plants only.

^ As a carbon neutral source of energy, emissions from biomass are not included in our Scope 1 emissions reduction targets. See page 43-44 of this report for more details on our performance and methodology.

Additional information

- All plants, except Ansell Hercules, Ansell Kovai and Ansell Seremban, have ISO 14001-certified Environmental Management Systems. By 2028, all plants will implement ISO 50001 certified energy management systems.
- For further information: [2023 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

Planet continued

Ansell joined RE100 and EP100

In December 2022, we joined influential corporations as we aligned with Climate Group's global initiatives for a low-carbon future, RE100 and EP100.

RE100

°CLIMATE GROUP | CDP

RE100's mission is to accelerate change towards zero carbon electricity grids globally by 2040. Aligning with their mission, we commit to sourcing 100% renewable electricity across our entire operations by 2040.

°CLIMATE GROUP EP100

EP100 aims to accelerate energy efficiency through energy smart businesses. Ansell will implement Energy Management Systems (ISO 50001) at all plants by 2028, which includes driving plant-wide awareness and senior management accountability on efficient practices for energy productivity improvement.

Renewable electricity

We achieved an important milestone this year as our Malaysian factories began the shift to renewable sources of electricity. Three plants ran successfully on green electricity, increasing renewable electricity to 29% (up from 14% in 2022 and 2.4% in 2020) of total electricity consumption. This is an outcome of the prior year's efforts to establish an agreement through the Malaysia Green Electricity Tariff program to source at least 90% of our electricity at our plants in Malaysia from renewables.

We also completed the installation of rooftop solar PV at two plants in Malaysia and Sri Lanka. We are preparing to commence the rollout of Sri Lanka's largest single site rooftop solar PV capacity at our plant in Biyagama, Sri Lanka. It will have an estimated capacity of 7.0MW. To date, approximately 6.2MW of solar photovoltaic generation capacity has been installed across the roofs of Ansell manufacturing facilities in China, Sri Lanka, Thailand, Malaysia, Portugal and India.

Ansell Kovai plant will be a 100% renewable energy plant, primarily attributable to solar electricity generation and biomass for thermal energy generation. Read more on page 33.

29%

Renewable electricity today

3 plants with

100%

renewable electricity

2 plants with

90%+

renewable electricity

Generation of renewable thermal energy

Currently, we are using biomass technology, a carbon neutral alternative to fossil fuels to power our high-pressure hot water generators (HWG) at our manufacturing sites. Ansell has five biomass facilities group-wide, including our first HWG in Sri Lanka and our most recent in Thailand. Our plants' use of biomass in Thailand and Sri Lanka saved 117,467 MTCO₂e over FY23, compared with natural gas or furnace oil. However, trialing new technology comes with important learnings. At our plant in Thailand, we found that high moisture content in the woodchips used and insufficient combustion times contributed to unusually higher carbon monoxide emissions. We have made numerous efforts to address the issue, including adjusting the conveyor feeder and dampers, using smaller size woodchips with a lower moisture content, and changing the woodchip supplier. While our use of biomass generators supported us to reduce our emissions from fossil fuels, the boiler was not optimal for our ambitions. We plan to install a new boiler in FY24 before shutting down the affected equipment so we can maintain biomass as the main energy source at our Bangkok plant.



Planet continued

Ansell

ANSELL TEXTILES LANKA IS THE FIRST ANSELL PLANT TO RECEIVE ISO 50001:2018 CERTIFICATION

Our first ISO 50001 certified plant

Ansell Textiles Lanka (ATL) in Seeduwa, Sri Lanka, is the first plant to achieve ISO 50001 certification. ATL implemented a systematic approach to energy efficiency, which is superior to ad hoc or traditional project-based approaches of improving energy performance. We combined best practices in project management, energy monitoring, and energy awareness along with an energy policy that governs the organisation's approach towards energy use and performance. We can achieve significant energy savings and resolve anomalies or incidents that cause energy waste. The plant identified Significant Energy Users (SEUs) and possible saving opportunities throughout the ISO 50001 implementation journey. This will be the core driver to save the energy for ATL in the future.

Simultaneously we developed an Energy Focused culture throughout the plant with the engagement of all the categories of ATL workforce to drive effective energy management in the plant.

The Energy Management System together with the ongoing installations of rooftop solar photo-voltaic systems will contribute towards the achievement of overall decarbonisation goals of the plant.

Developed an Energy Focused culture

throughout the plant with the engagement of all the categories of ATL workforce to drive effective energy management in the plant

ATL leadership briefing the team on our ISO 50001 certification, including achievements and progress to date, and what to expect for the future.

Planet continued

Progress on Scope 3

Our baseline inventory, established in FY20, shows that 20% of our GHG emissions are from our internal operations (Scope 1 and 2), while our value chain (Scope 3) represents 80% of our emissions. Since FY22, Ansell has committed to investigating activities related to Scope 3 (see full details in our 2022 Sustainability Report).

During the year we strengthened our engagement with customers and suppliers on value chain emissions reduction. Recognising the varied maturity in decarbonisation approaches across our diverse supplier base, we have adopted a direct and increasingly formalised engagement approach. We communicate clear expectations to suppliers on our decarbonisation roadmap and provide technical information to support their own decarbonisation efforts.

Global Supplier Summit

We also engaged with key strategic suppliers directly. In February 2023, Ansell brought together more than 25 key suppliers from 13 countries, with a total of more than 100 external participants for our inaugural sustainability-focused Global Supplier Summit, hosted in Malaysia. The Summit was a forum for us to share our ambition to source finished products and raw materials produced through low emissions and high energy efficiency manufacturing processes, and our expectation of strategic suppliers to invest and align with our sustainability ambition, including on emissions and water. We also presented case studies demonstrating how we have implemented our own recent environmental initiatives, as well as useful resources and avenues for our suppliers to engage and collaborate further with Ansell.

