



SUSTAINABILITY
REPORT
2024



About this report

This report covers Ansell’s sustainability performance for the period 1 July 2023 – 30 June 2024. Unless otherwise stated, all disclosures made within the report cover Ansell Limited and the entities it controlled during the reporting period. A complete list of entities Ansell controlled during the reporting period is set out in our 2024 Annual Report.

The structure and content of this report were reviewed by responsible members of the Executive Team and by the Board’s Sustainability & Risk Committee, with the Ansell Board approving the final report.

This report is in accordance with the Global Reporting Initiative (GRI) Standards 2021, as detailed in the GRI index (refer to 2024 Sustainability Management Approach Report). Information on our management approach for all material topics can be found in our separate Sustainability Management Approach Report.

Acknowledgement of Country

We acknowledge and respect the traditional lands and cultures of First Nations peoples in Australia and globally. We pay our respects to Elders past and present and recognise First Nations peoples’ longstanding and ongoing spiritual connections to land, sea, community and Country.

Appreciation and respect for the rights and cultural heritage of First Nations peoples is essential to the advancement of our societies and our common humanity.

In FY22, we reported in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Updates to our climate disclosures for FY24 are available in the Director’s Report of our 2024 Annual Report and on page 42 of this report; however, for our full TCFD disclosure please see our 2022 Sustainability Report.

All financial data in this report is expressed in USD and environmental data is shown in metric units unless otherwise stated.

At Ansell, we report our sustainability progress annually. Our 2023 Sustainability Report was released on 1 September 2023, and all our prior sustainability reports can be accessed on our website.

Ansell is a participant of the United Nations Global Compact and supports the role of business in working alongside governments and civil society to achieve the United Nations Sustainable Development Goals (UN SDGs).

We value your feedback on Ansell’s sustainability performance and the 2024 Sustainability Report. To provide feedback or for any questions regarding this report, please contact:

Catherine Stribley
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We contribute to our seven priority UN SDGs through our material topics¹:



People

Employee health and safety
Labour rights
Diversity, equity, inclusion and Employee engagement
Community engagement and investment

Planet

Energy and emissions
Climate risk
Biodiversity
Water
Waste
Innovation and product stewardship (including product quality and safety)

1. Full details on our material topics is disclosed in our 2024 Sustainability Management Approach Report.

Reporting suite

Ansell’s complete reporting suite is available on our [website](#) and includes:

- **2024 Annual Report**
- **2024 Labour Rights Report** (and Modern Slavery Statement)
- **2024 Sustainability Management Approach Report**
- **2024 Corporate Governance Statement**



Click covers to view

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Statement from the CEO



Pioneering sustainable practices is challenging, yet our teams demonstrated resilience and innovation this year.

14%

Reduction in Scope 1 and 2 greenhouse gas emissions from FY20 baseline (excluding our new plant, Ansell Seremban)

6

Styles redesigned, totaling more than 29 million units in sales, to incorporate recycled yarns

As I reflect on FY24, I am proud of the significant progress Ansell made towards the 2040 Sustainable Action Plan targets first announced in FY23. Each step in our journey is a step towards a safer, more sustainable future, and it has been very rewarding to see our employees' dedication to creating a lasting, positive impact on our planet and communities.

This year, we achieved several notable milestones, including 14% reduction in Scope 1 and 2 greenhouse gas emissions from our FY20 baseline (excluding our new plant, Ansell Seremban) and the submission of a formal letter of commitment to the Science Based Targets Initiative (SBTi), confirming Ansell's intention to set an end-to-end value chain Net Zero target, making good on our promise to expand net zero targets beyond Scope 1 and 2. We also introduced six products featuring recycled yarn, and received extremely positive customer feedback on our recently launched Ansell Earth platform. This platform offers science-based claims for select products, highlighting the measures we are taking to produce them more sustainably and helping customers make informed product choices.

It was also very satisfying to receive recent independent recognition of the status of our sustainability efforts from two of the most respected sustainability rating agencies

in the form of a Gold Medal from EcoVadis and inclusion in Morningstar Sustainability's ESG Top-Rated Companies list. In both cases these assessments put us in the top decile of all companies rated.

Pioneering sustainable practices is challenging, yet our teams demonstrated resilience and innovation this year, navigating changes in renewable energy certifications in Malaysia, driving an increased uptake of sustainable fuel wood sourcing standards amongst suppliers in Sri Lanka, and addressing issues with new reverse osmosis systems at our plants.

We also made substantial progress towards creating safe, respectful, and inclusive workplaces. Our ambition to implement a maximum 60-hour work week for production workers across our plants has progressed with now 9 out of 14 plants observing a maximum 60-hour work week. Under our Supplier Management Framework, we raised our performance assessment standards to benchmark our supply chain standards against best practices and emerging issues, and we continued to broaden the coverage and scope of our due diligence activities, enhancing our visibility into employment practices and working conditions across more of our supply chain. In addition, we implemented

Zero Harm, a three-year program empowering Ansell production workers to mitigate injury risks.

As you review the case studies and progress reports in the following pages, you will learn more about our successes and challenges in reshaping our industry through investments in renewable energy, initiatives for waste reduction and recycling, and the promotion of responsible sourcing practices. I encourage you also to read the Labour Rights Report and the Sustainability Management Approach Report for more details on these topics. Delivering against ambitious sustainability objectives is not straightforward and we will continue to encounter obstacles, however we remain steadfast in our commitment to collaborating with stakeholders to empower people and safeguard our planet for future generations.

Neil Salmon
Managing Director and Chief Executive Officer

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About Ansell

LEADING THE WORLD TO A SAFER FUTURE

For over 130 years, Ansell has delivered advanced protection solutions to people at work and at home, keeping them out of harm's way.

As the safety industry evolves, so does Ansell. We help workers and organisations stay two steps ahead of challenges, from workplace safety to sustainable work practices.

We operate across two business segments:

[LEARN MORE](#)

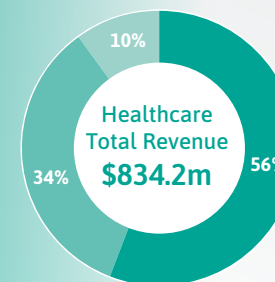
1. Includes single use gloves used by industrial workers in manufacturing, auto repair, chemical, food processing and other industries.



Healthcare Segment

The Healthcare Segment manufactures and markets innovative solutions for a wide range of customers, including hospitals, surgical centres, dental surgeries, veterinary clinics, first responders, manufacturers, auto repair shops, chemical plants, laboratories and life science & pharmaceutical companies.

The portfolio includes surgical gloves, single use and examination gloves¹, and products for life science companies including clean and sterile gloves, garments, and consumables.



■ Exam/Single Use¹
■ Surgical
■ Life Sciences

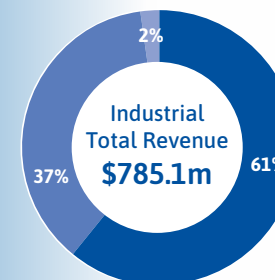
MICROFLEX[®]
TouchNTuff[®]
MICRO-TOUCH[®]
SANDEL[®]
GAMMEX[®]
ENCORE[®]
MEDI-GRIP[®]



Industrial Segment

The Industrial Segment manufactures and markets high-performance hand and chemical protective clothing solutions for a wide range of industrial applications.

Ansell protects workers in industries including automotive, chemical, metal fabrication, machinery and equipment, food, construction, mining, oil & gas, utilities, logistics, and first responders.



■ Mechanical
■ Chemical
■ Others

HyFlex[®]
AlphaTec[®]
ACTIVARMR[®]

EDGE[®]
inteliforz[®]

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Recent Awards



Recognised by Morningstar Sustainability as ESG Top-Rated Companies List for 2024

5th percentile in our Industry (Healthcare)



Awarded EcoVadis Gold Medal in 2024

Top 5% of companies assessed by EcoVadis

Top 2% in our industry category*

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



SEAL Environmental Initiative Award for our SMARTPack™ for surgical gloves

SEAL Sustainable Product Award for our MICROFLEX® 31-103 compostable glove



Frost & Sullivan recognises Ansell as 2024 Global Company of the Year Award in global healthcare supplies industry



Ansell recognised as 'Sustainability Partner of the Year' by Blackwoods at the 2023 Blackwoods Supplier Awards



Ansell receives SA Health's 2023 Environment, Social, and Governance (ESG) Positive Impact Award



Ansell recognised among Financial Times' Asia Pacific Climate Leaders 2024

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 Ansell presence

 Manufacturing facilities

 Corporate hubs

 Click to read what customers say about Ansell's sustainability journey

 Click to read what our people say about Ansell's sustainability journey

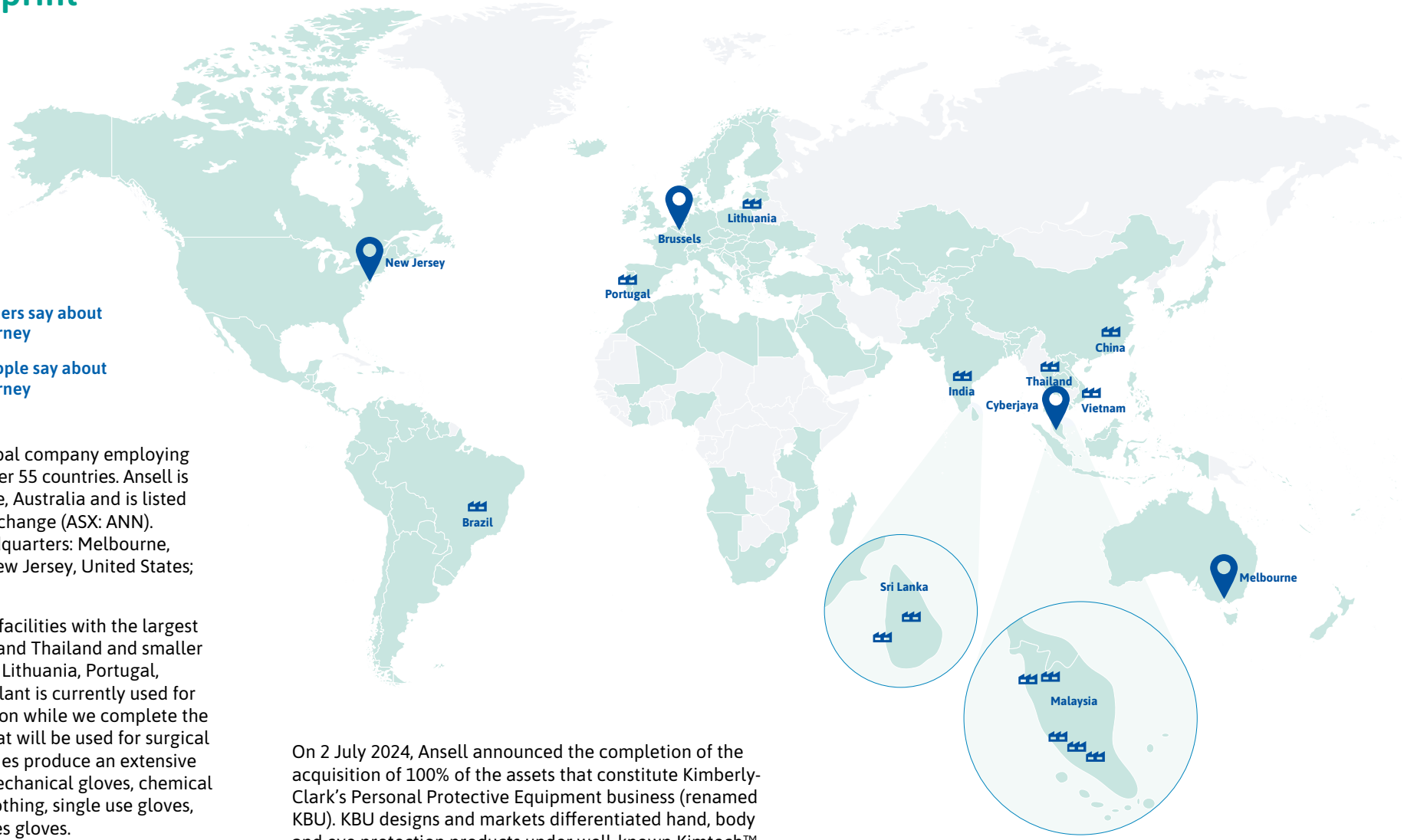
Ansell Limited (Ansell) is a global company employing more than 15,000¹ people in over 55 countries. Ansell is legally domiciled in Melbourne, Australia and is listed on the Australian Securities Exchange (ASX: ANN). Ansell has four corporate headquarters: Melbourne, Australia; Brussels, Belgium; New Jersey, United States; and Cyberjaya, Malaysia.

We operate 14 manufacturing facilities with the largest located in Malaysia, Sri Lanka and Thailand and smaller plants located in Brazil, China, Lithuania, Portugal, Vietnam and India. Our India plant is currently used for surgical packing and sterilisation while we complete the commissioning of new lines that will be used for surgical glove production. These facilities produce an extensive range of products including mechanical gloves, chemical gloves, chemical protective clothing, single use gloves, surgical gloves and life sciences gloves.

We also work with third parties for the supply of selected finished goods, predominantly exam and single use gloves.

On 2 July 2024, Ansell announced the completion of the acquisition of 100% of the assets that constitute Kimberly-Clark's Personal Protective Equipment business (renamed KBU). KBU designs and markets differentiated hand, body and eye protection products under well-known Kimtech™ and KleenGuard™ brands to customers in global Scientific (including Life Sciences) and Industrial segments.

