

# HUMAN RIGHTS PRINCIPLES AND RESPONSIBILITIES



## Ansell Human Rights Principles

Ansell believes that human rights are those basic rights inherent to all human beings that form the foundation for freedom, justice and peace, and which apply equally in all countries. As a responsible corporate citizen, Ansell operates in accordance with the Universal Declaration of Human Rights (UDHR), the foundational document establishing human rights for all. Ansell also takes into account the United Nations Guiding Principles on Business and Human Rights (The Guiding Principles), and applicable ILO labor standards.

These documents inform and guide Ansell's approach to respect and promote human rights within our spheres of operating influence. We communicate and report on our activities in the human rights area via our Annual Report and the Ansell.com website.

Wherever we operate, we will seek to respect human rights in our employment policies and practices, our business operations and our relationships with stakeholders. This Statement applies to those activities under Ansell's reasonable control, including corporate, administrative and sales offices, manufacturing facilities and R&D Centers. It should be read in conjunction with other supporting policies, including:

- The Ansell Code of Conduct which sets out what it means to work at Ansell and the standards expected of all colleagues. It covers the main policies and procedures that describe the behavioral, ethical and compliance elements of what we do and what we expect from our employees.
- Human rights standards for suppliers, distributors and other partners which are outlined in Ansell's Third Party Social Accountability Policy.
- The Ansell Leadership Competencies that demonstrate the Ansell Values of Integrity, Trustworthiness, Creativity, Involvement, Passion, Agility, Teamwork and Excellence through an Innovative and Engaging culture.

Ansell is committed to being a positive corporate role model through the conduct of our business globally.

All policies and procedures adopted by Ansell are intended to comply with the spirit and intention of this Statement. Where Ansell becomes aware that policies and procedures are inadequate to address human rights concerns, Ansell will seek to promptly amend its policies and procedures and inform its staff accordingly. Where we discover, or are made aware, that our operations, business relationships or transactions have a negative impact on human rights, we shall take steps to mitigate or rectify the situation. This may include exiting a particular business relationship, or constructive engagement with others to promote good practice.

As a leader in protection solutions, the safety of the Company's own workers as well as the people living in communities where we operate is of paramount importance. We assess the risks of our business to ensure that it can be operated safely and sustainably, taking into account the needs of our employees, suppliers, customers, the community and other stakeholders.

## Our Responsibilities as an Employer

At Ansell, we are dedicated to meeting our objectives in an ethical manner. This means assessing and rewarding our people, not just on commercial results, but on how they adhere to our Ansell Values and Leadership Competencies and bring them to life every day, including the way in which colleagues behave towards one another and toward others.

Employment practices in place at Ansell set out our responsibilities as an employer, and are reinforced by our Code of Conduct. While not specifically "human rights" policies, these practices promote human rights either directly or indirectly and are consistent with, or go beyond, relevant UDHR articles and the Guiding Principles.

This Statement outlines a minimum expectation based on the UDHR and is not a substitute for the requirement to comply with national and local employment laws or Ansell's own employment policies and practices, where they exceed UDHR/ILO standards. In addition, we are committed to respecting the right of freedom of

association as well as collective bargaining in all our businesses.

Where our role as an employer may associate Ansell in any way with actual or perceived human rights violations, the issue should be referred to relevant management or executive leadership.

Other avenues for escalation are via Human Resources Business Partners and the Code of Conduct reporting process. It is important that any material issue is raised so that it can be addressed appropriately and lessons learned. All employees have access to a Compliance Hotline, including online access, through which they can report matters of concern confidentially and without fear of retaliation.

We monitor the effectiveness of our approach through employee engagement surveys, direct feedback from employee representatives via trade unions and Works Councils, tracking of compliance complaint referrals, mandatory Code of Conduct training and assessment, and performance reviews where a strong focus is placed on adherence to Ansell Values and Leadership Competencies.

## Our Responsibilities for Purchasing and Sourcing

Ansell seeks to uphold human rights through our supply chain by encouraging standards and practices that are in line with our own behaviors, as articulated in our Third Party Social Accountability Policy. These behaviors specifically address health and safety, freely chosen employment, child labor, working hours, wages and benefits, and freedom of association.

## Governance

The management team of Ansell, led by its CEO, will ensure that this statement is followed in how Ansell employees treat human rights and how we deal with violations by our own staff as well as by other stakeholders over whom we have influence.

The Board of Directors will ensure that the content of this Statement and its associated monitoring and management systems are reviewed and revised as necessary to reflect current human rights requirements and expectations.

Our policies and procedures will be reviewed periodically to ensure that they meet the spirit and intent of this Statement and, to the extent that they do not, we will promptly amend the policies and procedures and inform staff accordingly.

**Magnus Nicolin**  
Chief Executive Officer & Managing Director

**Glenn LL Barnes**  
Chairman, Board of Directors