Via the CDP Supply Chain Program, we have more than doubled the number of suppliers engaged on the platform, from 32 to 69. The platform is a useful tool for our suppliers to measure and reduce their climate and water related impacts, against globally recognised methodology. Quality data and engagement with suppliers on monitoring and measuring initiatives provides useful intelligence on our Scope 3 footprint and ambitions.

Looking ahead

In FY24, Ansell will continue our work on the three pillars of our decarbonisation strategy. This will include ongoing investment in renewable energy at our manufacturing plants, implementing energy management systems at more plants, and continuing to understand our Scope 3 footprint.



Planet continued

Climate risk

In FY22 we undertook a quantitative analysis of climate impacts and risks that revealed our most critical physical and transitional climate risks and opportunities.

Ansell 2040 Sustainability Action Plan

Target

Since 2019, Ansell has been

a supporter of TCFD

In FY22, we

fully aligned

with the disclosure requirements of the Taskforce on Climate-related Financial Disclosures (TCFD)

Our FY22 TCFD scenario analysis guided the development of our operational decarbonisation strategy (see page 26), and the outcomes were incorporated into our plant-level Emergency Response Plans. We will continue to monitor our climate-related risks and opportunities annually to identify whether we need to update our disclosure and strategy.

Our performance and plan

Our climate risk disclosure remain largely consistent with FY22, with minor updates for FY23. In FY23, nothing has come to our attention to suggest that our climate risk profile has materially changed since FY22. No anticipated delays to achieving the climate targets set out in FY22's full climate-related disclosures have been identified. Please see page 46-50 of Ansell's **2022 Sustainability Report** for our full TCFD disclosure.

This year Ansell acquired the remaining 50% of Careplus, which has been renamed to Ansell Seremban since it has transitioned to Ansell's full operational control. Previously, the Careplus Joint Venture was considered as part of Ansell's Scope 3 emissions. The renamed Ansell Seremban is now transitioning to Scope 1 and 2 as Ansell assumes full ownership and operational control. We are currently collating baseline Scope 1 and 2 emissions data for Ansell Seremban to reassess our baseline calculations for Ansell's overall climate targets. The updated baseline and inclusion of Ansell Seremban in Ansell's Scope 1 and 2 emissions disclosures is expected for FY24.

Governance

The Board receives regular reports and recommendations from the Board Sustainability & Risk Committee and Audit & Compliance Committee on Ansell's climate change strategy and action plan, with support from the CEO and ELT. 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.

Strategy

Ansell completed its quantitative climate risk scenario analysis in FY22, and this assessment forms the basis of our climate strategy. This included an assessment of the financial impacts of climate change, which we factor into our financial reporting. Our 2022 Sustainability Report outlines our strategic response to each of the physical and transition risks and opportunities identified by our scenario analysis.

Risk management

The TCFD SteerCo and ELT are responsible for managing climate risks in line with our Risk Management Framework, with oversight from the Board. This process includes assessing both the likelihood of specific climate risks occurring and their consequences for our business. Climate risks are benchmarked relative to other key business risks and incorporated into our risk register.

Metrics and targets

We leverage our TCFD risk assessment to inform metrics and targets related to our material environmental topics including energy and emissions, and water. 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 addressed in Ansell's corporate risk register, TCFD reporting and climate scenario analysis framework.
- Our Environmental Sustainability Policy outlines how we continually assess, quantify and manage physical and transitional climate risks.
- For further information: **2023 Sustainability Management Approach Report**.

Planet continued

Biodiversity

Our product lines and processes rely heavily on natural resources for continued operations. These same precious resources are shared with communities and ecosystems.

Ansell 2040 Sustainability Action Plan

Target

Improved environmental stewardship

to reduce depletion and impacts on natural resources

In recent years, together with various subject matter experts, we focused on critical work to develop the water, waste and emissions commitments and projects which you see today. It is integral to what we stand for at Ansell that our work does not stop with our operations. Our business depends on resources and ecosystem services that derive from billions of years of rich and diverse natural environments. This year Ansell begins our long-term work on biodiversity.

In FY23 we agreed on a framework for strengthened cooperation with the International Union for Conservation of Nature (IUCN) through a Memorandum of Understanding (MoU). This commences critical work in understanding our relationship with natural ecosystems and biodiversity to help us develop plans for potential improvements and mitigate negative footprints. Together we will investigate developing joint programmes, research projects and other capacity building activities to pursue 'net positive' outcomes regarding biodiversity and ecosystem services. [Read more here.](#)



At the IUCN Country Office in Sri Lanka, Ansell and IUCN met and signed a MoU on a framework for strengthened cooperation.

Other on-going supply chain programs connected to biodiversity include a project in the early stages of investigating how we can mitigate biodiversity risks in our biomass supply chain. In FY23 we commenced sourcing a portion of our woodchips from suppliers with sustainable certifications in Sri Lanka. We are also investigating different sustainable rubber certification standards that consider both human rights and environmental risks, to identify frameworks for understanding and managing these risks in our natural rubber latex supply chain. Our investigations will be ongoing in FY24 as we seek to embed new sustainable approaches into our supply chain.

Ansell is focused on improved environmental stewardship to reduce depletion and impacts on natural resources.

"Signing this MoU with IUCN is a statement of Ansell's ambition that our sustainability strategy contributes to the world's critical need to manage both the climate and biodiversity impact of business operations globally. As a first step we seek to understand our impact and dependencies on critical natural resources, thus establishing a foundation on which we can develop strategies that align with the global efforts to conserve biological diversity and promote the sustainable use of natural resources."

