



Labour Standards Statement

For 125 years, Ansell has delivered advanced protection solutions to millions of people around the world. We are proud of our track record in creating a safe working environment at Ansell and we strive to promote and respect the rights and well-being of all our employees.

Safety is fundamental to our business and we are committed to leading our industry in responsible corporate practices. Over recent months, there has been increased scrutiny of labour standards and practices in our industry globally. Ansell welcomes attention to these issues and supports the call for increased transparency on enhanced standards protecting the health and safety of all workers.

Labour laws and standards are complex and national systems regulating standards such as work hours, overtime, rest days, benefits, recruitment and housing conditions vary from country to country. As labour standards are fundamental to the health and safety of our employees, we have begun a comprehensive global review of our supply chain, covering both third-party supplier and Ansell's own facilities. The review will assess whether implementation of our standards has been fully effective and appropriate and whether our standards need to be updated or strengthened further to ensure an even safer working environment. We will also assess the effectiveness of mechanisms we have in place to provide independent verification of our compliance with these standards.

For our supply chain partners the review will affirm our requirement that they meet our standards and identify enhanced and independent audit verification to ensure their compliance with these standards.

Our foremost responsibility is to meet the legally required standards of the countries in which we operate. We will also assess the guidelines of the ILO and other recognised organisations to determine what additional standards are legal and appropriate in the countries in which Ansell operates and how they could contribute to Ansell's over-arching objective of securing employee health and safety in every plant and every country.

The review will give us realistic timetables for change, where needed. It will produce specific road maps for both Ansell facilities and especially for our supply chain partners.

We intend to conclude the review within 2019 and publish revised policies and procedures by the 2019 Annual General Meeting where our CEO will discuss our action plan, how we intend to get there and will finally detail progress already made.

Date Edited: February 28, 2019

Responsible Party:

A handwritten signature in blue ink, appearing to read "Debbie Lynch", is written over a horizontal line.

Debbie Lynch
Chief Human Resources Officer

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