1. Headcount inclusive of Ansell Seremban, formerly known as Careplus, for the first time.



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2040 Sustainability Action Plan

People

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



SAFE AND RESPECTFUL WORKPLACE

- **10% reduction** of Total Recordable Injury Frequency Rate (TRIFR)
- Each operational employee gives at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts
- **Promoting a diverse and inclusive workplace:** At least **40% women** representation in all levels
- Year-on-year progress in implementing **60-hour work week across all Ansell plants¹**
- **100% of direct suppliers** meet Ansell's labour, health and safety standards ensuring decent work for their workers²



SUPPORTING COMMUNITIES

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

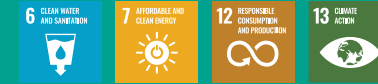
Product

We create products for a safer and better protected world



Planet

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



ZERO CARBON FUTURE

- **Net Zero emissions in our operations³**
- **Reduce dependence on fossil fuels:** 100% renewable electricity
- **Process efficiency:** All manufacturing plants to have certified Energy Management Systems (ISO 50001)
- **Value chain partnerships and policy advocacy** for climate and advancing for transition to zero carbon future
- **Zero waste to landfill** manufacturing plants
- **Material and process innovation/Product life cycle:**
 - Use less fossil materials, and more recycled and bio-based content materials
 - **80% of our new and updated products** are designed with reduced environmental impact
- **Packaging goal:** 100% of packaging material is **recyclable, reusable or compostable**



CONSERVE NATURAL RESOURCES

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

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1. Defined by ILO60. ILO is the International Labour Organization.
2. In-scope suppliers based on Ansell's Supplier Management Framework (SMF).
3. Less than 10% use of offsets.

Tracking against our Sustainability Action Plan

People		
Safe and Respectful Workplace		
Target	KPI Progress	Our actions during the year
10% reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030 (FY23 baseline)	<ul style="list-style-type: none"> 0.949 TRIFR in FY24 (130% increase from FY23: 0.413 TRIFR) 	Ansell has low injury and accident rates, and a long-term trend of consistent improvement. Progress stalled, however, in FY23 and FY24 when rates reverted to those seen in earlier years. Increases were largely due to changes at four plants, including the newly acquired Ansell Seremban, which had a higher accident rate that impacted overall figures. New safety protocols at the site led to over 66% reduction in accidents in FY24. Ansell will only be satisfied with zero accidents and we have applied FY24 lessons learned to improve future performance.
Each operational employee gives at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts	<ul style="list-style-type: none"> 145% safety observation engagement rate 	Our performance more than tripled from our FY21 baseline as we emphasised engagement on-site. This year, we set a new target of 150 ideas for every 100 employees as we continue to foster employee engagement and accountability in the next few years, including through safety tools such as APS and SOTERIA.
Year-on-year progress in implementing 60-hour work weeks across all Ansell plants ¹	<ul style="list-style-type: none"> 9 out of 14 plants are observing and practicing maximum 60-hour work weeks 	This year, both of our plants in Sri Lanka have implemented new shift schedules and monitoring to observe maximum 60-hour work weeks ¹ . In the meantime, all Ansell plants are in compliance with local laws on working hours and rest days, and practice at least one rest day within seven days.
100% of direct suppliers meet Ansell's labour, health and safety standards ensuring decent work for their workers by 2027 ²	<ul style="list-style-type: none"> 72% of in-scope finished goods suppliers are rated 'A' or 'B' 69% of in-scope raw material suppliers (packaging, yarn and liners, latex and chemicals) are rated 'B' 	We measure the compliance of our suppliers against Ansell standards based on suppliers achieving an 'A' or 'B' rating through performance assessments as part of our Supplier Management Framework. This year we raised our standards for 'A' and 'B' rated suppliers, as we continuously benchmark our supply chain standards against best practices and emerging issues. The result is a re-categorisation of some suppliers from 'A' and 'B' to 'C' risk ratings.
Promoting a diverse and inclusive workplace: At least 40% women representation in all levels by 2030	Representation of women: <ul style="list-style-type: none"> 40% at Manager to Associate Director 35% at Director to VP 22% in Executive Leadership 50% on Board of Directors 	Female representation has improved in FY24 at the Associate Director, Director and Vice President (VP) levels – each approaching or achieving the 40% target. We look to sustain our momentum by ensuring a balanced slate of candidates for open positions and focusing efforts on retaining and developing our female talent with programs such as Work on Your Terms and WeCan.

Supporting Communities	
Target	KPI Progress
Responding to the needs of communities with financial and product donations, disaster relief, and employee volunteerism	<ul style="list-style-type: none"> Monetary and product donations to areas of conflict and stricken by natural disasters Project Joy gloves made for 11 workers with differently shaped hands Australian Indigenous Program: Sold 377,558 pairs of gloves in special edition indigenous packaging styles, with monetary donations from each pair of gloves plus additional corporate donations, contributing to funding Indigenous community programs

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

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

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Zero Carbon Future		
Target	KPI Progress	Our actions during the year
Net Zero emissions for our operations by 2040 (2020 baseline)	<ul style="list-style-type: none"> 14% and 6% decrease in Scope 1 & 2 GHG emissions from restated¹ baseline FY20 and FY23 respectively (excluding Ansell Seremban) 64,332MTCO₂e emissions generated from Ansell Seremban, was added to our inventory in FY24, contributing 26% to our total Scope 1 and 2 GHG emissions (250,784MTCO₂e) 	Decarbonisation efforts and a decrease in production drove continued reductions in emissions, with 50% renewables in our energy mix today (excluding Ansell Seremban). FY24 results were tempered by the inclusion of Ansell Seremban in our reporting boundary this year, as the plant is yet to adopt our decarbonisation approach. We are in the process of conducting feasibility studies and preparing investment plans at the plant.
Reduce dependence on fossil fuels: 100% renewable electricity by 2040	<ul style="list-style-type: none"> 31% renewable electricity (excluding Ansell Seremban) 29% renewable electricity (including Ansell Seremban) 	When Malaysia's Green Electricity Tariff was reinstated in May 2024, after a brief suspension, Ansell re-subscribed for a lower volume and purchased additional energy attribute certificates from Malaysia in the form of International Renewable Energy Certificates, ensuring that four plants in Malaysia continue to consume 100% renewable electricity. Including these plants, a total of 7 Ansell plants consume 100% renewable electricity.
Process efficiency: All manufacturing plants to have certified Energy Management Systems (ISO 50001) by 2028	<ul style="list-style-type: none"> 4 out of 14 plants are now certified ISO50001 	Certified three plants in Thailand, Portugal and Melaka in Malaysia in FY24, in addition to our first plant certified in FY23, Ansell Textiles Lanka in Sri Lanka.
Value chain partnerships and policy advocacy for climate and advancing for transition to zero carbon future	<ul style="list-style-type: none"> Formally committed to the SBTi to set science-based net zero targets for our value chain 	Scope 3 represents over 80% of our total GHG emissions. Ansell is actively conducting studies, collaborating with suppliers, and evaluating product lifecycles to establish Scope 3 targets.
Zero Waste to Landfill (ZWL) for all manufacturing plants	<ul style="list-style-type: none"> Maintained 12 of our 14 plants as certified ZWL (2 new plants not yet certified) 	Today, 99.8% of waste generated at Ansell certified plants are diverted from landfill ³ . We are currently implementing our waste management approach in Ansell Seremban. For Ansell Kovai, we will commence its certification process once the plant becomes fully operational.
By 2026, 80% of our new and updated products are designed with reduced environmental impact ²	<ul style="list-style-type: none"> 60% of new and updated products are designed with reduced environmental impact² 	Redesigned six styles, totaling more than 29 million units in sales, to incorporate recycled yarns.
Packaging goal: 100% of packaging material is recyclable, reusable or compostable by 2026	<ul style="list-style-type: none"> 97% of industrial and 100% of healthcare segments' outer case and inner dispenser packaging is recyclable, excluding plastic packaging required to protect product sterility or particulate cleanliness 	We continue to roll-out paper band packaging for mechanical gloves, now accomplishing Forest Stewardship Council (FSC) certification for 67.4% of our styles. This year we reconfigured our SMARTPack™ for sterile cleanroom PPE gloves.
Conserve Natural Resources		
Target	KPI Progress	Our actions during the year
Reduce water withdrawals by 35% by 2027 (2020 baseline) ⁴	<ul style="list-style-type: none"> 13% increase in water withdrawals from baseline FY20⁴ 0.27% decrease in water withdrawals from FY23⁴ 	Delays in operationalising Reverse Osmosis (RO) facilities resulted in increased water withdrawals from our FY20 baseline. While we are working to activate these RO systems in FY25, our target has been extended to 2027 to address these challenges. Ansell Seremban has a fully operational RO facility which already provides 24% of the plant's water needs. Our water stewardship goals focus on high water stress areas. Since Ansell Seremban has already achieved targets set for our other plants, our overall FY20 baseline for water withdrawals and our reduction target will continue to exclude Seremban.
Improved environmental stewardship to reduce depletion and impacts on natural resources	<ul style="list-style-type: none"> 100% sustainable biomass sourced for our high-pressure hot water generators (HWGs) in Sri Lanka 	Ansell worked with UNDP to launch Sri Lanka's first Sustainable Produced Fuel Wood Certification standard (SLS 1551:2016) in 2016. Today, all woodchip suppliers to our plant Ansell Lanka are certified.

1. In accordance with Annex D of ISO 14064-1:2018, Ansell restated our FY20-FY23 reported Scope 1 & 2 emissions to reclassify anthropogenic emissions from our biomass consumption, previously reported separately as biogenic emissions. The emissions factors associated with biogenic emissions have been updated to reflect the factors in IPCC's Sixth Assessment Report (AR6).
2. Made using less fossil-based material and more recycled or bio-based material when compared with gloves of a similar make.
3. FY24 waste metrics excludes Ansell Seremban and Ansell Kovai.
4. FY24 water metrics excludes Ansell Seremban.

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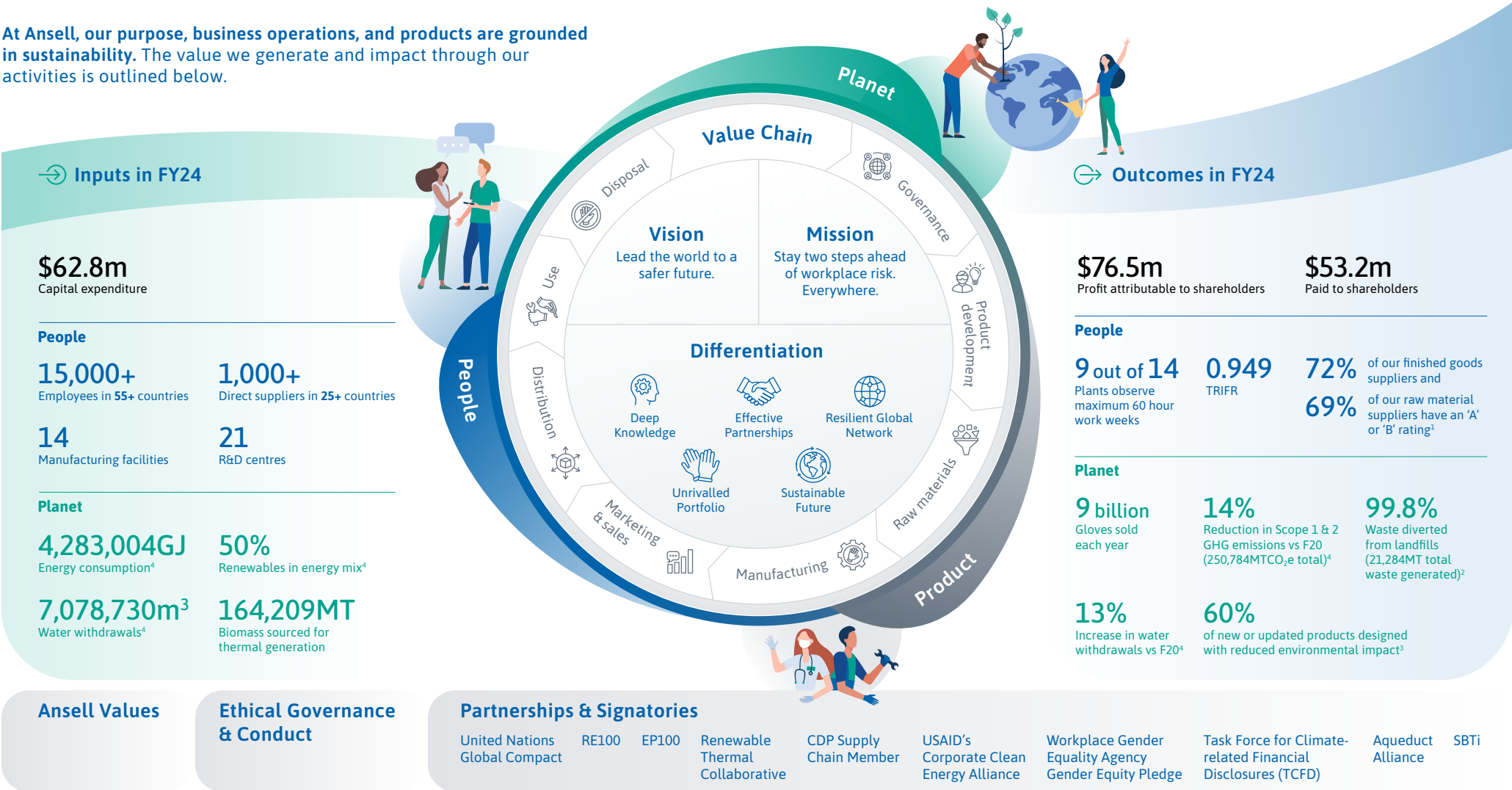
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Value creation model

At Ansell, our purpose, business operations, and products are grounded in sustainability. The value we generate and impact through our activities is outlined below.



