



# SUSTAINABILITY MANAGEMENT APPROACH REPORT 2024



# Content

About this document	2
Sustainability governance	3
Ansell policies and charters	4
Industry associations	7
Engaging with our stakeholders on material topics	8
Stakeholder engagement	8
Materiality and material topics	10
The Sustainable Development Goals	11
Our value chain	12
People	13
Employee health and safety	13
Diversity, equity and inclusion and Employee engagement	15
Community engagement and investment	17
Planet	18
Energy and emissions	18
Climate risk	20
Water	21
Waste	23
Biodiversity	25
Innovation and product stewardship	26
Product safety and quality	28
GRI content index	29

## Acknowledgement of Country – Australia

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



About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

GRI content index

# Sustainability governance

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

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



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

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

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

1. Due to increased M&A activity in FY24, there was a higher number of Board meetings held than in prior years. See the 2024 Corporate Governance Statement for information on Ansell’s approach to governance, committee responsibilities, and the Board Skills Matrix. Our Board Committee Charters and corporate policy suite are available on our website.

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

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

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

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

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

Ansell policies and charters

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

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

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

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

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

Labour rights

- Human Rights Statement
- Labour Standards Policy

People

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

Environment

- Environmental Sustainability Policy

Supply chain

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

Products

- Quality Statement Policy

Corporate governance

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

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

# Sustainability governance continued

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

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

## Risk management

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

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

## Our risk management practices include:

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

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



Code of Conduct

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

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

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

3,407

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

3,626

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

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

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



## Industry associations

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

About this document

**Sustainability governance**

Engaging with our stakeholders on material topics

People

Planet

GRI content index

# Engaging with our stakeholders on material topics

## Stakeholder engagement

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

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

Stakeholder group	Key areas of interest	How we engage
Distributor customers	Business conduct Business continuity/reliability of supply Environmental impact and compliance Labour rights Pricing Innovation and product stewardship Responsible supply chain	Customer service interaction Direct engagement Marketing Plant visits Sales and contract negotiations Trade shows Webinars Website Sustainability Report Labour Rights Report (and Modern Slavery Statement)
End users	Business continuity/reliability of supply Environmental impact and compliance Labour rights Pricing Innovation and product stewardship Responsible supply chain	AnsellGUARDIAN Contact through distributors Customer service interaction Customer site visits Marketing Webinars Websites Sustainability Report Labour Rights Report (and Modern Slavery Statement)
Employees	Health and safety Labour rights Diversity and inclusion Employee engagement Financial performance Community engagement and investment Climate risk Environmental impact and compliance	Newsletters, posters and emails Conferences and events Engagement surveys Intranet Town halls Training Volunteer and community programs Sustainability Report Labour Rights Report (and Modern Slavery Statement)

# Engaging with our stakeholders on material topics continued

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

# Engaging with our stakeholders on material topics continued

## Materiality and material topics

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

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

### Our material topics

#### People

Employee health and safety

Labour rights

Diversity, equity and inclusion and Employee engagement

Community engagement and investment

#### Planet

Energy and emissions

Climate risk

Biodiversity

Water

Waste

Innovation and product stewardship (including product quality and safety)

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

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

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

- Governance and business ethics
- Stakeholder engagement and sustainability communications



# Engaging with our stakeholders on material topics continued

## The Sustainable Development Goals

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

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



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

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



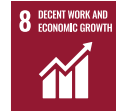
Ansell's manufacturing processes and raw materials are water intensive. We continue to reduce our water intensity through efficiency improvements, rainwater storage and water recycling.