— Neil Salmon, our Managing Director and Chief Executive Officer

"While IUCN develops and promotes global standards and knowledge products, real learning happens when these are applied on the ground to result in conservation and sustainability outcomes. We envision this signing to lead us to a journey together with Ansell and create a path for others in the PPE industry to follow."

— Dr. Dindo Campilan, IUCN Regional Director for Asia and Hub Director for Oceania

Additional information

- For further information: [2023 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

Planet continued

Water

Water is essential to Ansell's manufacturing process. We are committed to using water in a way that preserves water security for our communities and the environment.

Ansell 2040 Sustainability Action Plan

Target

Reduce water
withdrawals by

35%

by 2025 (FY20 baseline)

As part of Ansell's ongoing investment in reverse osmosis (RO) technology to reduce our water usage at manufacturing plants, we are currently optimising our RO facility in Thailand, and conducting pilot and feasibility projects at two plants in Malaysia and Sri Lanka, respectively. We also commenced installation of an RO system at Ansell's new plant in Kovai, India, which will support the plant's goal to recycle all wastewater and become a zero liquid discharge plant. See the next page for more information about Ansell Kovai.

Tiered contextual targets for plants:

Tier 1:
Reduce water
withdrawals by

50%

Tier 2:
Reduce water
withdrawals by

25%

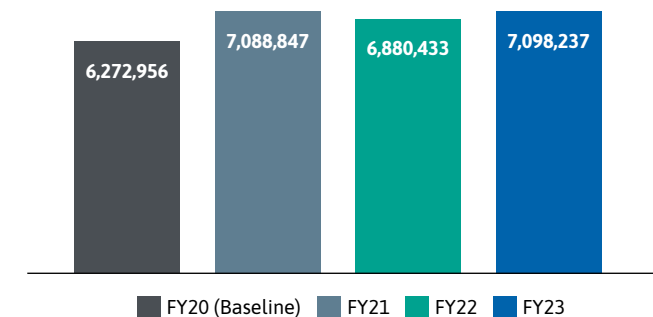
Tier 3:
Reduce water withdrawals at the plant or in the local
community equivalent to

25%

Last year Ansell established a water withdrawal target of a 35% reduction by 2025 from an FY20 baseline. The target included contextual water stewardship sub-targets for each plant, which take into consideration the baseline water stress of the region, total water withdrawal for the year, and UN Global Compact's CEO Water Mandate. The risk levels for each location were identified in FY21 in collaboration with the World Resources Institute, and also draw on our FY22 climate risk assessment.

We saw a 3% increase in water withdrawals compared to the prior year due to decreased plant shutdown days, resulting in more operational days, and some technical challenges in two of our facilities. Excluding these two facilities, we saw an overall reduction in withdrawals compared to both FY21 and FY22. Further optimisation of our investment in reverse osmosis facilities will be the key focus in FY24.

Water withdrawals (m³)



Our plan

Next year we will continue to work on increasing the water efficiency of manufacturing processes and further invest in RO technology to increase our water recycling capacity at our plants.

Additional information

- For further information: [2023 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

Planet continued

Ansell's new Kovai plant: Completed first phase of world's first glove plant with zero liquid discharge

July 2022 marked a milestone for Ansell as our newest plant in Kovai, Tamil Nadu in India, became operational, supplying the world's fast-growing Surgical and Life Sciences market. Completing this plant will set a new benchmark for Ansell's sustainable manufacturing as it is designed according to criteria established by the Indian Green Building Council in 2001 to support India's aim to become a global leader in sustainably-built environments by 2025. When fully operational, our Kovai plant will mark a glove-industry milestone by operating with zero liquid discharge, meaning that all wastewater is fully recycled and re-used in production.

Currently Kovai is operating as a packing plant, which consumes significantly less water than full manufacturing plants. When the plant reaches full operational capacity, we aim to recycle at least 90% of water used and further reduce liquid discharge. Kovai plant will also be an important benchmark on water consumption and liquid discharge. We will be able to implement transferrable processes and technologies from Kovai to replicate water-related outcomes at other plants.

Other sustainability considerations have also influenced the development of the Kovai plant, which was designed to meet the <Platinum level> requirements of the Indian Green Building Certification. In construction, Ansell prioritised low-carbon, non-toxic and repurposed construction materials wherever possible. We have installed solar energy infrastructure that will provide 895KW of energy, which will represent an annual reduction of 1,250tCO₂. Our biomass project will provide 16MW of energy, avoiding 17,000 tonnes of carbon emissions per year. Our ambition is to achieve 100% renewable energy consumption at this plant. Please see our website for more information on the opening of the Kovai plant.



CEO Neil Salmon with employees at the launch of our new Ansell Kovai plant. Pictured below is the solar panel energy infrastructure that will generate over 1 million kWh of energy per year.



At full operational capacity in 2024, we aim to recycle at least

90%

of water used

We have installed solar energy infrastructure that will generate

over 1 million kWh

of energy per year

Our biomass project will provide

16MW

of energy

Our ambition is to achieve

100%

renewable energy consumption at this plant

Planet continued

Waste

Land contamination, water pollution and increased emissions are direct consequences of manufacturing waste going to landfill. In December 2019, Ansell set a goal of 'Zero Waste to Landfill by 2023', whereby we would divert >99% of our operational waste away from landfill. We are proud to have met this target in FY23 for all Ansell plants active in 2019, and will now extend the ZWL target to our new plants (Ansell Kovai and Ansell Seremban).