1. A or B rating indicates suppliers meet Ansell's labour, health and safety standards.
 2. FY24 waste metrics excludes Ansell Seremban and Ansell Kovai.
 3. Made using less fossil-based material and more recycled or bio-based material when compared with gloves of a similar make.
 4. Emissions, energy and water metrics exclude Ansell Seremban.

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Topics of interest to stakeholders during the year

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. Here, we highlight some of the most common topics raised by our stakeholders this year.

Employees

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

We have multiple touch points with employees on Ansell's sustainability strategies and progress, including town halls, webinars and educational training. We also connect with our people through DE&I activities and regional networks.

Customers

- Product safety, health & environmental impact & claims
- Supply chain transparency
- Product recycling and end-of-life

Our product innovation and solutions, including the recent launch of Ansell Earth, has been of key interest to customers. Our more engaged customers visit our manufacturing sites and identify us as partners who support their sustainability journey.

We also held education and advocacy sessions with certain direct customers and customer industry groups to brief them on our sustainability strategy, including topics such as labour rights and modern slavery. At these engagement sessions, we shared learnings on transparent supply chains, risk assessments and how to engage with supply chain partners.

Investors

- Compliance with environmental regulations
- Carbon footprint reduction strategies
- Transparency in sustainability reporting

We had over 10 direct meetings with investors this year with sustainability as a meeting topic, in addition to existing engagement channels with investors.

Investors are kept informed on Ansell's overall sustainability progress, including our operational Net Zero commitment, and management of modern slavery and labour standards in our operations and supply chain.

Suppliers

- Compliance with environmental and labour standards & regulations
- Ethical sourcing & traceability
- Certification, reporting and audits

We conducted focused activities such as trainings, briefings, workshop sessions and top-to-top engagement to drive our value chain programs on topics ranging from Scope 3 engagement to labour rights due diligence.

Since the launch of the SMF in FY22, we conducted labour rights briefings for more than 350 suppliers. We also formed dedicated working groups for regular engagement with select raw material suppliers to accelerate our Scope 3 ambitions.

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People

We value contributions from our employees to help create safe, respectful and inclusive workplaces.

Contribution
to the
UN SDGs



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Employee health and safety

We are passionate about delivering on our promise to keep workers safe, beginning with our people. As a responsible employer, we continuously look for opportunities to reduce risk in our workplaces and hold ourselves accountable for improving areas where we need to do more.



Targets



10%

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



Each employee at the plant gives

at least one safety improvement idea

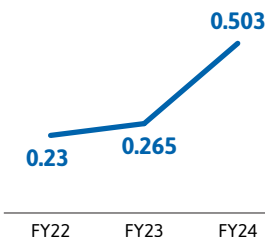
to mitigate near misses, unsafe conditions and unsafe acts

Progress

TRIFR



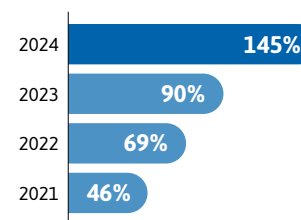
LTIFR



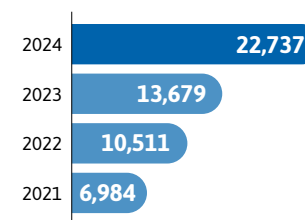
Increases were largely due to changes at four plants, including the newly acquired Ansell Seremban, which had a higher accident rate that impacted overall figures. Read more on the next page.

LTIFR are calculated as lost time injuries per million hours worked. TRIFR are calculated as lost time injuries and medical treatment injuries per million hours worked.

Safety observation engagement rate



Number of safety improvement ideas submitted



i Additional information

- Ansell's 5-Point Safety Charter and an EHS framework establish standards for our health and safety management system. This approach is supported by global standards for High-Risk Tasks (HRTs) and Core Operating Procedures, which cover all employees, contractors, and visitors.
- Ansell's safety management system meets US Occupational Safety and Health Administration (OSHA) and Australian regulatory requirements.
- For further information: **2024 Sustainability Management Approach Report** and **5-Point Safety Charter**.

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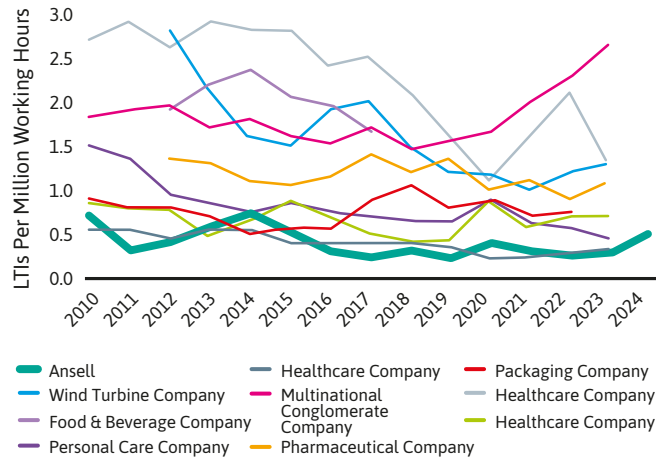
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Ansell LTIFR comparative performance



A comparison of Ansell LTIFR performance against that of comparable market-leading global manufacturers drawn from publicly available website data through June 2024.

Safety performance

Ansell has low injury and accident rates, and a long-term trend of consistent improvement. Progress stalled, however, in FY23 and FY24 when rates reverted to those seen in earlier years. Increases were largely due to changes at four plants, including the newly acquired Ansell Seremban, which had a higher accident rate that impacted overall figures. New safety protocols at the site led to a more than 66% reduction in accidents in FY24. Ansell will only be satisfied with zero accidents and we have applied FY24 lessons learned to improve future performance. Our long-term goal is to achieve a 10% reduction in TRIFR by 2030, using 2023 as our base year. This target underscores our unwavering commitment to eliminating workplace accidents.

Zero Harm program empowers workers to catch safety risks

One initiative introduced in FY24 to address these challenges was the Zero Harm program, which empowers employees to reduce the risk of harm by embracing the concept of 'failing safely'. Failures can stem from poor communication, unacknowledged near miss reports, or performing tasks without proper PPE. Zero Harm teaches employees to address latent conditions, improve behavior, and develop plans to minimise injuries when adverse events occur.

Specific activities within the Zero Harm program support this effort, including:

- **Gemba with Oomph!** designed to serve comprehensive monitoring of existing controls. It also helps in uncovering latent conditions and the underlying causes of unsafe behaviors. Furthermore, 'GEMBA with Oomph' supports providing valuable feedback to site risk assessments, aligning closely with the APS and HOP (Human and Organizational Performance), which are pivotal programs within our plants.
- **'Learn once, learn everywhere'** is a practice that ensures when a risk is identified in monthly reviews at one manufacturing site, learnings are shared with other Ansell sites. A 90-day countdown then begins to ensure that the learnings are executed and reviewed for effectiveness at all sites, as relevant.

- **Leveraging our proprietary AnsellGUARDIAN®** assessments, we were able to draw upon our decades of experience conducting safety assessments in manufacturing environments to ensure our workers were equipped with the right PPE for the jobs and hazards they face. We will repeat these assessments as our manufacturing processes evolve to ensure our workers continue to stay as protected as possible.

Zero Harm is a three-year journey, started in FY24, which has three main focus areas:



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Maintaining **Consistently** safe workplaces through safety reporting



We aim for all plant employees to contribute at least one improvement idea to mitigate near-misses, unsafe conditions and unsafe acts. In FY24, we report a 145% safety observation engagement rate, representing 22,737 submissions from employees over the year, up from 13,679 during FY23. For FY25, we have set new site-based targets to increase the number of employee safety-related observations. We believe that seeing workplace risks early allows us to stay ahead, and eliminate risks before they cause harm. It is also a great indicator of workplace engagement and understanding of EHS.

Introducing a human-centric focus to **Build Resilience**



In FY24, we introduced a new dimension to workplace health & safety management at our manufacturing sites by incorporating a science-based Human and Organisational Performance (HOP) approach to incident investigation and mitigation. Built on a complementary foundation of employee insights and leadership learning, the HOP approach unearths behaviours driven by latent conditions underlying safety incidents and helps employees and managers understand the behaviours that result in accidents. A series of workshops with plant leaders in FY23 to discuss the importance of addressing the context that drives risk behaviours and mistakes instead of correcting incidents in isolation paved the way for introducing HOP as part of our FY24-FY26 workplace safety plan.

Delivering safety improvement and Cultural Transformation through the Ansell Production System



We introduced an Environmental, Health & Safety (EHS) pillar into our game-changing Ansell Production System (APS) initiative in FY23 and have now incorporated HOP principles into the EHS pillar. Daily engagement activities and existing safety methodologies such as *Gemba with Oomph!*, Learning Teams and leading indicator reporting are an integrated part of our production system as we aim for zero losses through 100% engagement of our workforce. Building upon Ansell's existing management systems and safety knowledge, our EHS pillar enables quicker implementation of learnings and best practices.

HOP was embedded into APS in FY23, and in FY24, we began the deployment of the EHS pillar to select sites. With the introduction of the EHS pillar into APS, we have delayed implementation of the SOTERIA¹ safety tool to FY25.

Improvements to Employee Transport Policy

Thirty-nine Ansell employees and their driver were involved in a serious bus accident in September 2022. Ansell's health and safety team investigated the root causes of the incident, and all plants received guidance on reviewing employee transport safety risks. Ansell has learned valuable lessons from this incident and we have developed new guidelines that are now formally part of our labour risk assessment. Plants providing transport to employees are now required to inspect the buses regularly, and seatbelts, GPS trackers and dashcams are mandatory for Ansell employee transportation.

1. SOTERIA app enables easier and faster ways for employees to report safety and hazard-related concerns and improvement ideas, via their mobile devices across our workplaces.

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Labour Rights

Every employee has a right to decent work, where productivity can thrive in conditions of freedom, equity, security and human dignity. Ansell is committed to upholding safe, respectful and inclusive workplaces to protect the rights of our employees and workers throughout our supply chain.

Targets



Year-on-year progress in implementing
60-hour work weeks
across all Ansell plants¹



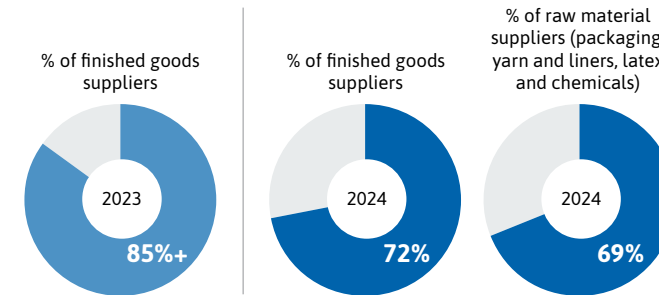
100%
of direct suppliers **meet Ansell's labour, health and safety standards** ensuring decent work for their workers by 2027²

Progress

No. of Ansell plants observing and practicing maximum 60-hour work weeks



% of in-scope² suppliers rated 'A' or 'B'
indicating they meet Ansell's labour, health and safety standards ensuring decent work for their workers



The change in % of suppliers rated 'A' or 'B' is a result of Ansell raising our performance assessment standards to benchmark our supply chain standards against best practices and emerging issues.

1. Informed by the ILO standards on hours of work and weekly rest, and the Ethical Trade Initiative (ETI) Base Code Clause 6.

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

i Additional information

- Ansell's human rights commitment is made in accordance with the Universal Declaration of Human Rights. Ansell aligns with the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Core Conventions.
- Ansell's labour right commitments are outlined in our Global Code of Conduct, Labour Standards Policy, Human Rights Statement and Responsible Sourcing Policy and Supplier Code of Conduct for supply chain.

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In this Report, we communicate a summary of FY24 activities in our operations and supply chain. A full account is reported in our annual 2024 Labour Rights Report (and Modern Slavery Statement).

[LEARN MORE ↗](#)

Ansell is committed to making a meaningful and measurable impact to improve the lives of our workers and mitigate risks of modern slavery. Over years, Ansell has progressed our efforts on labour rights in our operations and supply chain. We are continuously elevating our frameworks and strategies.

Progressing international standards on working hours

We recognise the impairment excessive working hours can have on workers' safety and overall health. Therefore, all our Ansell plants operate with a minimum one rest day a week and all overtime hours are offered on a voluntary basis. Additionally, at many of our plants we operate within a 60 hour maximum working week and our ambition is to achieve this for all our Ansell plants in the coming years. Maximum 60-hour work weeks for production workers are defined as including regular working hours and overtime, informed by the ILO standards on hours of work and weekly rest, and the Ethical Trade Initiative (ETI) Base Code Clause 6.

