



Conflict Minerals Policy

Ansell Limited ACN 004 085 330

Adopted by the Board on 12 February 2021

1. Background

Ansell Limited and its subsidiaries and affiliates (Ansell) form a leading global organisation to provide innovative and superior health and safety protection solutions that enhance human well-being. We operate our Industrial Global Business Unit and Healthcare Global Business Unit in the B2B market around the world. Millions of workers and professionals rely on Ansell solutions for optimal protection against the risks to which they are exposed.

As a global company Ansell strives to conduct business in a sustainable and ethical manner. We are committed to operating in accordance with all applicable laws and upholding international human rights and ethical frameworks including the UN Declaration of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. In 2010 the United States Congress passed Section 1502 of the Dodd-Frank Act (“the Act”) which requires US publicly held companies to assess and document the source and usage of conflict minerals. Congress enacted Section 1502 of the Act due to concerns that the trade of the minerals is benefiting militant groups which contributes to exploitation and human rights violations in the DRC territory. The Act defines conflict minerals as columbite-tantalite (coltan), cassiterite, gold, wolframite or their derivatives in addition to any minerals or derivatives determined by the US Secretary of State to be financing conflict in the Democratic Republic of the Congo or an adjoining country. Examples of common derivatives of the listed minerals are tantalum, tin, tungsten and gold – commonly known as 3TG.

2. Purpose

Because Ansell’s securities do not trade on a US exchange, Section 1502 of the Dodd-Frank Act is not directly applicable to Ansell. Nevertheless, Ansell is committed to leading our industry in responsible human rights, community, environmental and governance practices. The purpose of this policy is to describe at a high level, the policies and procedures which govern our approach to managing risks relating to the use of conflict minerals within our supply chain.

3. Our approach

Ansell’s approach to managing risks relating to the use of conflict minerals in our supply chain is guided by our governance policies, including our Global Code of Conduct, Corporate Social Responsibility Statement and Supplier Code of Conduct. Our policies are aimed at ensuring that Ansell conducts business in an ethical manner through sustainable decisions, are overseen by the Sustainability and Risk Committee of the Board and implemented by the Sustainability Council and its working groups.

Ansell has embodied its commitment to procuring products and services in ways that are socially responsible through its Supplier Code of Conduct. Ansell’s Supplier Code of Conduct requires that applicable suppliers demonstrate the highest ethical standards and responsible conduct in all areas of operations, respecting the rights of all individuals and respecting the environment. Ansell expects that such suppliers will comply with all applicable laws and regulations, including those pertaining to the manufacturing process. To that end, Ansell is committed to the careful review of its direct suppliers based on the company’s environmental and social standards, including review of raw materials to determine the presence of conflict minerals in our supply chain.

With regard to conflict minerals, the Supplier Code of Conduct requires suppliers to undertake steps to identify whether conflict materials are contained in the products they manufacture (or contract to be manufactured), including determining the source of raw minerals used in production. If conflict minerals from the Democratic Republic of the Congo or an adjoining country are contained in their products, Ansell requires suppliers to take reasonable steps in a timely manner to rectify the use of conflict minerals. At a high level, Ansell's conflict minerals due diligence procedures are as follows:

1. Determine if any conflict minerals are contained in products manufactured or contracted to be manufactured by Ansell, and, if so, whether those conflict minerals are necessary to the functionality or production of the products.
2. If it is determined that such minerals are necessary to the product's functionality or production, Ansell will work with our direct suppliers to conduct an inquiry into the source of the minerals using appropriate and reasonable guidelines and standards such as those published by the Responsible Minerals Initiative.
3. If Ansell becomes aware of a supplier whose own supply chain includes conflict minerals from the Democratic Republic of the Congo or an adjoining country, Ansell will undertake appropriate actions to remedy the situation in a timely manner. While Ansell's preference is to work with suppliers to rectify non-compliance, the consequences of non-compliance may include reassessment of our relationship with the supplier(s) in question. Ansell expects our suppliers to undertake similar measures with their own suppliers to ensure elimination of conflict minerals from the Democratic Republic of the Congo or an adjoining country across the supply chain.

To learn more about Ansell's Supply Chain programs and developments, please refer to Ansell's Sustainability Report, available at www.ansell.com.