Ansell 2040 Sustainability Action Plan

Target

Zero Waste to Landfill (ZWL)

for all manufacturing plants

FY23 was the 'last mile' of our journey to achieve Zero Waste to Landfill by 2023. Ansell's manufacturing plants implemented the technical knowledge they have accumulated since we embarked on this goal to address their final waste streams in collaboration with specialised waste management vendors.

To date, Intertek has certified all plants as Zero Waste to Landfill. Our new plants in Kovai, India and Seremban, Malaysia will need to begin their journey to zero.

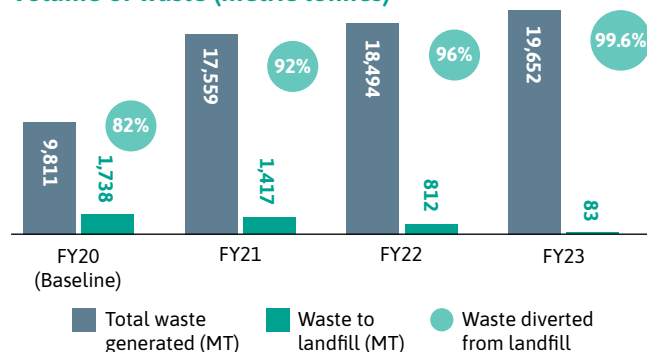
99.6%

of waste diverted
from landfill

83.46MT

of waste sent to landfill –
A 95% reduction from FY20

Volume of waste (metric tonnes)



Looking ahead

Having achieved our Zero Waste to Landfill target, we will continue to be ambitious with our waste and circularity initiatives and partnerships at each plant to maintain our strong performance. From FY24, we will begin work at our new plants to achieve ZWL certification.

Additional information

- Our Environmental Sustainability Policy reflects our commitments to promote circularity.
- Our Zero Waste to Landfill target is based on 5R principles (refuse, reduce, reuse, repurpose and recycle).

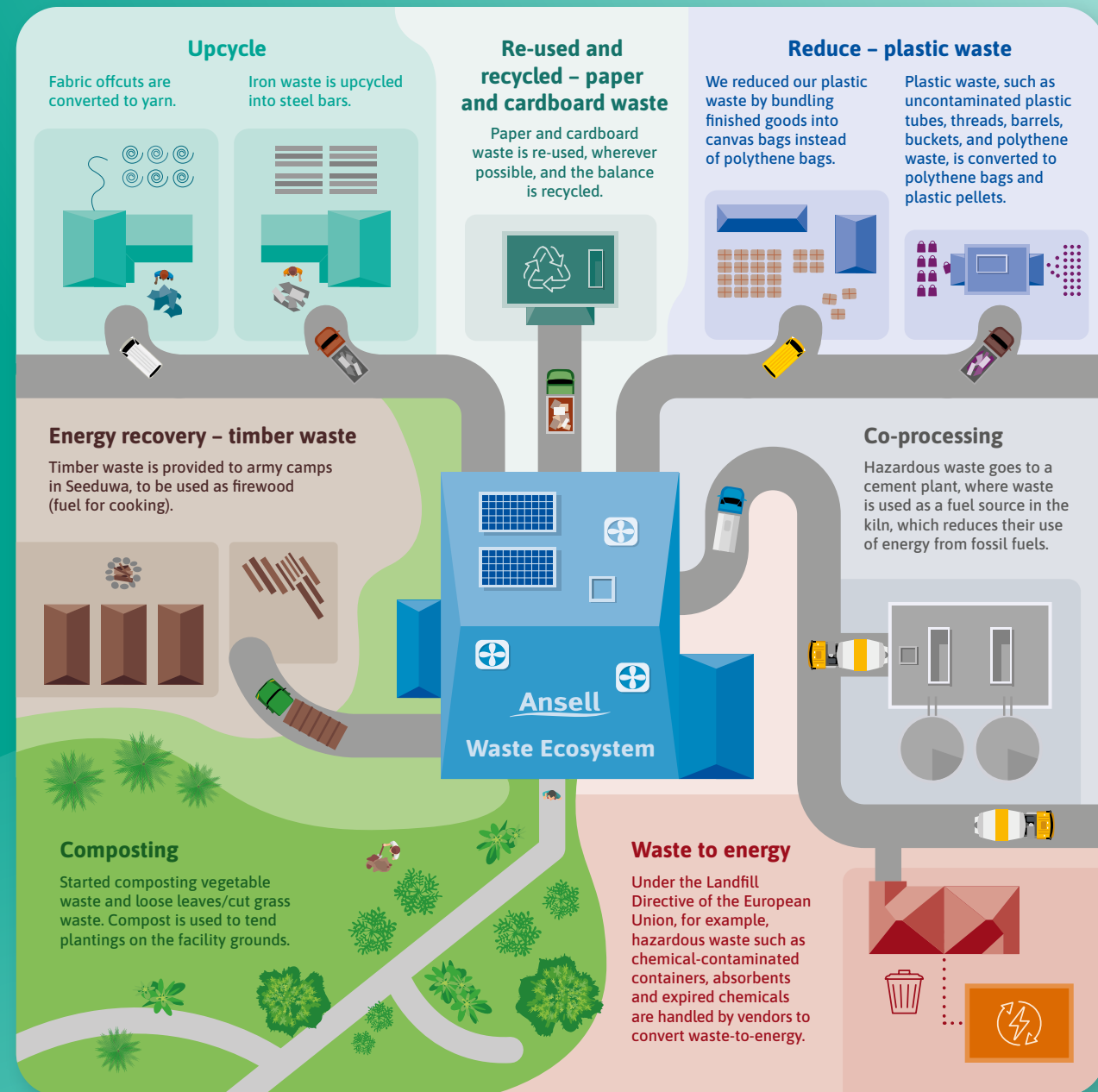
- Plants are certified a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria.
- For further information: 2023 Sustainability Management Approach Report and Environmental Sustainability Policy.