This year, both of our plants in Sri Lanka have implemented new shift schedules and monitoring to observe maximum 60-hour work weeks, progressing our achievement to 9 out of 14 plants, representing over 60% of workers observing and practicing 60-hour work-weeks. Our focus will be on implementing a 60 hour maximum working week across all our Malaysian and Thai plants in the coming years. In the meantime, all Ansell plants are in compliance with local laws on working hours and rest days, and practice at least one rest day within seven days.

In addition to monitoring working hours, we know that wages earned for production and shift-based work can rely heavily on the number of hours worked. Therefore, Ansell regularly reviews remuneration and benefits offered to workers to support their wellbeing. We pay at least minimum wage at all Ansell plants and we also use living wage assessments as an input to these reviews. We are currently updating our assessment of how cost

of living changes have affected living wage levels across our manufacturing countries to ensure that our remuneration and benefits meet market standards.

Prioritising early detection of potential labour rights risks at our plants

Ansell has established procedures for all plants to implement our labour standards, and we prioritise the rapid early detection of risks. Our risk and control assessment process requires plants to consider and identify risk factors associated with Ansell's worker hiring and engagement process, operational practices that may lead to potential violations of Ansell's labour standards, and current controls in place to reduce likelihood or probability of labour policy violations. This process has been a useful education tool to build accountability and shared ownership within plants, and has supported the early identification and resolution of high-risk activities, supplementing our audit program.



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At our plants, we practice transparent and two-way employee engagement through various channels as this is crucial for early detection of risks. Ansell workers have access to internally and externally managed grievance mechanisms, including internal channels via HR Shopfloor Corner and direct interaction with HR, and external channels managed by LRQA at six plants (called Suara Kami in Malaysia, Xiang Shou in China and Nossa Voz in Brazil). Our aim is to ensure employees are able to raise any issues that they encounter easily and without fear of retaliation.

In FY24, all grievances reported and recorded through internal mechanisms and LRQA-managed channels have been investigated and closed, with corrective actions undertaken where relevant.

Workers can also communicate collectively to Ansell management through unions and / or worker representatives available at the plants. As at 30 June, more than 78% of workers are covered by worker committees, worker-appointed representatives, unions and/or collective bargaining agreements at 12 out of 14 plants.

Engaging with workers through these forums has been instrumental in maintaining healthy industrial relations and meaningful social dialogue across all Ansell manufacturing plants.

Supply chain due diligence

Due diligence activities of prospective suppliers includes communication of Ansell's standards to the supplier via our Supplier Code of Conduct, completion of self-assessment questionnaires (SAQs), and where required (based on criticality to the business), a second-party audit

or provision of recent audit results. Prospective suppliers need to satisfy all our screening requirements and show a commitment to and compliance with Ansell's labour standards. Ansell has a structured procedure for investigating issues that may arise during assessments. Throughout this process, any concerns are escalated as needed to ensure thorough review. The findings are ultimately shared with the Ansell Labour Rights Committee (LRC) for approval.

Once a new supplier is onboarded, in-scope suppliers are integrated into our Supplier Management Framework, which implements additional processes to address areas of highest risk by monitoring and evaluating their compliance with our Supplier Code of Conduct. Since the launch of the SMF, we have completed engagement activities for over 350 of our in-scope suppliers, and completed assessment activities (audits and/or SAQs) of more than 90% of our in-scope direct suppliers from high risk countries.

Performance assessment of our supply chain

Our risk rating and escalation processes are instrumental in encouraging in-scope suppliers to accelerate close-out of high risk non-conformances, and inform internal decision-making and action for high risk cases through our escalation process. Since the launch of the SMF, we have been working with high risk suppliers to

complete remediation and rectification of historically systemic non-conformances in the industry and country of sourcing. Some of these issues are often complex and require extended time to close due to the need for engagement sessions with multiple stakeholders, second and third-party investigations, and allocation of resources for remediation. During this time, we monitor the status and progress of corrective actions and check-in frequently with suppliers to ensure our standards were met. While we have observed marked progress, certain non-conformances related to social insurance and local overtime law violations continue to persist with some suppliers. As a result of some of these continued challenges, this year we have escalated the severity categorisation of non-conformances related to social insurance and overtime, thus raising our standards for 'A' and 'B' rated suppliers. This demonstrates Ansell's commitment to continuously benchmark our supply chain standards against best practices and emerging issues. This change in standards resulted in a re-categorisation of some suppliers from 'A' and 'B' to 'C' risk ratings. This year, 72% of finished goods suppliers were rated 'A' or 'B'. Although this puts us temporarily further from our target, we have raised the bar towards alignment with leading practice standards.

In FY22, we began performance assessment of our raw material suppliers, beginning with packaging and natural latex categories, and progressing to yarn, synthetic latex and chemicals categories in FY23. In FY24, we also re-categorised our raw material suppliers based on our revised performance assessment criteria. Today 69% of raw materials were rated 'B', up from 'C' ratings.

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In focus: Onboarding packaging suppliers onto our Supplier Management Framework

In FY23, Ansell began on-boarding in-scope packaging suppliers, representing over 90% of our packaging supplier base and spend, onto our SMF. We conducted supplier engagement sessions, second and third-party audits, and distributed self-assessment questionnaires. These efforts allowed us to identify suppliers committed to meeting Ansell's labor rights requirements as well as those with non-conformances to our labour rights policies.

During this period, we were in the process of rationalising suppliers across our supply chain, and leveraged the tender process for new and existing suppliers to incorporate stricter labour rights requirements. We discovered that many packaging suppliers were unwilling to engage with Ansell to improve their labour practices. Unlike the glove industry, the packaging sector has faced minimal scrutiny for labour rights issues. Since the packaging industry has largely not experienced financial or supply chain pressure to improve labour practices, many had little interest in engaging with Ansell to work in good faith to improve working conditions in their operations and supply chain. Ansell chose not to renew contracts with 25 suppliers that showed no willingness to improve working conditions.

We have been working with suppliers who align with our expectations to deliver complete remediation as a priority. After a successful pilot run of our engagement and recruitment fee remediation support program for finished good suppliers, we expanded our efforts to our packaging suppliers where we identified risks related to recruitment fees. We identified over 750 workers employed by our packaging suppliers who had paid unjust recruitment fees to secure employment. We provided support through shared learnings from our operational remediation program; however, where needed we have also been helping to ensure suppliers have sufficient funds for timely completion of remediation. For suppliers needing assistance in securing funds for these reimbursements, Ansell has provided support by agreeing to make advance payments on future packaging orders. To date, more than USD \$700,000 has been disbursed to more than 750 affected workers. We conduct regular check-ins with these suppliers to ensure they fulfill their remediation commitments.

Ansell remains committed to advancing labour practices with our suppliers through meaningful action. In line with human rights expert recommendations and the United Nations Guiding Principle 19, we do not automatically terminate supplier contracts based on allegations of labor rights violations. Instead, we focus on engaging with the executive management teams of our existing suppliers and offer to upskill their organisations to develop the knowledge and capabilities needed to meet Ansell's expectations in line with international frameworks.

Responsible Glove Alliance (RGA)

Ansell is one of seven founding members of the Responsible Glove Alliance, launched in 2022 to address escalating labour and human rights issues in the Malaysian rubber glove industry. Since the launch, we have been attending regular meetings with fellow RGA members. One of the goals of the RGA has been to work towards a consistent and consolidated audit standard to ensure onsite compliance verification against the RGA standards and International Labour Organization (ILO) Forced Labour Indicators. At its inaugural annual membership meeting in September 2023, the RGA unveiled a preliminary draft of its new audit and risk assessment approaches. This draft was shared with over 200 attendees, including representatives from government, regulatory bodies, finished goods manufacturers, and raw material and packaging suppliers. The meeting also addressed key topics such as navigating legislation affecting the glove-making industry, identifying supply chain risks, and strategies to enhance the RGA's impact.

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Employee engagement and Diversity, Equity & Inclusion

Ansell employees make up a vibrant global community, leading the world to a safer future. We strive to create a workspace where our employees feel they can belong, thrive, and achieve career success.



Target



40%

women representation in all levels by 2030



Progress

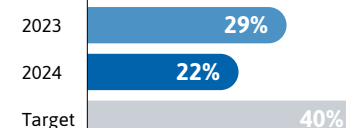
Women at Director to VP



Women at Manager to Associate Director



Women in Executive Leadership



Women on the Board of Directors from 2020 and beyond



i Additional information

- Ansell's Diversity, Equity and Inclusion priorities are outlined in our DE&I Policy and Global Code of Conduct.
- Ansell is a signatory to the Workplace Gender Equality Agency gender equity pledge.
- For further information: **2024 Sustainability Management Approach Report**.

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Employee engagement

Measuring employee engagement provides valuable insights into various aspects of the experience of working at Ansell, including leadership, rewards, and work-life balance. We continuously aim to improve our employee engagement scores because we recognise that enhanced engagement is directly correlated with better financial performance, higher quality, and improved safety outcomes.

This year, Ansell initiated a restructuring program to better align our business with the evolving market and our long-term goals, such as enhancing efficiency through increased automation. While this organisational change initially impacted employee morale in the first half of

Leadership Summit

The Launchpad for Growth Leadership Summit, held in October 2023, brought together nearly 100 new and existing Ansell leaders for the first time since 2019, prior to the COVID-19 pandemic. The objectives for the Leadership Summit were to bring leaders together to clarify new organisational responsibilities; align on our strategic plan and areas of differentiation; and define our new values to drive Ansell's culture.

FY24, our dedicated HR teams and people managers implemented change management programs and communicated the necessity of these changes to their teams – leading to more positive feedback from employees in FY24 H2. For more details, please refer to our Annual Report 2024.

Change Management programs

As a result of the introduction of a new organisational structure and insights from our FY23 employee engagement survey, we introduced a comprehensive Change Management program for employees in FY24. Ansell offered externally-led Change Management sessions and workshops in November, December and June of FY24 to assist employees and managers in effectively leading and navigating change. Two-hour masterclass sessions for employees on 'How to Navigate Change' provided coaching to employees on navigating uncertainty, understanding the emotions that change can create, and understanding how these skills are key to building an 'agile mindset' and greater resiliency. More than 390 employees participated in these masterclass sessions. Three-hour 'Leading Change' workshops focused on techniques managers can use to communicate and lead effectively during change. More than 190 managers learned techniques to help their teams build confidence, broaden their perspective-taking to empathise and anticipate questions from their teams, and discover ways to identify hidden resistance and mediate conflict.

Employee wellness

Our wellness programs continue to evolve to meet the changing needs of employees. Globally, we offer impactful training on topics such as changing habits, managing stress and preventing burnout, and change fatigue.



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Our digital Headspace app provides articles, videos and training on better sleep, meditation, mindfulness, and ways to ensure good mental health. Some of the most popular courses taken by Ansell employees include 'Letting Go of Stress', 'Soundscapes for Better Sleep', and 'Approaching Birth', which reviews techniques to help prepare the mind and body for childbirth. To ensure employees could continue to access these programs following their initial roll-out in early FY24, new sites were launched on our intranet for 'Managing Team Stress for Optimal Performance' and 'Change Fatigue.' Complementing these global resources, local programs offer an array of resources and webinars on physical, mental and financial wellbeing.

Pulse Survey

Following our programs detailed earlier on helping employees navigate change, we launched an Engagement Pulse survey to our professional population to assess the impact of restructuring and other actions on employee perspectives and engagement. Overall engagement scores remained unchanged at 58%, with increased engagement among senior leaders.

Diversity, Equity & Inclusion

At Ansell, we are committed to fostering an inclusive workplace culture where diversity can thrive and every person, regardless of their background, identity, or experiences, feels valued, empowered, supported, and has a sense of belonging.

Progress on representation of women

Female representation has improved in FY24 at the Associate Director, Director and Vice President levels – each approaching or achieving the 40% target. We look to sustain our momentum by ensuring a balanced slate of candidates for open positions and focusing efforts on retaining and developing our female talent with programs such as 'Work on Your Terms' aimed at empowering career planning for 24 female leaders, and 'We Can' for career coaching and development to select female leaders in Sri Lanka.

'We Can'

Career coaching and development to select female talent in operations



Regional actions on DE&I

In FY24, our global DE+I team and Regional DE+I networks experienced remarkable momentum around training, awareness-building, and 'safe space' discussion forums. They successfully launched unique and non-traditional programs this year such as our 'Real Talk' series, a global series of discussion forums fostering inclusion through open dialogue. The first in the series, #InspireInclusion, centered on gender issues, initiating important conversations.

Our regional networks also play a crucial role in promoting inclusive behaviours and DE+I awareness.

Overall, Ansell experienced a notable increase in both in-person and virtual participation from employees in DE&I events during FY24. Employees provided valuable feedback on future focus areas, highlighting a growing commitment among employees to foster an inclusive and equitable workplace culture.

Building inclusive behaviours

We deploy and reinforce inclusion training throughout the employee lifecycle. All new hires participate in unconscious bias and inclusion training. People managers engage in 'Leading Inclusively' workshops, and hiring managers are required to complete inclusive hiring training. Furthermore, individual contributors will participate in our 'Acting Inclusively' program.

Through our 'Global Inclusion' course, employees complete an inclusive behaviour self-assessment, which helps employees understand how inclusive they are across several dimensions. Building off the self-assessments, we offer an interactive 'Insights to Action' workshop to help employees understand and commit to specific actions for increasing their degree of inclusivity. To date, nearly 600 employees have participated in the 'Insights to Action' workshops.

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Community

Ansell has a long history of supporting communities where our employees live and work, as well as regions devastated by civil unrest or natural disasters.

