

## **DIVERSITY AND INCLUSION POLICY**

Ansell is a global leader in protection solutions. Every day, more than 12,000 people in 55 countries design, manufacture and market Ansell products that millions of workers and healthcare professionals rely on.

### **Purpose**

At Ansell we recognize the value and advantages of having a diversified workforce. Ansell seeks to promote an inclusive culture where employees are encouraged to succeed to the best of their abilities. Diversity is about recognizing and valuing the contribution of employees from different backgrounds, with different capabilities, perspectives and experiences.

Ansell embraces all employee differences including age, gender, ethnicity, and cultural background, and recognizes the benefits that diversity brings to deliver value to our shareholders, customers and the communities in which we operate.

Our policy is to leverage diversity and practice inclusion to contribute to the achievement of Ansell's strategic objectives by:

- Driving business performance and increasing competitiveness
- Helping to establish Ansell as an employer of choice
- Recruiting, engaging and retaining a diverse team of talented people at Ansell
- Bringing to life Ansell's culture and core values

### **Principles**

Ansell is committed to establishing and maintaining a diverse and inclusive workplace. Our guiding principles are:

- We strive to create a workplace that embraces diversity and inclusiveness at every level of our organization.
- We respect and value the unique experiences and perspectives of our employees, regardless of race, gender, age, nationality, religious or political beliefs, disability or sexual orientation.
- We believe that diversity is more than just a policy or a set of practices; diversity is a fundamental part of our corporate culture and key to our long-term growth.
- We treat co-workers with fairness and respect and will not tolerate any form of discrimination, bullying or harassment based on differences of background or thought.
- We create and ensure fair and equitable recruitment and compensation practices, and foster development and career progression based solely on performance and merit.

## **Practices and Policies**

Ansell, in its efforts to achieve a diverse and inclusive workplace environment that is supportive of equal opportunity and equal access to career development, remuneration and benefits has programs, practices and policies in place covering:

- Recruitment, selection and promotion
- Remuneration
- Career development and performance
- Talent management and succession planning
- Mentoring
- Flexible work practices

These programs, practices and policies supplement other human resource policies including Ansell's Global Code of Conduct.

## **Local Conditions**

This policy must be read in conjunction with, and is subject to, the laws relating to employment, and the responsibilities, if any, of employers and employees in the many local environments in which Ansell operates.

## **Gender Diversity**

Gender diversity is integral to Ansell's overall diversity strategy. Increasing the representation of women at senior levels is one of Ansell's ongoing priorities. Gender diversity related measurable objectives and the progress being made in achieving them will be reviewed on an annual basis.

## **Reporting**

Information regarding Ansell's Diversity and Inclusion policy, strategies and performance will be included in the Ansell Annual Report and Ansell Sustainability Report.

## **Review of Policy**

Management will conduct an annual review of this policy and discuss any required changes with the Human Resources Committee. The Committee will recommend any proposed changes to this policy to the Ansell Limited Board for formal adoption.

Approved by the Ansell Limited Board on 25 June 2020.

A handwritten signature in black ink that reads "Amanda Manzoni".

**Amanda Manzoni, CHRO**