Planet continued

Ansell has an ecosystem of waste management and waste disposal destinations that is unique to each plant.

The diagram illustrates and consolidates this across all the plants:



Planet continued

Innovation and product stewardship

Ansell's products protect millions of workers and healthcare professionals every day. Our commitment to delivering the highest quality products that keep our customers safe, while also protecting our planet, has led us to invest in a tailored product stewardship approach that focuses on the impacts of the product lifecycle from cradle (material sourcing) to grave (end-of-life treatment).

Ansell 2040 Sustainability Action Plan

Target

Material and process innovation/ product life cycle:

Use less fossil materials

and more recycled and bio-based content materials

80%

of our new products are designed with reduced environmental impact by 2026

Packaging pledge:

100%

of packaging material is recyclable, reusable or compostable by 2026

Reduce plastic and paper packaging use

by 2026

Ansell's first mechanical glove made from recycled yarn, HyFlex® 11-842 in its paper-band packaging. The glove liner is made from 90% recycled nylon, resulting in a recycled content of 30% in the final product.

As at 30 June 2023,

70%

of new products are designed with reduced environmental impact



i Additional information

- Quality Statement and new Sustainable Packaging Guidelines formalise our leading practices.
- Ansell products adhere to standards (ISO 19001:2018, REACH), including supporting standards of ISO 17025 accredit laboratories and Life Cycle Assessments performed against ISO 14040 / ISO 14044.
- For further information: 2023 Sustainability Management Approach Report.

Planet continued

Sustainable innovation in product development and manufacturing

In FY23, we continued to see the results of our product stewardship approach, which focuses on reducing the environmental impact of our existing portfolio and best-selling products, as well as embedding Design for Sustainability Principles in our new product development process. By doing this, we are enacting major efforts to improve the environmental impact of products across their life cycle.

Redesigning our manufacturing processes

Before our products reach your hands, we can already significantly impact the carbon footprint while it is made. We conducted research that showed how some critical changes could reduce the environmental impact of the manufacturing process. Applying our science-based evidence, we have successfully completed projects to reduce environmental impacts (see case study on the right and below).

This year we also moved the manufacturing of our flagship food processing light chemical protection product, AlphaTec® 37-175, to a newer and more energy efficient production line, resulting in more than 30% decrease in GHG emissions per pair manufactured, equivalent to a reduction of 3,000tCO₂e in FY23 (FY20 baseline), or the greenhouse gas emissions avoided by approximately one wind turbine running for a year.

Greener laboratories: Ansell laboratories receive highest level of My Green Lab certifications

Laboratories typically have one of the biggest environmental footprints, consuming ten times more energy than office spaces and higher water consumption and waste generation. Across our research and development facilities, we prioritised sustainability in everything Ansell did. We encouraged employees to challenge our existing processes and explore new processes technologies and ideas that were more sustainable. With their innovative thinking, we were able to reduce the impact of Ansell's testing laboratories.

We are proud to announce we received the highest achievement – 'Green Level Certified Lab' – for two research and development facilities in Cyberjaya, Malaysia and Willerby, Hull, United Kingdom by My Green Lab Certifications. Cyberjaya is our cross-business unit testing and dipping facility, while Willerby is our Chemical Permeation Center of Excellence.

End of life

Without access to alternative solutions, customers have no choice but to send our products to landfill after use. Ansell's sustainable innovation focuses on providing alternative end-of-life solutions. But we cannot do this on our own. Partnerships are essential to implementing circular economy solutions for customers and end users.

Establishing partnerships for circular economy solutions

This year we collaborated with recycling company, Recnorec, a mechanical recycling company located in France, which specialises in processing and reuse of plastic waste that cannot generally be recycled: 'Recycling the non-recyclable'. Together with Recnorec, we successfully trialled the processing of different types of Ansell protection gloves, including our nitrile gloves, multi-purpose gloves and cut protection gloves, into second life material for use. Recnorec usually produces outdoor furniture and construction materials, but through our partnership, we converted Ansell gloves and other plastic waste materials into pallets used in transporting goods and recycling collection boxes for gloves. The recycling process does not require sorting and washing, overcoming a common end of life hindrance of costs and facilities in washing used gloves.



Example of recycling collection box for collective gloves after use, which has been made with recycled material including gloves.

Continuous achievement at selected lines manufacturing our healthcare products

Improving production line by choosing alternative energy sources, redesigning processes to be more energy efficient or generate less waste, and installing energy leakage measuring, resulting in the following achievements for our products:

16%

Reduction of electrical energy used during manufacturing

48%

of water savings per line

Surgical post-processing optimisation

for reduced environmental impact

Planet continued

Re-invention of existing products

'Less is More: A lot more protection, a lot less environmental impact' is a new generation of Ansell products, outperforming our existing range. Our focus is on less materials, lower carbon footprint, light weight, but the same high quality or better protection performance. AlphaTec® 58-201, HyFlex® 11-571 and ActivArm® R0011BUL, are new launches this year. These four products were designed around the learnings of Life Cycle Assessments (LCAs) performed over the products' previous generation. The LCAs identified opportunities to substitute lower impact materials and reduce the amount of material used. This resulted in reduced water consumption during material production and manufacturing, in addition to a reduced weight, resulting in lower transport emissions and end-of-life impact. The overall greenhouse gas impact from manufacturing of each product has reduced compared with the previous generation.

