



Environmental Sustainability Policy

Ansell Limited ACN 004 085 330

August 2026

1. Purpose

Ansell is a diversified global leader in hand and body protection solutions and an integrated manufacturer, innovator and marketer of products on which millions of workers and healthcare professionals rely. Ansell provides protection solutions to more than 25 industries in over 100 countries and protects more than 10 million workers every day.

Ansell recognizes that environmental stewardship is an essential part of good corporate citizenship and fundamental to Corporate Risk Management and Sustainability. It is with this understanding that we continue to enhance our integrated business strategy in which sustainability is a key pillar.

2. Scope

This Policy applies to:

- (a) all Ansell operations globally, including manufacturing sites, offices and distribution activities;
- (b) all employees, contractors and workers acting on behalf of Ansell; and
- (c) environmental aspects associated with Ansell's activities and products across their life cycle where Ansell has operational control or the ability to influence outcomes.

Where environmental commitments relate to climate-related disclosures, including greenhouse gas emissions, climate-related targets and associated reporting, the applicable organisational and value-chain boundaries are defined in Ansell's AASB S2 Climate Strategy & Targets Policy and AASB S2 Reporting Policy.

Ansell seeks to promote the principles of this Policy throughout its value chain through engagement with suppliers, business partners and customers, and by encouraging the adoption of environmental standards, practices and performance expectations consistent with Ansell's environmental objectives.

3. Governance

To support the effective implementation of this Policy, Ansell maintains a governance framework that establishes clear accountability for environmental stewardship across the organisation.

The Board is responsible for overseeing Ansell's environmental strategy, risks, opportunities, commitments and performance. The specific responsibilities of the Board and its Committees are outlined in their respective charters.

Executive leadership is responsible for implementing this Policy, integrating environmental considerations into business strategy and decision-making, and ensuring that appropriate resources, systems, controls and accountabilities are in place to support environmental objectives.

Operational management at regional, site and functional levels are responsible for incorporating environmental considerations into business planning and operational activities and for supporting compliance with applicable environmental requirements and internal standards.

Environmental and Sustainability teams provide subject-matter expertise, performance monitoring, reporting support and guidance to assist the organisation in achieving its environmental objectives.

All employees, contractors and workers acting on behalf of Ansell are expected to support the objectives of this Policy through compliance with relevant procedures, participation in training and continual improvement activities relevant to their roles.

4. Commitment

Ansell is committed to protecting the environment and minimizing any impact of our operations on the environment by adopting sound environmental practices in all our activities, products and services. To meet our environmental objectives, Ansell will:

- (a) Integrate a sustainability mindset into our business strategy and leaders at all levels will champion the efforts for Ansell to meet or exceed our environmental stewardship ambitions and commitments.
- (b) Ensure that this Policy is publicly available and accessible to all persons working for, or on behalf, of the Company.
- (c) Meet or exceed all applicable environmental laws and regulations and other environmental requirements.
- (d) Sponsor programs, provide training and create opportunities to increase environmental awareness to ensure that all employees understand their obligations and responsibilities.
- (e) Manage operations in a cost-effective manner and minimize potentially adverse environmental impacts.
- (f) Continue our efforts to assess, quantify and manage the physical and transition risks associated with climate change while also seeking out pathways to capitalize on the opportunities identified as well.
- (g) Set objectives and targets for emissions, energy, water withdrawals and waste that strive for pollution prevention and industry best practice environmental stewardship standards while driving continual improvement.
- (h) Understanding the need for rapid climate action, ensure that the necessary leadership, resources and priorities are given to achieve our science-based Near term, Long term & Net Zero targets.
- (i) Continue to seek opportunities to move away from fossil-based fuel sources in our operations and invest in renewable energy sources and energy efficiency, reducing greenhouse gas emissions across operations and value chains.
- (j) Establish Energy Management Systems across all manufacturing facilities in order to systematically improve the efficiency and productivity of the energy used to manufacture our products.
- (k) Keeping in mind the critical dependency our manufacturing process has on clean water and the large volumes consumed therein, continue to invest in enhanced treatment and recycling infrastructure and process improvements which will reduce our dependency and consumption and drive the organisation to achieve our contextual water targets. We will work to reduce water withdrawals, improve recycling and treatment processes, and enhance water efficiency across facilities, particularly in water-stressed regions.
- (l) Minimize the use of all resources and drive our Zero Waste to Landfill target in our in-house manufacturing facilities by applying sound waste management practices with a continuous improvement mindset with an end goal of promoting circularity both within our facilities and externally. We are committed to pursuing opportunities to reduce waste intensity, increase recycling rates, strengthen chemical stewardship and embed circular design principles where feasible.

- (m) Continue to build our understanding of Ansell's biodiversity impacts and dependencies and, once completed, develop long-term plans to manage and minimize those negative impacts.
- (n) Continue to consider the life-cycle impact of our products and enhance our efforts to develop and manufacture more sustainable protective solutions which are packaged and distributed by means which have the lowest environmental impact practicably possible.
- (o) Product End-of-Life: Ansell recognises the importance of considering environmental impacts across the product life cycle and will seek opportunities to improve product design, packaging and material selection to support recyclability, reduce environmental impacts and enable more responsible end-of-life outcomes.
- (p) Maintain processes for the timely reporting and escalation of significant environmental incidents to senior management, and maintain controls, monitoring systems and emergency response processes to prevent and mitigate accidental releases and pollution to air, soil and water.
- (q) Promote information exchange and the adoption of similar environmentally sustainable business practices, targets and commitments by suppliers, vendors and contractors.
- (r) Customer health and safety: Ansell is committed to integrating environmental considerations into product stewardship, chemical management and product performance standards. We will seek to maintain high standards of product safety, enhance transparency regarding environmental attributes where appropriate, and support customers in making more sustainable product choices.
- (s) Consider environmental impacts of investments, expansions, mergers and acquisitions and include efforts to align these to Ansell's overarching goals and targets in the review process and subsequent business cases.
- (t) Engage with and support global, local, industry and broader likeminded efforts to further technical developments and/or policy changes which will support the achievement of Ansell's environmental sustainability goals and commitments.
- (u) These goals, their related performance along with our ongoing continuous improvement activities will be monitored, and reports will be made available to all stakeholders periodically.

It is Ansell's aim to manage our business whereby growth, commercial objectives and the protection of the environment are appropriately balanced to optimize benefits for present and future generations while living by our ethos of start clean run clean and leave clean.

5. Review Mechanism

This Policy will be reviewed at least annually, and more frequently where necessary, to ensure it remains aligned with Ansell's strategic objectives, applicable legal and regulatory requirements, stakeholder expectations, evolving industry practices, and progress against environmental commitments, objectives and targets.

Implementation of, and performance against, this Policy will be monitored through Ansell's reporting and governance processes. Any material changes to this Policy will be subject to applicable approval processes.