Contribution
to the
UN SDGs



Community

Community engagement and investment

Supporting communities is part of our social responsibility and deeply connected to our vision to lead the world to a safer future. Whether it's through product donations, financial support, or volunteer events – when people are in need, we do what we can. Often, donations from Ansell make a life-saving difference.



Humanitarian Aid

When disaster strikes, we deploy personal protection equipment and financial donations to support front-line efforts.

Caritas, assisting vulnerable people in Ukraine's conflict zones

Our donation of \$100,000 to Caritas Ukraine for relief in the Ukraine brought medicines, food and material aid to people in over 50 conflict zones spread across the country.

The Israel and Occupied Palestinian Territories Appeal

Ansell made a \$100,000 donation to the Australian Red Cross in FY24 to support the Israel and Occupied Palestinian Territories Appeal. This donation funded aid to both Israeli and the Palestinian territories through established local emergency services organisations.

Ansell continues to wish for peace and stability in all countries currently facing the devastating consequences of conflict and war.

Product donations for disaster relief

The global climate crisis is impacting more communities than ever before. In the aftermath of extreme flooding, Ansell brought relief through product donations in both Italy and Brazil.

Flood recovery in Italy

In May 2023, over 20 rivers burst their banks in Italy's northern Emilia-Romagna region, prompting 300 landslides, ravaging 400 roads and flooding 42 municipalities. Moving quickly to assist, Ansell mobilised product donations to the Italian Red Cross in Forli, providing donations of critical PPE to protect volunteers during cleanup efforts in the catastrophe's aftermath.

Aiding Brazil's flood recovery

In June 2024, Rio Grande do Sul, a southern state in Brazil, experienced its most severe flooding in 80 years, impacting over 1.45 million residents, causing more than 170 fatalities, and leaving thousands homeless. Ansell Brazil employees mobilised a donation of PPE to the Fire Department in Porto Alegre City, which played a crucial role in protecting first responders during their rescue operations.

i Additional information

- Ansell's core values are outlined in our Global Code of Conduct and we approach community engagement and investment in line with these outlined principles.
- For further information, see our [2024 Sustainability Management Approach Report](#).

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Volunteerism

Ansell employees are active in their communities. Employees in our Melbourne office partnered with Foodbank Victoria, which works to alleviate hunger by distributing food to those in need. This is one the ways our employees are making a big difference across the Ansell world.

Australian Indigenous Program

Started in FY22, Ansell's Australian Indigenous Program reflects our commitment to diversity, inclusion and allyship to improve the lives of Australia's First Nations peoples. We selected non-profit ONELAND as the beneficiary of monetary donations from each pair of gloves sold of our HyFlex® 11-840, 11-528 and 11-561 products in Australia, plus additional corporate donations. As of June 2024, the ANZ Team has sold 377,558 pairs of special edition Indigenous packaging HyFlex® gloves styles.

In addition, in FY24 Ansell funded Indigenous Dance and Didgeridoo cultural sessions held at schools and community centres in New South Wales.



View a short video of one of the multigenerational Indigenous Dance and Didgeridoo events coordinated with support from ONELAND in FY24

In FY24, Ansell was awarded the Inaugural Sustainability Partner of the Year Award by Blackwood's, our largest industrial segment customer in Australia. Ansell was selected based on its recyclable product content, end-to-end product lifecycle, recyclable packaging and waste reduction, and community partnerships with a focus on Indigenous products and organisations.



Repurposing production waste for good

During the year we established a partnership with Geomax Rubber, a Malaysia based company that upcycles rubber products, to transform our pre-consumer glove waste into flipflops that will be donated to community centres, orphanages and schools in the Asian countries where Ansell operates. The first 600 pairs of flipflops were produced in June 2024 and production will continue into FY25. Learn more about how this partnership with Geomax is diverting waste from landfills in the Waste section of this report.

Project Joy

Through Project Joy, we extend our commitment to DE+I to the products we create and help workers stay safe by manufacturing unique, custom-fitted gloves for individuals with differently shaped hands.

Each glove we produce begins with photos of the individual's hands, measurements, and sketches. Custom knitting and formers (the molds that gloves are made on) are required for more complex hand shapes. Our R&D Product Development teams take great pride in every glove that goes out the door to recipients who have previously needed to rely on poorly fitting or no hand protection.

Since the start of Project Joy in 2016, Ansell has produced gloves for 35 workers at 30 companies, and our program continues to grow. In FY23, we produced gloves for 17 workers at 14 companies. In FY24, we completed gloves for 11 workers at 26 companies, with 20 orders still in progress.

We provide Project Joy gloves at no cost, and we continue to provide the gloves as long as the end user needs them. This is one more way that Ansell is helping workers stay two steps ahead of workplace risks.

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

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We partner across our value chain on technical solutions to reduce our impacts on nature.

Contribution
to the
UN SDGs



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Energy and emissions

PPE manufacturing is energy and emissions intensive by nature. Ansell is committed to transitioning our energy use towards a zero-carbon future.

Targets



Net zero emissions in our operations

by 2040 with a mid-term target of 42% reduction by 2030 (FY20 baseline)

In FY24, we added Ansell Seremban to our inventory and restated our FY20 GHG emissions target baseline to include Ansell Seremban in the boundary, in accordance with GHG Protocol and ISO 14604. Emissions from Ansell Seremban accounted for 26% of our total Scope 1 & 2 GHG emissions in FY24. We are in the process of conducting feasibility studies and preparing investment plans at the plant. Read more on the next page.



100%

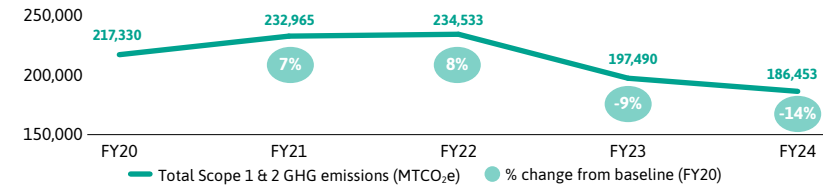
Renewable electricity by 2040



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

Progress

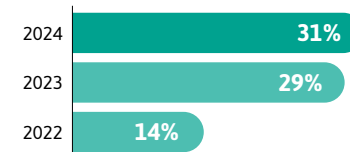
% Scope 1 & 2 GHG emissions reduction from baseline (FY20)¹ excluding Ansell Seremban



Scope 1 & 2 GHG emissions (MTCO₂e) (including Ansell Seremban)

	FY20	FY24
Scope 1 emissions (MTCO ₂ e)	175,135	173,100
Scope 2 emissions (MTCO ₂ e)	106,526	77,684
% contribution from Ansell Seremban to Ansell's total Scope 1 & 2 inventory	23%	26%

% renewable electricity



A total of 7 Ansell plants consume 100% renewable electricity. With the inclusion of Ansell Seremban in FY24, our % renewable electricity consumption is 29%. Read more on the next page.

No. of plants with ISO 50001-certified energy management systems

1	4
FY23	FY24

Ansell has formally committed to the SBTi to set science-based net zero targets for our value chain

1. Ansell has restated our reported Scope 1 and 2 GHG emissions from our baseline year (FY20) to FY22 due to reclassification of methane and nitrous oxide emissions generation from our biomass consumption. For more details, please refer to Appendices in this report.

i Additional information

- 11 Ansell plants have implemented ISO 14001-certified Environmental Management Systems. By 2028, all plants will have ISO 50001-certified energy management systems.
- For further information, see our [2024 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

Ansell

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Our progress

Ansell's decarbonisation strategy has three primary focus areas:



Transitioning from fossil fuels to renewable energies



Innovation in manufacturing processes, products and circularity



Collaboration through value chain partnerships and policy advocacy

Decarbonisation of our new plant, Ansell Seremban

In FY23, Ansell acquired a new plant in Seremban, Malaysia and we spent the past year completing the plant's transition to Ansell's management systems. This included analysing the plant's energy and emissions data to prepare the plant's management systems and infrastructure for installation of our decarbonisation projects.

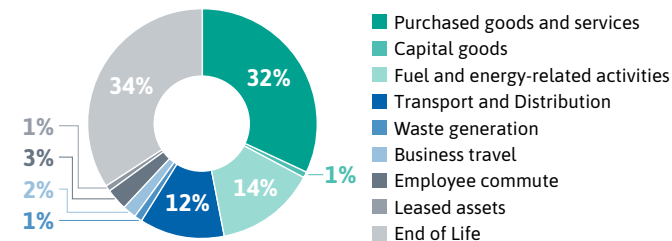
In FY24, we added Ansell Seremban to our inventory and restated our FY20 GHG emissions target baseline to include Ansell Seremban in the boundary, in accordance with GHG Protocol and ISO 14604. Currently, the plant contributes to 26% of our total Scope 1 and 2 GHG emissions.

The plant is yet to fully adopt Ansell's approach towards operational decarbonisation, including renewable electricity and renewable sources of thermal energy. We are in the process of conducting feasibility studies and preparing investment plans at the plant.

Ansell commits to SBTi to set science-based net zero targets for our value chain

Ansell has formally submitted its letter of commitment to the Science Based Targets initiative (SBTi), which confirms our intention to set 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.

FY23 Scope 3 Emissions by Category



Scope 3 represents over 80% of our total GHG emissions. Since completing our inventory calculations in FY22, we have been investigating key activities that contribute significantly to our Scope 3 to assist us in setting our Scope 3 targets. This includes continuing work on reducing the end-of-life impact of our products and increasing use of recycled and bio-based content materials in our products. Read more in our 'Innovation and product stewardship' section of this report.

We have also been engaging with our supply chain to align with finished goods, raw material and other suppliers who are also committed to reducing their operational emissions. Since FY22, we have been onboarding in-scope suppliers onto Carbon Disclosure Project (CDP) Supply Chain Program. Today, we have onboarded 73 direct suppliers from finished goods, raw materials and logistics categories (FY22: 32 suppliers).

We use the CDP Supply Chain Program as a key tool to monitor our suppliers' performance data and commitments year on year, and to benchmark their efforts against the same global standards Ansell reports against as Ansell is a long-time reporter to CDP's Climate and Water questionnaires. Our supply chain partners are in various stages of maturity when it comes to climate action and reporting and onboarding them to the CDP Supply Chain Program has given us greater visibility into their performance. Today, a little more than 30% (based on spend data) have Scope 1 and 2 reduction commitments. CDP specialists and Ansell teams have co-hosted several webinars and training sessions for suppliers on data quality improvement, reporting methodologies, the latest insights on carbon reduction activities, and emerging regulations. We also conducted workshops with select raw material suppliers to foster collaboration and share learnings on climate action. This year, more than 50 suppliers attended these sessions.

We will continue to drive our suppliers to establish their own science-based targets by 2030 and engage with them to ensure we achieve our corporate Scope 3 Net Zero target.

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Renewable energy initiatives

Ansell plants continue to transition away from fossil fuels to renewable sources of energy. Through dedicated investments, we have focused our renewable energy initiatives across three areas: biomass powered high-pressure hot water generators, solar photovoltaic (PV) systems, and renewable grid electricity. Today, excluding our new plant Ansell Seremban, 50% of our energy use comes from renewable sources (FY23: 51%).

Renewable electricity

31%¹ of electricity consumed across our operations was generated from renewable sources (29% in FY23). Ansell purchases energy attribute certificates through the Malaysian Government's Green Electricity Tariff (GET) program for Malaysian manufacturing plants¹. The program was temporarily suspended from December 2023 to May 2024. Following the reinstatement, Ansell renewed our subscription for a lower volume which now takes into consideration operational changes. Therefore, we purchased additional certificates under International Renewable Energy Certificates (iREC) to achieve 100% renewable electricity at these plants during FY24.

Today, 7 Ansell plants consume 100% renewable electricity.

RE100

°CLIMATE GROUP



RE100's mission is to accelerate change towards zero carbon electricity grids globally by 2040. Aligned to this, Ansell has committed to sourcing 100% renewable electricity across our entire operations by 2040.

Solar PV installations

During the year, we progressed the rollout of Sri Lanka's largest single-site rooftop solar photovoltaic system, with 2.2MW of a planned 7.04MW capacity installed to date. While this project is slightly delayed due to external factors such as weather events, the project is expected to be completed with enough time to help us achieve our 2030 interim target.

Renewable thermal energy

Increasing the use of renewable thermal energy is central to our GHG reduction. Thermal energy generation from biomass based technology is more complex and more capital intensive than traditional fossil fuel technologies. It also has a less developed upstream supply chain. We are working in both of these areas to develop solutions, working with global partners, across a wide range of countries. Short term, this is challenging as we need to learn more about this new technology. Long term, however, we expect to see gains that drastically reduce our GHG footprint. We intend to use this learning to support decarbonisation across our industry.

We continue to make progress on transitioning fuel used to power our high-pressure hot water generators (HWG) to carbon neutral sources. Energy generated from biomass is a carbon-neutral alternative to power our manufacturing facilities' high-pressure hot water generators. Ansell's investment in this technology has substantially reduced the emissions generated from fossil fuel based boilers in FY24. However, we have encountered persistent challenges in trialling this new technology.

To address these challenges we have upgraded our equipment at each plant. We have commissioned a replacement boiler to replace the inefficient biomass boiler in Thailand, which will be operated by a third party to maximise efficiency and reliability. In Sri Lanka, we upgraded an inefficient pumping system. We also reached a significant milestone when 100% of biomass suppliers to Ansell Lanka in Sri Lanka were certified against Sri Lanka's first Sustainable Produced Fuel Wood Certification. Read more in the Biodiversity section of this report.