MICROFLEX® 31-103,
Ansell's first compostable glove.

LESS IS MORE:
A LOT MORE PROTECTION, A LOT LESS ENVIRONMENTAL IMPACT

HYFLEX® 11-842

LAUNCHED IN FY22

- Made with **90%** recycled nitrile
- SUSTAINABLE MATERIAL**
- Touchscreen compatible
- ENHANCED PERFORMANCE**
- More than **50%** material weight reduction
- LESS MATERIAL** vs standard nitrile multi-purpose gloves
- More than **15% CO₂** / pair reduction
- LESS CARBON FOOTPRINT** vs standard nitrile multi-purpose gloves

ALPHATEC® 58-201

LAUNCHED IN FY23

- BETTER THERMAL PROTECTION
- HIGHER DEXTERITY
- More than **20%** material weight reduction
- LESS MATERIAL** vs PVC legacy hand protection
- More than **30% CO₂** / pair reduction
- LESS CARBON FOOTPRINT** vs PVC legacy hand protection
- More than **90%** / pair water footprint reduction
- LESS WATER CONSUMPTION** vs PVC legacy hand protection

ACTIVARM® ULTRA-LIGHTWEIGHT RUBBER INSULATED GLOVE CLASS 00

LAUNCHED IN FY23

- LIGHTER
- HIGHER DEXTERITY
- More than **50%** material weight reduction
- LESS MATERIAL** vs LEGACY RIG
- More than **40% CO₂** / pair reduction
- LESS CARBON FOOTPRINT** vs LEGACY RIG
- SAME ELECTRICAL INSULATION PROTECTION CLASS 00 vs LEGACY RIG

HYFLEX® 11-571

LAUNCHED IN FY23

- 20%** lighter design vs standard EN ISO 22793:2014 gloves
- ULTRA-LIGHT WEIGHT DESIGN**
- 2x more cut resistance (vs standard gloves made of HPPE yarn)
- NEW GENERATION INTERCEPT CUT RESISTANCE TECHNOLOGY**
- Touchscreen compatible
- ENHANCED PERFORMANCE**
- More than **25% CO₂** / pair reduction
- LESS CARBON FOOTPRINT** vs standard gloves made of HPPE

Learn more at ansell.com

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Raising customer awareness of industrial composting and alternative end-of-life solutions

With the launch of MICROFLEX® 31-103, Ansell's first compostable glove, capable of biodegrading more than 90% within 180 days¹, the product opened new opportunities for waste disposal. Used HDPE and nitrile gloves are not ideal for recycling due to contaminants found on the gloves. The glove can be mixed with the customer's food waste and sent to an industrial composting facility, enabling seamless integration into the customer's existing processes, while helping customers to meet their waste and carbon targets. Potential benefits of this product depend on our customers having access and investment to direct the gloves to a composting facility rather than to landfill, therefore we advise customers on options of industrial composting facilities within their factory geographic vicinity and potential costs associated.

In addition to identifying and partnering with key suppliers to explore alternative materials, in FY23 we entered into a research collaboration with the Nanotechnology and Catalysis Research Centre (NANOCAT) from the University of Malaya, Malaysia, one of the leading research institute in the field of more sustainable and vegetable-based materials. Our strategy is to invest in Green Chemistry Technologies Development, which will pave the way for our future industrial gloves to reduce the environmental impacts at disposal, while retaining high performance for protection and durability.

We continue to face challenges in our ability to support end users to access the best disposal solutions for used products. This is largely due to lack of visibility over a significant proportion of post-consumer waste beyond our key partners, as well as jurisdictional challenges. In FY24, we plan to engage with distributors to gain further data on product distribution and disposal patterns.

1. In industrial composting facilities and are certified as compostable by TUV Austria, meeting EN 13432 standards.

Planet continued

Packaging

Our Packaging Pledge is that every packaging choice is guided by scientific research to minimise our environmental impact while maintaining our superior quality that protects people and products. We continue to unify a cross-functional approach to packaging and sharing valuable learnings. In FY23, we developed our first Sustainable Packaging Guidelines to support the long-term achievement of our Packaging Pledge. Read our Sustainability Management Approach Report for the full details.

Industrial packaging¹:

46%

less paper use

35%

less plastic use

96%

of packaging material
is made from recyclable
materials

Ansell SMART Pack™ unlocks a new milestone achievement

Our flagship environmentally friendly packaging, the SMART Pack™, holds our popular branded surgical gloves. Since 2018, our teams have innovated the design of the SMART Pack™ to reduce the carbon footprint of the packaging. Today's SMART Pack™ is 21% less in material CO₂e and 51% less in paper, cardboard and plastic weight, with 70% and 90% of recycled materials used to produce cartons and dispensers, while we have further goals to change the non-recyclable bottom web. Our packaging success has been recognised with a 2022 'Best Product/Service' award in the Sustainability Category by World of Safety & Health Asia.

New paper band designs hit the market

Every packaging change is a tried and tested effort. After a successful pilot with the launch of our 11-842 HyFlex® multi-purpose glove made with recycled nylon, we started a huge effort to remove all plastic packaging from selected styles of industrial gloves by FY24. Ansell's R&D, Quality and Product management teams have performed more than 80 tests in line with PPE standards on representative product types and material combinations to check the effect of removing the plastic packaging on the gloves' performance and shelf life. As a result of these tests, only products and material combinations where research confirms no negative impact are being changed to the new plastic-free packaging.

