

# Human Rights Statement

## 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. Ansell aligns with the UN Guiding Principles on Business and Human Rights (Guiding Principles), as well as the International Labour Organisation (ILO) core Conventions and the 10 UN Global Compact Principles, and respects human rights as set out in the Universal Declaration of Human Rights (UDHR). Ansell's commitment to respecting human rights extends to its supply chains and we seek to engage with suppliers and contractors who aspire to do the same.

These external principles and declarations inform and guide Ansell's approach to respect and promote human rights within its operations and supply chains. We communicate and report on our activities in the human rights area via our Annual Report Sustainability Report, Modern Slavery Statement and the Ansell.com website.

Wherever we operate, we will seek to respect human rights in our employment policies and practices, our business operations, including corporate, administrative, marketing and sales offices, manufacturing facilities, distribution centres and R&D centres, and our relationships with stakeholders.

This Statement should be read in conjunction with our other supporting policies, including:

- (a) 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 form the behavioural, ethical and compliance elements of what we do and what we expect from our employees;
- (b) Ansell's Supplier Code of Conduct, which sets out the standards imposed by Ansell on its suppliers;
- (c) Ansell Labour Standards Policy, and
- (d) the Ansell Values.

Ansell is committed to promoting and engaging in responsible business conduct within 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 personal 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 encourage the responsible and ethical business conduct by of our employees by 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 promote and champion our responsible business practices.

As a responsible employer with high standards for business ethics and values, Ansell is committed to operating in accordance with all applicable national laws as a minimum and will apply more rigorous internal working standards in circumstances where national standards do not meet the Company's own health and safety standards.

Employment practices in place at Ansell set out our responsibilities as an employer and are reinforced by our Code of Conduct. The Code of Conduct reinforces and promotes human rights in accordance with relevant UDHR articles and the Guiding Principles.

While this Statement outlines a minimum expectation based on the UDHR and the Guiding Principles, it is not intended to operate as a substitute for any obligation to comply with national and local employment laws or Ansell's own employment policies and practices, where they exceed the 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 Ansell may cause, contribute to or be directly linked to actual or potential human rights violations via our operations or supply chain, we take these matters very seriously and expect our employees to refer these matters immediately to the relevant management or executive leadership team.

Ansell has established channels where all workers can give feedback through worker surveys, a confidential compliance hotline and an externally managed complaints hotline, in addition to through the regular direct management and human resources channels. Ansell is committed to involving stakeholders in the grievance process and remediating where appropriate. We encourage employees to speak up whenever they have a complaint or concern about unjust, unfair or disrespectful treatment, harassment, or a health and safety issue in the workplace. We have a 'no retaliation' policy to reassure employees that there will be no adverse consequences for reporting concerns in good faith.

Ansell's Global Grievance Policy sets out the various channels for employees to raise grievances, aligns the grievance channels available across the business and details the escalation process and key points of contact during the investigation process. This applies to all to all workers, including those that are migrant or temporary, and support is available in all native languages.

Ansell as part of its commitment to respecting and promoting human rights will continually evaluate how it addresses these matters if and when they arise.

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 setting expectations with our suppliers that are in line with our own behaviours, as articulated in our Supplier Code of Conduct. These behaviours specifically address modern slavery, including forced and child labour, health and safety, working hours, wages and benefits, and freedom of association. Ansell requires its suppliers to adhere to all applicable local laws and ensure responsible, ethical conduct when operating their businesses. Ansell monitors ongoing compliance with the Supplier Code of Conduct.

### **Roles and Responsibility**

The management team of Ansell, led by its CEO, is responsible for ensuring that our commitment as detailed in this Statement, supporting policies and procedures and our associated monitoring and management systems are reviewed and revised on a regular basis to reflect current human rights requirements and expectations.

Our policies and procedures will be reviewed periodically by the Chief HR Officer 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.

This statement was approved by the Board of Ansell Limited on 26 April 2023.

Signed



**Neil Salmon**

CEO and Managing Director