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1. Excluding Ansell Seremban.

Improving energy efficiency

In FY24 we achieved ISO 50001 certification for Ansell manufacturing facilities in Thailand, Melaka in Malaysia and Portugal. This builds on our first plant certification for Ansell Textiles Lanka (ATL), Sri Lanka, in FY23.

This internationally recognised standard sets out a rigorous approach to efficient energy management.

The certification process required a significant commitment from each plant, combining leading-practice energy management, monitoring, and awareness to generate energy savings and minimise energy wastage. Each plant was required to perform a detailed energy mapping exercise to identify energy sources, establish governance and accountabilities for energy monitoring, undergo energy training and conduct multiple energy audits. Through this process, staff onsite exposed hidden energy issues and identified process efficiencies and possible energy saving opportunities. The ISO 50001 certification will help sites to establish stronger energy targets and improve their energy management systems, providing a foundation to drive continuous improvement.

CLIMATE GROUP EP100

EP100 aims to accelerate energy efficiency through energy-smart businesses. In 2022, Ansell joined the Climate Group's EP100 initiative and committed to implement Energy Management Systems (ISO 50001) at all plants by 2028, which requires driving plant-wide awareness and senior management accountability for energy productivity improvement.

Realising energy efficiency through ISO 50001 implementation

Ansell Textiles Lanka (ATL) in Sri Lanka was our first plant to complete ISO 50001 certification. Under the energy efficiency management system, the plant moved away from ad hoc and traditional project-based approaches to incorporating energy saving and efficiency actions into daily operational activities and reinforcing an energy-focused culture. After one year of implementation, we saw a 6% reduction in energy intensity¹ in our operations, primarily resulting from improved energy efficiency of machinery and equipment used in glove knitting and yarn covering processes. Using the outcome of energy intensity studies, the main initiatives we completed this year were to reduce compressed air pressure and generation by resizing the pipe network and updating the control valve arrangement, and manually modifying set points to reduce energy intensity of air conditioning units. Enhancing the energy efficiency of manufacturing equipment used daily generates important long-term savings for the plant and impacts the carbon footprint of our product lifecycle.

1. Energy intensity is calculated per kg and pair of products manufactured.



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Climate risk

Ansell acknowledges the impact of manufacturing on our climate and is committed to supporting positive climate action.



Our progress

A FY24 review of our climate risk assessment indicated that our risk profile has not materially changed since FY22. That analysis identified our highest priority physical risks and opportunities and guided our decarbonisation strategy. We continue to monitor our climate-related risks and opportunities annually to identify whether we need to update our disclosure or strategy, and report annually through the Climate Disclosure Project (CDP). For our full Task Force on Climate-related Financial Disclosures (TCFD) report, please see page 46–50 of

Ansell's 2022 Sustainability Report, our Director's Report in Ansell's 2024 Annual Report, and our annual CDP Climate submission.

Our future climate reporting plans

In the coming years, Ansell will be subject to mandatory climate-related disclosures under the incoming Australian Sustainability Reporting Standards (ASRS) and the EU Corporate Sustainability Reporting Directive (CSRD). These standards will require a step-change in reporting; to prepare, we have established a cross-functional working group with team members from various Ansell business units including sustainability, finance and reporting.

Our actions against the TCFD Framework

Governance	Strategy	Risk management	Metrics and targets
The Sustainability & Risk Committee and Audit & Compliance Committee, with the support of the CEO and ELT, report regularly to the Board on progress and updates to Ansell's climate change strategy and action plan. The TCFD Steering Committee (TCFD SteerCo) is comprised of management from across Ansell and supports the ELT and Board by periodically reviewing the identification and disclosure of climate-related risks.	Ansell's FY22 climate scenario analysis identified physical and transition risks and opportunities, which informs Ansell's climate strategy. This analysis integrates climate-related risks and opportunities into our financial reporting and planning. In FY24 we are continuing to follow the strategic responses to each climate-related transition and physical risk outlined in our 2022 Sustainability report.	The TCFD SteerCo and the Board are ultimately responsible for overseeing climate-related risks and ensuring that this approach is in line with our Risk Management Framework. To identify, manage and prioritise climate risk against other types of risk, climate risks are incorporated into our corporate risk register.	Our TCFD risk assessment informs the metrics Ansell monitors and the targets we set. Our Decarbonisation Strategy and Contextual Water Target strategy formalise our key targets related to mitigating physical and transitional climate risks.

i Additional information

- Climate risks are integrated and assessed in Ansell's corporate risk register, scenario analysis framework and TCFD reporting.
- For further information, see our [2024 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

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Biodiversity

The use of natural resources in manufacturing impacts ecosystems. Ansell is working towards the preservation of natural resources and biodiversity.

Our target and progress

Under our 2040 Action Plan, Ansell committed to improved environmental stewardship to reduce depletion and impacts on natural resources. In FY23, Ansell signed a Memorandum of Understanding (MoU) with the International Union for Conservation of Nature (IUCN). During the year we worked with IUCN to scope a pilot project to assess the nature-related impacts and dependencies of one of our manufacturing facilities in Sri Lanka. The site was selected as it produces a broad range of Ansell products and is exposed to diverse potential nature-related impacts. This pilot project will be launched in FY25 and will inform a program of ongoing nature-related assessments across our manufacturing plants.

Identifying Key Biodiversity Areas around Ansell plants

As a first step towards understanding our impact on biodiversity and natural resources, 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. IBAT was developed through a partnership of BirdLife International, Conservation International, International Union for Conservation of Nature (IUCN) and United Nations Environment World Conservation Monitoring Centre (UNEP-WCMC).

For each plant, the Tool identified counts of protected areas and Key Biodiversity Areas (KBAs), overlapped by a 10.0km buffer. KBAs are 'sites contributing significantly to the global persistence of biodiversity', in terrestrial, freshwater and marine ecosystems. The report identified 9 plants within 10.0km of a protected area, and 4 plants within 10.0km of a KBA. This information is key input for the work Ansell is doing with the IUCN.

IBAT Report explanatory notes

1. Citation: IBAT Multi-Site Report Ansell Manufacturing Report, 2023. Generated under licence number 27862-45017 from the Integrated Biodiversity Assessment Tool on 20 June 2023. www.ibat-alliance.org
2. The report scope currently excludes all non-manufacturing facilities.
3. Limitations of IBAT reports: This report provides an indication of potential biodiversity related features; protected areas, Key Biodiversity Areas and species close to the specified location. While it provides an early indication of potential biodiversity concerns, the report does not provide details of potential direct, indirect, downstream or cumulative impacts. Furthermore, the report provides a set of conservation values sourced from global data sets and is not a substitute for additional investigation and due diligence, especially concerning national and/or local conservation priorities.
4. Key Biodiversity Areas (KBAs): Sites qualify as global KBAs if they meet one or more of 11 criteria, clustered into five categories: threatened biodiversity; geographically restricted biodiversity; ecological integrity; biological processes; and, irreplaceability. KBAs comprise an "umbrella" set of internationally recognised priority sites for biodiversity that include Important Bird and Biodiversity Areas (IBAs); and Alliance for Zero Extinction (AZE) sites. For further information please see the [Key Biodiversity Areas website](#).
5. Protected areas: Ansell study data pertains to the IBAT National category of data - protected areas designated or proposed at the national or sub-national level.

Additional information

- For further information, see our [2024 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

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Achievements in sustainable biomass

Today, we are proud to report that 100% of biomass sourced to fuel our Hot Water Generators (HWGs) at our plant Ansell Lanka, in Sri Lanka, are certified against Sri Lanka's Sustainable Produced Fuel Wood Certification.

To reduce furnace oil usage and carbon dioxide emissions, Ansell Lanka set up their first woody biomass heat generator in 2009, and installed a further two woody biomass heat generators in 2014 and 2018 respectively. By transitioning to woodchips, Ansell Lanka significantly reduced its fossil fuel based carbon dioxide emissions.

While expanding its woodchip heat generator capacity, Ansell technical experts were also part of the UNDP funded project to develop a sustainable fuel wood sourcing standard, launching SLS 1551:2016, the Sustainable Produced Fuel Wood Certification standard 2016.

11 Sustainable Produced Fuel Wood Certified suppliers¹

100% sustainable biomass sourced for our HWGs at Ansell Lanka, Sri Lanka¹

83% of our energy production at Ansell Lanka, Sri Lanka, is fueled by sustainable woodchips¹

1. Certified against SLS 1551:2016 Sustainable Produced Fuel Wood Certification.

Ongoing efforts over the years to identify a suitable and reliable sustainable sourcing partner proved to be challenging but in 2022, Ansell Lanka re-engaged with its supply chain partners to support them in completing the SLS 1551:2016 certification. Suppliers needed to comply with the requirements of the standard for sustainable sourcing practices and processes, including taking action in areas such as protection of local biodiversity, determining chain of custody and traceability, and community engagement. In February 2024, all the woodchip supply partners for Ansell Lanka were audited and certified by SLSI for being in compliance with the requirements of the Standard. This accomplishment paves the way for wider adoption of the certification for other industries and value chains in Sri Lanka, demonstrating how Ansell is using our leadership position to positively impact our communities.

Navigating European Union Deforestation Regulation (EUDR) for natural latex

Ansell has set up a cross functional team to update our supply chain traceability and due diligence procedures in light of the incoming European Union Deforestation Regulation (EUDR) in December 2024. Our goal is to ensure we can trace the origin of the natural rubber latex used in our products through documentation and supplier engagement so that we can comply with the new regulation.



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Planet Water

Our products and manufacturing processes depend on natural resources. Extracting these resources affects ecosystems and the communities that depend on them.



Target



35%

Reduction in water withdrawals by 2027 (FY20 Baseline)¹

1. Target has been revised from 2025 to 2027.

Ansell's water withdrawal target is underpinned by tiered contextual targets for plants. Each target has been established with reference to baseline water stress of the region, total water withdrawal of the year, and the UN Global Compact's CEO Water Mandate.

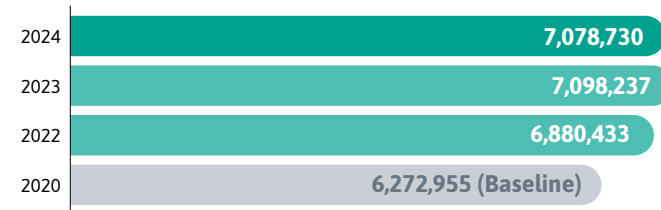
- Tier 1: Reduce water withdrawals by **50%**
- Tier 2: Reduce water withdrawals by **25%**
- Tier 3: Reduce water withdrawals **at the plant or in the local community equivalent to 25%**

Delays in operationalising Reverse Osmosis (RO) facilities led to increased water withdrawals compared to our FY20 baseline (0.27% decrease from FY23). While we are working to activate these RO systems in FY25, our target of a 35% reduction by 2025 has been extended to 2027 to address these challenges.

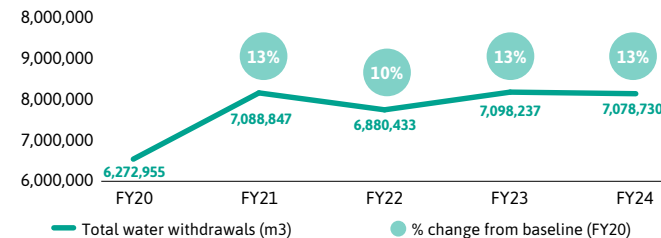
Reported FY24 results exclude withdrawals from our Ansell Seremban plant, where a fully operational RO facility already sources 24% of the plant's water needs. Ansell's water withdrawal reduction efforts are focused on high water stress areas, and Ansell Seremban has already achieved the RO water usage target Ansell sets for our plants, so our overall FY20 baseline for water withdrawals and our reduction target will continue to exclude Seremban.

Progress

Water withdrawals (m³)



% water withdrawals change from baseline (FY20)



i Additional information

- For further information, see our [2024 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

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Delays in operationalising Reverse Osmosis (RO) facilities led to a 13% increase in water withdrawals compared to our FY20 baseline (0.27% decrease from FY23).

Our group-wide target is to reduce our water withdrawals by 35%, and this will require a significant step change at plants with greatest water consumption.

Reverse Osmosis (RO) systems will be key to Ansell achieving these water withdrawal targets. In FY24, we held feasibility studies at three plants on custom-designed RO systems to gather insights for guiding larger-scale installation projects and expanding the use of these systems across our plants. These feasibility studies revealed that the purified water quality did not consistently meet our manufacturing standards for all products, and that discharge quality did not meet relevant local environmental regulations. These challenges highlighted the need for further experimentation and solutions.

The discovery of these issues caused Ansell to adjust the timing of main Reverse Osmosis installations. While we are actively addressing these issues, this process has slowed our progress to meet our water withdrawal reduction target. We have therefore revised our target of reducing water withdrawals by 35% from FY25 to FY27.

Ansell Kovai plant will be world's first glove plant with zero liquid discharge

When Ansell Kovai reaches full operational capacity, we aim to recycle at least 90% of water used and further reduce liquid discharge. Currently Ansell Kovai is operating as a packing plant, which consumes significantly less water than full manufacturing plants. Once product manufacturing begins, it will serve as a benchmark for water consumption and liquid discharge across our plants. Our operations teams will transfer processes and technologies from Kovai to replicate water-related outcomes at other plants.