The new packing is plastic-free by replacing the previous plastic-coated U-shaped paper insert and polybag with a new strong, lightweight and recyclable paper band². We have reduced more than 70% of materials and reduced GHG emissions by 82% from the primary packaging per 12-pair bundle. Per standard shipper case, customers avoid 0.817kg CO₂e, thanks to 240g of plastic and paper eliminated.

In 2023, we certified the SMART Pack™ against

Grade A-AAA Recyclability Certification

by Institut Cyclos-HTP (CHI), a globally recognised organisation that assess and certifies the recyclability of packaging and goods

SMARTPack™ is

**one of the first certified
surgical packaging**

Advocacy and value-based healthcare services

As we expand our technical expertise and industry experience, we identify where we can contribute to the industry and the people we protect, end-users. Our efforts are described here.

Advocating for cruelty-free quality and safety testing

Ansell avoids animal testing in developing and testing our products to the greatest extent possible within the limits of applicable laws and regulations. Animal testing is often a legislated requirement for our surgical products; therefore, we have been engaging with industry and regulatory stakeholders to advocate for cruelty-free alternatives that achieve the same level of quality control. We have worked to demonstrate the feasibility of this by trialling new laboratory-based tests that deliver quality results through cell-based models (in vitro) simulations to replace animal testing. We target all skin irritation testing of our life sciences products to be cruelty-free.

Conducting Value-Based studies over Ansell Products

In FY23 Ansell conducted a Value-Based study to explore the medical, economic, and environmental benefits of Bourges Hospital Centre (France) transitioning to latex-free surgical gloves so the facility could make the product choice that best suited their needs. The study demonstrated that:

- Hospitals were able to save up to 23% of space in warehouses and operating rooms by optimising the packaging size for the gloves.
- Healthcare professional and patient safety was improved by minimising the risk of latex-related allergies.
- Productivity increased by simplifying the planning of the operating schedule and increased efficiency of replacing gloves in the operating theatre.
- Waste was reduced thanks to the reduced packaging size, with flow-on environmental benefits.

1. Annual improvement results against the FY20 baseline are calculated based on the annualised impact of changes implemented within the relevant fiscal year.

2. Ansell introduces plastic-free packaging to industrial gloves range.

Planet continued

Ansell Earth: Thinking of People and Planet First

At Ansell, we're committed to helping customers understand the cradle-to-grave environmental impacts of different PPE solutions available to them. That's why we've developed Ansell Earth, a comprehensive program dedicated to building substantiated sustainability claims for our products.

Ansell Earth is a framework built on five product life cycle pillars: material, manufacturing, packaging, use, and end of use, all of which help Ansell customers make informed portfolio decisions and achieve their sustainability goals.

Each pillar represents a crucial element of our product life cycle, and, under each pillar, we've established different categories of claims that highlight our sustainable practices. Our Ansell Earth program is designed to provide end users with reliable information, because informed choices about PPE can make a difference in reducing harm to the environment. By offering transparent and substantiated sustainability claims, we empower our customers to select high-quality PPE options that align with their environmental values.

Furthermore, we aim to be a trusted partner for our customers, assisting them in achieving their sustainability goals. We understand the importance of effective communication and collaboration in driving positive change. By openly communicating the sustainability attributes of our products, we foster long-term partnerships and actively contribute to our customers' sustainability journeys.

At Ansell, we know that sustainability is a collective effort. By implementing the Ansell Earth program, we're taking concrete steps to minimise our environmental footprint and drive meaningful change in the industry. We're dedicated to continuously improving our practices, innovating sustainable solutions, and setting new benchmarks for environmental responsibility.



Planet continued

Looking ahead

We will continue to focus on driving initiatives to accomplish our product stewardship and packaging pledge goals.

Focus area	Business unit	Projects planned
Product development and manufacturing	HGBU	<ul style="list-style-type: none"> Launch new products with reduced environmental impact. Transition to cruelty-free skin irritation testing for life science products
	IGBU	<ul style="list-style-type: none"> Continue roll out of 'Less is More', outperforming existing range with less materials, less carbon footprint, light weight, same or better protection performance. As well as launch of new product line. Certify R&D laboratories for green chemistry and environmental best practices.
Packaging	IGBU	<ul style="list-style-type: none"> Continue lobby for removal of paper Instructions for Use, focused on Europe Complete Phase 2 and 3 of shipper case optimisation that is aligned with paper band and vended items packaging changes in order to further minimise shipping volume. Complete implementation of QR codes on inner packaging In FY23, we implemented the new paper band packaging for 38% of eligible inhouse styles in Ansell's mechanical portfolio. We plan to implement the new paper-band packaging for all remaining eligible inhouse styles and majority of outsource styles in our mechanical portfolio in FY24. Plastic free packaging for vended items – mechanical portfolio
	HGBU	<ul style="list-style-type: none"> Continue the recyclable pouch back roll out to move all surgical packaging elements to recyclable



Ansell employee with our MICROFLEX® 31-103*, packed in compostable polybags.

* The product and its packaging achieve +90% biodegradation within 180 days in industrial composting facilities and are certified as compostable by TUV Austria, meeting EN 13432 standards.

Appendix

Data tables

Workforce

Headcount by employment type, region and gender (as at 30 June 2023)

	North America	Latin America & Caribbean	Europe, Middle East & Africa	Asia Pacific	Female	Male	Total
Employees	569	414	986	12,445	7,091	7,323	14,414
Contingent workers	27	17	95	219	112	246	358
							14,772

Ansell has no non-guaranteed hours employees. There were no significant fluctuations in the number of employees during the reporting period.