Material topic: Water



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

Material topic: Energy and emissions and Climate risk



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

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



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

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



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

Material topic: Innovation and product stewardship



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

Material topic: Energy and emissions and Climate risk

# Engaging with our stakeholders on material topics continued

## Our value chain

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

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

# People

## Employee health and safety

### Definition

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

### Impact

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

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



### Good health and wellbeing

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

## Policies and commitments

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

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

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

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

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



### Management

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



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

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

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

### Labour rights

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

### Effectiveness

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

### Engaging with stakeholders on employee health and safety

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

About this  
document

Sustainability  
governance

Engaging with  
our stakeholders  
on material topics

People

Planet

GRI content index

Diversity, equity and inclusion and Employee engagement

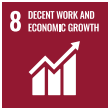
Definition

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

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

Impact

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



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



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

Policies and commitments

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

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



About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

GRI content index

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

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

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

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

### Management

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

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

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

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

### Effectiveness

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

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

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

## Community engagement and investment

### Definition

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

### Impact

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



### Reduced inequalities

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

### Policies and commitments

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



### Management

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

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

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

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

### Effectiveness

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

### Engaging with stakeholders on community engagement and investment

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

About this  
document

Sustainability  
governance

Engaging with  
our stakeholders  
on material topics

**People**

Planet

GRI content index

# Planet

## Energy and emissions

### Definition

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

### Impact

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



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

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



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

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

## Policies and commitments

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

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

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

## Management

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

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

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

### Effectiveness

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

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

### Engaging with stakeholders on energy and emissions

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

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



About this  
document

Sustainability  
governance

Engaging with  
our stakeholders  
on material topics

People

Planet

GRI content index

### Climate risk

#### Definition

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

#### Impact

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

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



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

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



#### **Ansell supports the Paris Agreement**

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

### Policies and commitments

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

### Management

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

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



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

### Effectiveness

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

### Engaging with stakeholders on climate risk

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

About this  
document

Sustainability  
governance

Engaging with  
our stakeholders  
on material topics

People

**Planet**

GRI content index

## Water

### Definition

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

### Impact

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



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

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

### Policies and commitments

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

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



About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

GRI content index

### Management

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

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

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

### Effectiveness

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

### Engaging with stakeholders on water

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

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



## Waste

### Definition

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

### Impact

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

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



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

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

## Policies and commitments

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

## Management

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

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

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

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

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

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

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

Effectiveness

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

Engaging with stakeholders on waste

Ansell engages with waste partners to identify improved disposal opportunities.

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



About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

GRI content index

## Biodiversity

### Definition

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

### Impact

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



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

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

### Policies and commitments

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

## Management

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

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

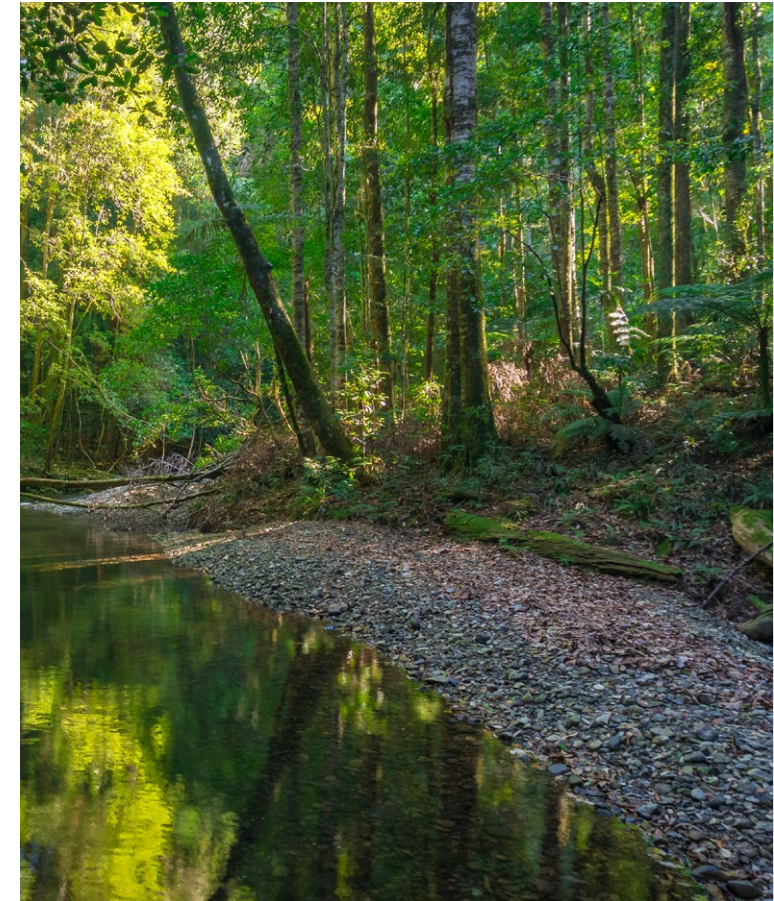
Ansell remediates all non-compliances with environmental laws and regulations, including any actual negative nature-related impacts we identify. Our Supplier Code of Conduct sets out our expectation that suppliers meet environmental compliance obligations and mitigate negative impacts on the environment.

### Effectiveness

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

## Engaging with stakeholders on biodiversity

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



About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

GRI content index

## Innovation and product stewardship

### Definition

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

### Impact

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



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

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

## Policies and commitments

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

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

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

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

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

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



## Management

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

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

## Effectiveness

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

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

## Engaging with stakeholders on product innovation and stewardship

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

## Product safety and quality

### Definition

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

### Impact

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



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



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

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

### Policies and commitments

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

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

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

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

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

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

### Management

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

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

### Effectiveness

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

### Engaging with stakeholders on product quality and safety

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

# GRI content index

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

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

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

**GRI content index**

## GRI content index continued

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

**GRI content index**

## GRI content index continued

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

## GRI content index continued

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

**GRI content index**

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

[GRI content index](#)

## GRI content index continued

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

[GRI content index](#)

## GRI content index continued

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

## GRI content index continued

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

**GRI content index**

## GRI content index continued

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

**GRI content index**

## GRI content index continued

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

[GRI content index](#)

GRI content index continued

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

About this document

Sustainability governance

Engaging with our stakeholders on material topics

People

Planet

[GRI content index](#)



[ansell.com](https://ansell.com)

Join the conversation:



---

About this  
document

Sustainability  
governance

Engaging with  
our stakeholders  
on material topics

People

Planet

GRI content index