[LEARN MORE ON ANSELL KOVAI](#)

Using recycled water in our processes at Ansell Seremban

Our plant in Ansell Seremban plan has a fully operational RO facility, enabling the plant to source 24% of its water needs. The plant's total withdrawals are 1,164,122m³, which contribute 14% to Ansell's overall water withdrawals of 8,242,852m³ (including Ansell Seremban).

Ansell's water withdrawal reduction efforts are focused on high water stress areas, and Ansell Seremban has already achieved the RO water usage target Ansell sets for our plants. Therefore, our overall FY20 baseline for water withdrawals will continue to exclude Ansell Seremban.



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Planet Waste

Our manufacturing processes generate waste which can contribute to land contamination, water pollution and emissions. We are committed to zero waste to landfill for all our manufacturing plants.



Target



Zero Waste to Landfill

for all manufacturing plants

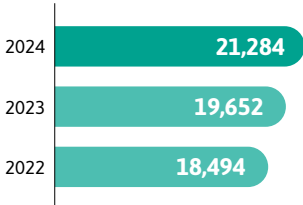


Progress

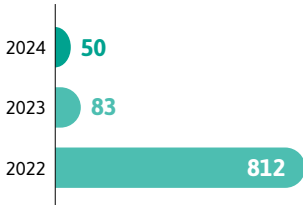
Number of Ansell manufacturing plants certified Zero Waste to Landfill¹



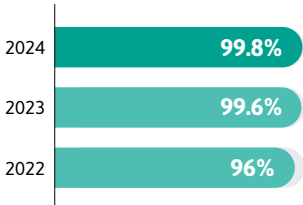
Total waste generated (MT)



Total waste to landfill (MT)



% Waste diverted from landfill



1. Certified a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria.
2. Waste metrics exclude Ansell Seremban and Ansell Kovai. Read more on the next page.

Additional information

- Our **Environmental Sustainability Policy** reflects our commitments to promote circularity.
- Our Zero Waste to Landfill target is based on the 5R principles (refuse, reduce, reuse, repurpose and recycle).
- Plants are certified to a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria.
- For further information, see our **2024 Sustainability Management Approach Report** and **Environmental Sustainability Policy**.

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Our progress

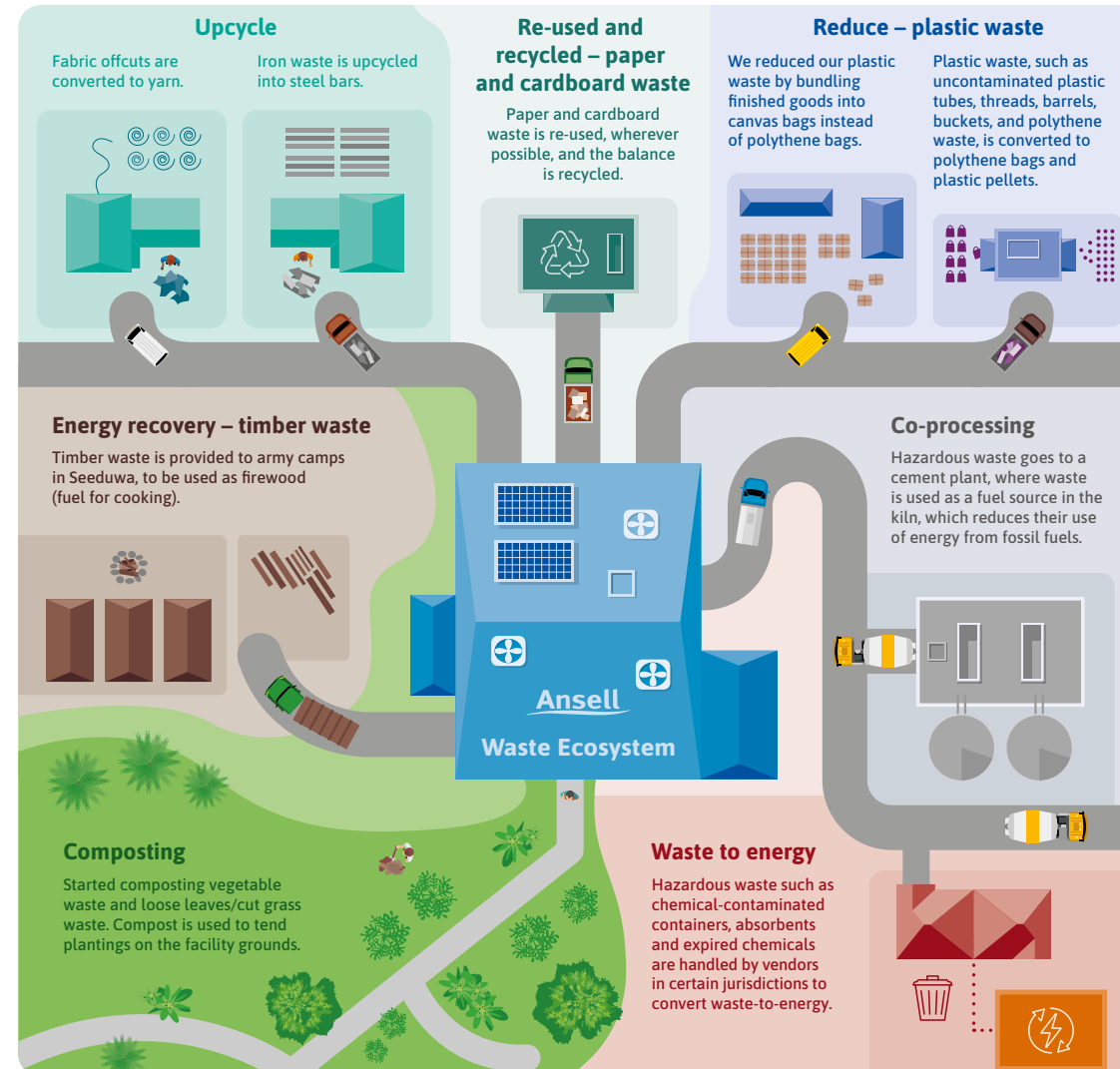
In FY23 we achieved our Zero Waste to Landfill target for all Ansell plants, excluding two new plants in India and Malaysia. We have maintained our performance in FY24 by reducing, segregating and managing our various waste streams to a total of 99.8% of waste generated from landfills.

In Seremban, our newly acquired site in FY23, we are baselining all the waste streams to develop the 'Zero Waste to Landfill' implementation plan. For our new plant in Kovai, India, we will commence its certification process when the plant becomes fully operational. Our priority for the plant will be water recycling and water treatment process as a zero discharge facility, while the plant prepares for 'Zero Waste to Landfill' certification.

Repurposing production waste for good

During the glove manufacturing process, gloves that do not meet Ansell standards are rejected by our quality control team. This year, Ansell began a partnership with Geomax Rubber, a company that transforms nitrile rubber glove waste into eco-friendly products. Our goal was to find ways to repurpose our pre-consumer glove waste into useful products. In a pilot trial this year, Geomax was able to successfully use 1.5 tons of rejected single-use examination and chemical gloves to manufacture the soles of sandals. The first batch of these sandals was donated in June 2024 to community centers, orphanages, and schools in Malaysia. We are seeking to continue this partnership and expand the pilot in FY25 as we continue working to divert waste to landfills in ways that benefit our communities.

Ansell's waste ecosystem for Zero Waste to Landfill operations



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Ansell is committed to progressively reducing the environmental impact of our products – throughout their lifecycle, across our entire range.



Targets

Material and process innovation/product life cycle:



Use less fossil fuels

and more recycled and bio-based content materials



80%

of new and updated products designed with reduced environmental impact by 2026^{1,2}

Packaging pledge



100%

of packaging material is recyclable, reusable or compostable by 2026



Reduce plastic and paper packaging use by 2026

1. We have revised the definition of this target to reflect our current product stewardship approach, which not only focuses on new product development, but now includes the redesign of existing products for reduced environmental impact when compared with gloves of a similar make.
2. Made using less fossil-based material and more recycled or bio-based material when compared with gloves of a similar make.
3. New Products Development (NPDs) only.
4. Annual improvement results against the FY20 baseline are calculated based on the annualised impact of changes implemented within the relevant fiscal year.

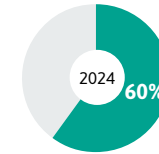
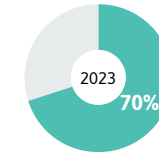
Progress

6

styles redesigned, totaling more than 29 million units in sales, to incorporate recycled yarns



% of new and updated products designed with reduced environmental impact²



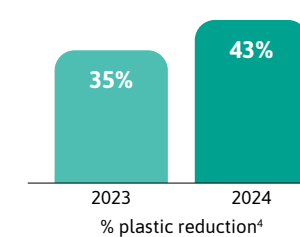
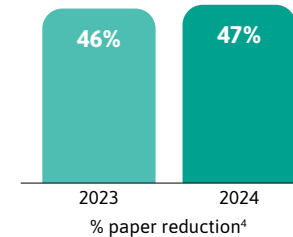
97%

of Industrial segment packaging material made from recyclable materials.

100%

of Healthcare segment packaging is recyclable, excluding plastic packaging required to protect product sterility or particulate cleanliness.

Industrial segment packaging



i Additional information

- Quality Statement and Sustainable Packaging Guidelines formalise our leading practices.
- Ansell products adhere to standards (ISO 9001:2018, REACH), including supporting standards of ISO 17025 accredited laboratories and Life Cycle Assessments performed according to ISO 14040/ISO14044.
- For further information, see our [2024 Sustainability Management Approach Report](#).

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SUSTAINABILITY REPORT 2024

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Product stewardship approach

Ansell continuously explores new innovations and material technologies in product and packaging that minimise our products' impact on the planet. When developing new products and updating existing products, we follow Design for Sustainability (D4S) principles, which draw 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 across the lifecycle of products' without compromising product performance.

In FY24, we focused on updating existing products that could be reformulated, redesigned or manufactured in ways that would reduce environmental impact in its lifecycle, such as by reducing our dependency on materials made from fossil fuels or reducing water consumption during material production and

manufacturing. By redesigning our popular, high-volume glove styles, we help our customers to transition to more sustainable alternatives. Of the new and updated products launched this year, 60% are designed with reduced environmental impact when compared to traditional products of a similar nature.

We proudly introduced six updated mechanical gloves crafted from recycled yarn materials in FY24. Drawing insights from Life Cycle Assessments (LCAs) of earlier product generations, we identified recycled yarn as a key opportunity to enhance the circularity of our products and significantly reduce their environmental footprint compared to previous versions. Moreover, Ansell certified two of our manufacturing plants where these products are produced against the Recycled Claim Standard (RCS) 2.0, with a goal to certify a third plant in the coming year. Details of the products and their environmental impact are listed in our infographic the next page.



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Redesigned 6 products that sold >29 million units in FY24 with recycled yarn



HyFlex® 11-800

Made of

49%
recycled yarn¹
24.9%²

GHG emission
reduction (CO2e)



HyFlex® 11-738

Made of

26%
recycled yarn¹
9%²

GHG emission
reduction (CO2e)

HyFlex® 11-250

Made of

38% **22%**³
recycled yarn¹ GHG emission
reduction (CO2e)



HyFlex® 11-251

Made of

36% **20%**³
recycled yarn¹ GHG emission
reduction (CO2e)



HyFlex® 11-280

Made of

21% **8%**³
recycled yarn¹ GHG emission
reduction (CO2e)



HyFlex® 11-281

Made of

19% **7%**³
recycled yarn¹ GHG emission
reduction (CO2e)



1 As percentage of glove total weight

2 Based on size 9.

3 Based on size 18" wide.

* All these Life Cycle Assessments (LCAs) have been critically reviewed by a third-party auditor.

Packaging

Eliminating the use of plastic in Industrial
segment glove packaging

Following a successful pilot of paper band packaging in FY22, in FY23 we rolled-out a large-scale effort to replace plastic-coated U-shaped paper inserts and polybags with new strong, lightweight and recyclable paper bands. Today, 83% of eligible styles have paper band packaging. While we initially aimed to complete the roll-out for remaining styles by 2024, we are delayed due to production and inventory challenges, and will focus on the full roll-out for vended items in the meantime.

New SMARTPack™ for our Healthcare Segment
sterile cleanroom PPE gloves

SMARTPack™ is Ansell's first packaging innovation, initially launched for our surgical products. In a recent achievement for surgical packaging, 100%¹ of the inner packaging and 71%¹ of the shipper cartons began to be made from FSC-certified materials. We are working towards a goal to change other non-recyclable aspects of the design.

[LEARN MORE ABOUT OUR SMARTPACK™](#)

1. Based on FY24 spend.
2. Based on comparison to Life Cycle assessments conducted on inventory in 2022.
3. Always check your local recyclable status of HDPE and LDPE as these plastic materials may not be considered suitable for recycling in your country.

Benefits of paper bands for mechanical gloves

60%+

of our styles are certified
with FSC paper band
packaging

Our paper band designs achieve:

70%+

reduction in
materials*

82%

reduction in GHG
emissions*

* Reductions in primary packaging of 12 pair bundles when compared to previous packaging.

This year we introduced the SMARTPack™ for several sterile cleanroom PPE products: AccuTech® 91-225 and TouchNTuff® 73-701. The packaging construction has been carefully configured to address cleanroom requirements, keeping in mind the need to prevent particulate contamination during transfer and handling.