% Women in leadership (as at 30 June 2023)

	FY20	FY21	FY22	FY23
Non-Executive Directors	50.0	50.0	42.9	50.0
Executive Leadership (Director and above)	27.7	34.6	34.6	31.4
Management (Manager through to Associate Director)	34.7	36.5	36.6	39.4

% Overall turnover

	FY19	FY20	FY21	FY22	FY23
Male staff turnover	15.6	17.0	19.0	18.8	13.0
Female staff turnover	19.6	21.4	21.4	22.0	14.1
Total turnover	17.6	19.3	20.0	20.3	13.5

% Turnover – Professional employees

	FY22	FY23
Male staff turnover	8.4	12.6
Female staff turnover	10.5	11.9
Total turnover	9.4	12.3

% Turnover – Production employees

	FY22	FY23
Male staff turnover	24.2	13.1
Female staff turnover	27.5	14.7
Total turnover	25.8	13.9

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.

The following health and safety metrics are presented per 100 employees per year, in line with the guidelines put forth by the United States Occupational Safety and Health Administration. These figures are calculated based on a rolling 12-month average headcount and exclude community incidents and fatalities related to COVID-19, in line with the guidelines put forth by the United States Occupational Safety and Health Administration.

From FY24, we are changing our methodology for reporting leading safety indicators to per million hours worked. This change will allow for better comparisons between peers, as the methodology is a more popular and widely-used form of safety performance reporting.

	FY19	FY20	FY21	FY22	FY23
Lost time injury frequency rate (per 100 employees per year)	0.046	0.081	0.060	0.051	0.059
Days lost frequency rate (per 100 employees per year)	2.463	1.580	4.049	0.887	2.447
Medical treatment injury frequency rate (per 100 employees per year)	0.257	0.198	0.232	0.161	0.092
Near miss frequency rate (per 100 employees per year)	35.305	39.920	46.440	68.862	89.98
Fatalities (number)	0 ³	0	0	0	0
Fatalities (per 100 employees per year)	0	0	0	0	0

1. The decrease in MTI rates in FY23 is a result of continued efforts to increase safety awareness and expand accountability of safety performance. The slight increase in LTI shows that we need to main a robust system, which will be the focus of the next phase of our safety strategy. Hand- and finger-related injuries were the main types of injuries sustained by workers in FY23.
2. The increase in reporting of near misses YOY represents the raised awareness at plants to report near miss incidents.
3. 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.
4. 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.

Appendix continued

Environment

Total energy[^]

Metric	FY23
Total energy (GJ)	4,426,990
(% electricity purchased from the grid)	11%
Total renewable energy (GJ)	2,235,944
	51%

Energy intensity[^]

Metric	FY19	FY20	FY21	FY22	FY23
mmbtu/million USD production value ('000)	6.03	6.12	6.32	7.06	7.21

Greenhouse gas intensity[^]

Metric	FY19	FY20	FY21	FY22	FY23
MTCO ₂ e/million USD production value	341	377	355	368	332

Greenhouse gas emissions

Metric	Metric tons of CO ₂ e			FY23
	FY20	FY21	FY22	
Scope 1 emissions [^]	119,120	126,937	130,153	116,031
Scope 2 emissions (market based) [^]	94,610	101,615	99,119	76,120
Direct biomass emissions [^]	206,458	253,077	301,804	306,302
Scope 3 emissions [*]	858,203	1,311,022 [†]	1,114,773	n/a

Composition of Scope 1 emissions[^]

	Scope 1 emissions (metric tons of CO ₂ e)		
	FY21	FY22	FY23
CO ₂	124,910	126,283	110,007
CH ₄	1,704	3,546	5,736
N ₂ O	323	323	288

Water intensity[#]

Metric	FY19	FY20	FY21	FY22	FY23
m ³ /million USD production value ('000)	10.81	11.07	11.01	11.04	12.26

Water withdrawals[#]

Metric	FY20	FY21	FY22	FY23
m ³	6,272,955	7,088,847	6,880,433	7,098,237

Volume of waste⁺

Metric	FY20	FY21	FY22	FY23
Total waste volume (MT)	9,811	17,559	18,494	19,652
Waste to landfill (MT)	1,738	1,417	812	83
% Waste to landfill	18%	8%	4%	0.42%

Volume of waste by method of waste handling and disposal

Method of waste handling and disposal	FY23	
	Quantity (MT)	% Total
Reuse	2,624	13.29%
Recycling	10,260	51.98%
CoProcessing/Waste to Energy	6,772	34.31%
Incineration	23	0.12%
Chemical Pre-Treatment and Neutralisation	0.16	0.00%
Secured/Sanitary Landfilling	11	0.05%
Uncontrolled Landfilling	49	0.25%

[^] Energy and emissions are measured for manufacturing plants only. Our distribution centres and offices are leased and therefore fall under scope 3 emissions. Energy and emissions targets relate to manufacturing plants only. Biomass emissions are reported separately from Scope 1 and 2 emissions and are not covered by emissions related targets.

^{*} We completed detailed analysis and inventory calculations for Scope 3 for FY22 and FY21 from our baseline of FY20. 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 2021 GHG Emissions for Scope 3 (Category 12: End-of-Life Treatment of Sold Products). This is due to an improved methodological approach for measuring emissions. For the 2022 inventory, Ansell applied a more accurate methodology for categorizing product categories, product materials, and related product end of life emissions. This same methodology was then used to recalculate Ansell's 2021 Scope 3, Category 12 emissions, and will also be applied to subsequent years for consistency.

[#] Water intensity and water withdrawals are measured for manufacturing plants only.

⁺ Ansell began formally reporting on waste volume in December 2019. In the following years, we report against a full year of performance. Waste is measured for manufacturing plants only.

Appendix continued

Statement around verification of environmental 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 43 of this report and achieved the internal verification objectives. The FY23 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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