Impact of moving to SMARTPack™ designs

Reduced plastic
materials in packaging

56%

reduction in the amount of plastic used
in the pouch²

Improving recyclability
of packagingShipper
cases are100%
recyclable

Both the pouch and its inner and outer bags
can be recycle because they are

**manufactured using HDPE
or LDPE³**



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Ansell Earth: Thinking of People and Planet First

Improving sustainability outcomes extends beyond Ansell's product development and manufacturing processes. We know we need to support behavioural change among our customers and end users. This is one of the reasons why in 2023 we launched Ansell Earth, a platform designed to provide customers with reliable information about the impacts of our products to inform their purchasing decisions.

Ansell Earth serves as our communication framework for discussing sustainability, introducing science-based product claims across five key product life cycle areas: Material, Manufacturing, Packaging, Use, and End of Use. We began with 169 products and currently feature 180 on Ansell Earth. These products are featured on our website, and have downloadable fact sheets that detail their sustainability credentials.

At Ansell, we believe that addressing environmental challenges requires a collective effort. Ansell Earth has facilitated a two-way dialogue with our customers, providing us with valuable insights into the environmental issues that matter most to them and guiding our priorities.

We are committed to continuously updating and monitoring the information we publish as Ansell products evolve and as the external regulatory landscape changes. Recognising that standards and regulations evolve over time, Ansell will regularly update Ansell Earth claims to ensure continued relevance.

Ansell Earth Thinking of people and planet first



Material

Selecting materials that minimise a product's environmental impact without affecting its quality or performance.



Manufacturing

Optimising the energy consumption, waste generation and water consumption of our manufacturing processes.



Packaging

Using scientific research to minimise our environmental impact while maintaining our superior quality that protects people and products.



Use

Increasing product durability and lifespan because longer product lives reduce the need for replacement, which generates less waste.



End of Use

What happens to a product after it's served its purpose? Optimising end of use is essential to reducing the consumption of materials and energy.

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Reducing End of Life Impact

Given the protective purpose of our products, they often come into contact with various substances that prevent the use of typical methods for recycling and reuse. Tailored disposal options are therefore required for customers to divert waste from landfill while meeting regulatory waste management requirements. Ansell has therefore been exploring possible alternative end-of-life solutions for customers.

One example of this, is a partnership began in FY23 with Recnorec, a France-based company that specialises in finding new ways to recycle plastics. Recnorec has completed pilot trials with us to break down select styles of cut protection, multi-purpose and nitrile gloves into recycled material. Another example is a recent effort to obtain third-party certifications to verify that six popular Ansell mechanical gloves are able to retain their performance and protection properties after three laundering cycles, thereby extending the lifespan of the gloves. With the acquisition of the KBU, the RightCycle™ Program, a large-scale program for recycling non-hazardous PPE waste, will give Ansell customers more options for waste disposal starting in FY25.

Ansell

Introducing our new CO₂ REDUCTION CALCULATOR

Ansell**GUARDIAN**™



AnsellGUARDIAN® CO₂ Reduction Calculator

Our AnsellGUARDIAN® CO₂ Reduction Calculator is an important tool integrated within the AnsellGUARDIAN® platform. This calculator enables customers to select relevant products and quantities, and instantly calculate the CO₂ savings compared to previous-generation products. The calculator translates CO₂ savings into everyday equivalencies, such as the number of incandescent lamps switched to LEDs or the amount of carbon sequestered by tree seedlings grown.

The process of calculating CO₂ is based on Life Cycle Assessment (LCA) data, and is done in accordance with ISO standards. This means that for each product featured in the Calculator, our teams must conduct in depth assessments of the end-to-end carbon impact, from raw material to end of life. The Calculator currently features only six products, but we plan to rapidly expand the number of products in the tool in FY25 and beyond.

Looking ahead, the Ansell Earth and AnsellGUARDIAN CO₂ Reduction Calculator will together play key roles in providing valuable information to guide the purchase decisions of customers seeking to make more sustainable choices. We will continue to enhance these tools by incorporating more products and expanding the information they provide.

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Data tables

Workforce

Headcount by employment type, region and gender (as at 30 June 2024)¹

	NA	LAC	EMEA	APAC	Female	Male	Total
Employees	519	441	904	14,087	7,775	8,176	15,951
Contingent Workers	14	13	96	208	135	196	331

1. In addition to the above, average 638 workers a month work on Ansell sites as service providers. Ansell has no non-guaranteed hours employees. There were no significant fluctuations in the number of employees during the reporting period.

% Women in leadership

	FY23	FY24
Board of Directors	44	50
Executive Leadership (Director and above)	31	35
Management (Manager through to Associate Director)	39	40

% Overall turnover

	FY20	FY21	FY22	FY23	FY24
Male staff turnover	17.0	19.0	18.8	13.0	12.5
Female staff turnover	21.4	21.4	22.0	14.1	16.0
Total turnover	19.3	20.0	20.3	13.5	14.2

% Turnover – Professional employees

	FY22	FY23	FY24
Male staff turnover	8.4	12.6	10.9
Female staff turnover	10.5	11.9	10.7
Total turnover	9.4	12.3	10.8

% Turnover – Production employees

	FY22	FY23	FY24
Male staff turnover	24.2	13.1	12.9
Female staff turnover	27.5	14.7	17.4
Total turnover	25.8	13.9	15.2

Total number of new employee hire and leavers

	Region				Gender		Age				
	NA	LAC	EMEA	APAC	Female	Male	Baby Boomers (1945 – 1964)	Generation X (1965 – 1980)	Millennials (1981 – 1999)	Generation Z (2000 Onwards)	Total
New Hires	68	112	80	3698	2328	1630	10	131	1947	1870	3958
Leavers	120	68	138	2936	1750	1512	89	678	1745	750	3262

Health and safety

All health and safety figures include temporary and contract employees hired by Ansell through temporary and contract agencies. They do not include third-party contractors hired to undertake a specific job or task, such as caterers or tradespeople who take direction from the company they work for.

From FY24, we changed our methodology for reporting safety indicators to per million hours worked (up until FY23 reported as per 100 employees per year). For comparison in reporting, we report prior years' reported metrics per million hours worked (FY22-FY23 safety leading indicators, as shown on this page).

	FY19	FY20	FY21	FY22	FY23	FY24
Total recordable injury frequency rate (Per million hours worked)				0.718	0.413	0.949
Lost time injury frequency rate (Per million hours worked)				0.230	0.265	0.503
Days lost frequency rate (per 100 employees per year)	2.463	1.580	4.049	0.887	2.447	3.620
Medical treatment injury (per 100 employees per year)	0.257	0.198	0.232	0.161	0.092	0.217
Leading indicator frequency rate (per 100 employees per year)	35.305	39.920	46.440	68.862	89.980	145.420
Fatalities (number)	0	0	0	0	0	0
Fatalities (per 100 employees per year)	0	0	0	0	0	0

Hand- and finger-related injuries were the main types of injuries sustained by workers in FY24.

Leading indicator frequency rate increase represents the raised awareness at plants to report unsafe conditions, unsafe acts and near misses

In FY19 there was a fatality associated with a third-party contractor. As third-party contractors are outside the scope of our reporting boundary, we have not included it within this table.

High-Risk Tasks (HRT) procedures focus on the proactive identification of high-risk activities and building the health and safety competencies of everyone engaging with the HRT. Eight high risks tasks that are common top risks in all our plants: powered industrial truck operations; working at height; exposure to hazardous energy; confined space entry; exposure to hazardous substances; works done by contractor; electrical work; and exposure to machinery hazards.

Environment

In FY23, Ansell completed the acquisition of our plant in Seremban, now called Ansell Seremban. This year, we restated metrics related to absolute emissions data for our target baseline FY20 to include Ansell Seremban. Ansell Seremban was added to our inventory in FY24. We did not restate FY20-FY23 data for energy and intensity-related indicators.

Details of Ansell Seremban's contribution to our carbon footprint and our progress is in the Energy & Emissions section of this report.

Total energy

		Excluding Ansell Seremban FY24	Total Ansell Group, including Ansell Seremban FY24
	FY23		
Total energy (GJ)	4,426,990	4,283,004	5,160,930
Total renewable energy (GJ)	2,235,944	2,136,468	2,136,468
	51%	50%	41%
% Electricity from total energy	16%	16%	14%
% Electricity from renewable sources	29%	31%	29%

Energy intensity

	FY20	FY21	FY22	FY23	Excluding Ansell Seremban FY24	Total Ansell Group, including Ansell Seremban FY24
mmbtu/million USD production value ('000)	6.12	6.32	7.06	7.21	7.16	7.86

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Greenhouse gas emissions intensity

	FY20	FY21	FY22	FY23	Excluding Ansell Seremban FY24	Total Ansell Group, including Ansell Seremban FY24
MTCO ₂ e/million USD production value ('000)	377	355	368	332	329	403

Greenhouse gas emissions (excluding Ansell Seremban)

	Metric tons of CO ₂ e				
	FY20	FY21	FY22	FY23	FY24
Scope 1 emissions	122,720	131,350	135,414	121,369	120,684
Scope 2 emissions (market based)	94,610	101,615	99,119	76,120	65,768
Direct biomass emissions [^]	206,458	253,077	301,804	306,302	287,011
Scope 3 emissions [†]	858,203	1,311,022	818,547	848,633	n/a

Greenhouse gas emissions (including Ansell Seremban)

	Metric tons of CO ₂ e	
	FY20	FY24
Scope 1 emissions	175,135	173,100
Scope 2 emissions (market based)	106,526	77,684
Direct biomass emissions [^]	206,458	287,011

Greenhouse gas emissions (excluding Ansell Seremban)

	Metric tons of CO ₂ e				
	FY20	FY21	FY22	FY23	FY24
CO ₂	116,578	124,910	126,283	110,007	111,317
CH ₄	3,874	3,690	5,914	8,139	6,242
N ₂ O	2,267	2,749	3,216	3,224	3,125

Composition of Scope 1 emissions (including Ansell Seremban)

	Metric tons of CO ₂ e	
	FY20	FY24
CO ₂	168,516	163,255
CH ₄	4,220	6,588
N ₂ O	2,400	3,257

Scope of our environmental data is for our manufacturing plants only. Our distribution centres and offices are leased and therefore fall under Scope 3 emissions.

[^] Ansell has restated our reported Scope 1 and 2 GHG emissions from our baseline year (FY20) to FY23 due to reclassification of methane and nitrous oxide emissions generation from our biomass consumption. All anthropogenic biogenic emissions were reported separately and in the form of carbon dioxide equivalents. This was corrected and now only the anthropogenic biogenic CO₂ emissions were reported separately and CH₄ and N₂O were reported as anthropogenic as per Annex D of ISO 14064-1:2018. Biomass emissions are reported separately from Scope 1 and 2 emissions and are not covered by emissions related targets.

[†] Our scope 3 inventory is calculated by subject matter experts using a spend-based methodology. We used our financial data, industry averages and other emission factors based primarily on spend data. As we enhance our supply chain engagement and develop our scope 3 roadmap, we expect to improve the accuracy of our inventory with increased granularity and this may impact our baseline calculation as well. Ansell has restated the 2022 GHG Emissions for Scope 3 (Category 12: End-of-Life Treatment of Sold Products). This is due to a more accurate methodology for categorizing product categories, product materials, and related product end of life emissions.

Appendix continued

Water

Metrics related to water data excludes Ansell Seremban.

Water intensity

	FY20	FY21	FY22	FY23	FY24
m ³ /million USD production value ('000)	11.07	11.01	11.04	12.26	12.48

Water withdrawals

	FY20	FY21	FY22	FY23	FY24
m ³	6,272,955	7,088,847	6,880,433	7,098,237	7,078,730

Including Ansell Seremban in FY24, our total water withdrawals is 8,242,852m³ and water intensity is 13.25m³/million USD production value ('000). Read more in the Water section of this report.

Waste

Metrics related to Waste Management excludes Ansell Kovai and Ansell Seremban.

Volume of waste

	FY20	FY21	FY22	FY23	FY24
Total waste generated (MT)	9,811	17,559	18,494	19,652	21,284
Waste to landfill (MT)	1,738	1,417	812	83	50
% Waste to landfill	18%	8%	4%	0.42%	0.23%

Volume of waste by method of waste handling and disposal

Method of waste handling and disposal	FY23		FY24	
	Quantity (MT)	% Total	Quantity (MT)	% Total
Reuse	2,624	13.29%	2,171	10.67%
Recycling	10,260	51.98%	11,818	55.53%
CoProcessing/Waste to Energy	6,772	34.31%	7,145	33.57%
Incineration	23	0.12%	1	0.01%
Chemical Pre-Treatment and Neutralisation	0.16	0.00%	–	0.00%
Secured/Sanitary Landfilling	11	0.05%	11	0.05%
Uncontrolled Landfilling	49	0.25%	38	0.18%

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Statement around verification of data

Environmental data is provided monthly by cross-functional teams including Engineering, EHS and Finance at each of our manufacturing plants, and compiled by the Environmental Sustainability arm of Global EHS. This team together with Global Engineering follows up on data-gaps and anomalies and performs verification against documentary evidence submitted (including invoices, meter readings and consumption records). All data is used to update SmartSheet Dashboards so there is clear visibility on plant-level and group-level performance. Ansell developed an internal verification program pursuant to the principles of applicable assurance standards to verify the Scope 1 and 2 environmental data set out on page 47 of this 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.



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