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# **Labour Standards Policy**

Ansell Limited ACN 004 085 330

Adopted by the Board on 14 November 2019

Last reviewed and updated by the Board on 26 April 2023

## 1. Our Approach and Focus

Ansell places a high priority on risk identification and management throughout our operations and has processes in place to assure the integrity of our Risk Management Framework. This Framework is based on a comprehensive program including integrated policies, procedures, systems and controls and regular reporting that seeks to identify, assess, mitigate and prevent risks involved in and/or arising from the conduct of Ansell's operations and business relationships.

Consistent with our Human Rights Statement, Ansell's approach concerning the management of human rights risks, including slavery and human trafficking, is necessarily 'people centred' and seeks to use due diligence to identify and assess where potential impacts may be potentially severe (and/or have the capability to become so) and therefore require prioritised action as part of a systematic approach.

## 2. Purpose

Resulting from its business operations, Ansell acknowledges its obligations towards its customers, employees and the communities in which it operates and has decided to document its policy in relation to labour standards. This document is reviewed periodically and approved by senior management.

Ansell's Management view this policy as relevant to the organisation itself, its contractors, suppliers and other parties engaged through the supply chain. This Policy reflects Ansell's commitment to operating in accordance with all applicable national laws and regulations at a minimum and applying more stringent working conditions in circumstances where national standards do not meet Ansell's health and safety standards. Ansell's labour standards are aimed at helping Ansell and its suppliers consistently improve the level of social compliance and ensure standards appropriate to maintain the health and safety of Ansell's people and those working in Ansell's supply chain.

## 3. Scope of Policy

The Policy is designed to apply to Ansell and its own manufacturing organisations and all types of suppliers and contractors, regardless of their size, sector, and geographical location.

## 4. Continual Improvement

Ansell commits to periodically review this Policy to continually improve, taking into consideration changes in legislations, and any other standards to which it subscribes, and to ensure the adequacy, suitability and continuing effectiveness of the Policy.

Specifically, the Policy will be routinely reviewed and will be integrated into Ansell's corporate management system.

## 5. Comprehensive System

The Company has identified the following compelling reasons to establish a comprehensive system of Minimum Labour Standards to guide it in its business operations.

### (a) Ethical Responsibilities

Ansell acknowledges its legal and ethical obligations towards its customers, employees and the communities in which it operates, arising from its business operations. The Company is committed to ensuring high standards for business ethics and values.

**(b) Threat to Security of Supply**

Ansell has identified that labour standards abuses in supply chains can pose a risk to the security of supply. Any supply chain partners perpetrating abuses face legal enforcement action which may damage business and interfere with their ability to continue to supply. This in turn impacts on our obligations to stakeholders to ensure smooth operation of our business, including customers and employees.

**(c) Adverse Publicity and Damage to the Company's Reputation**

Adverse publicity from the discovery of labour standards abuses in Ansell's supply chain present reputational and structural risks as follows:

- (i) Income – customers may choose to purchase supplies and services from other providers
- (ii) Staff may choose not to work for a company associated with any labour standards abuses and this may lead to poor morale in the work place, retention issues and difficulty in recruitment;
- (iii) Loss of trust with customers, investors, suppliers and also within the wider community.

**(d) Industry References**

This policy has been drafted considering the following:

- (i) UN Guiding Principles on Business & Human Rights
- (ii) International Labour Organization (ILO) Core Conventions
- (iii) UN's Universal Declaration of Human Rights
- (iv) the Ten Principles of the United Nations Global Compact
- (v) Ethical Trading Initiative (ETI) Base Code
- (vi) Sedex 4-Pillar SMETA 6.0 Audit Checklist
- (vii) Social Accountability International's SA8000

## **6. Minimum Labour Standards**

The Company's defined set of minimum labour standards are:

**(a) Child Labour**

The Company does not tolerate the use of child labour and prohibits the use of child labour in its supply chain. Even if local law permits, the Company will not hire any employee or engage a contingent worker or individual hired through a third-party staffing agency below the age of 18 years or under. If applicable laws impose a higher minimum age requirement than 18 years, the Company will follow the stricter standard in compliance with the law.

**(b) Forced & Compulsory Labour**

Ansell has a zero-recruitment fee policy, meaning Ansell does not require any of its employees (including foreign workers) to pay any recruitment fees or other related fees for their employment. Ansell does not tolerate and will not engage in or support the use of forced or compulsory labour, or bonded or involuntary prison labour and prohibits the use of the same in its supply chain. Ansell does not require that employees surrender any government-issued identification, such as a passport, to the Company as a condition of employment.

**(c) Health & Safety**

Ansell provides a safe and healthy workplace environment and takes effective steps to prevent potential accidents and injury to employees' health by minimising, so far as is reasonably practicable, and in co-operation with its employees, the causes of hazards inherent in the workplace. All employees receive safety and job-specific instructions during their employment with the Company. Employees shall have access to safe, clean sanitary facilities and drinking water.

**(d) Freedom of Association & Collective Bargaining**

Ansell respects the right to freedom of association and collective bargaining. Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. Ansell has adopted an open attitude towards the activities of trade unions and their organisational activities.

Ansell has established a Freedom of Association and Collective Bargaining Policy and procedure based on national laws and ILO Core Conventions that has been instrumental in maintaining healthy industrial relations and meaningful social dialogue across all Ansell manufacturing plants.

**(e) Discrimination**

Ansell does not engage in or support discriminatory practices in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, religion, gender, sexual orientation, political affiliations, age or other conditions that could give rise to discrimination, unless required by law. Ansell has a Diversity, Equity and Inclusion Policy.

**(f) Disciplinary & Grievance Practices**

Ansell is committed to treating all employees with dignity and respect. The Company does not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of employees. 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 workers, including those that are migrant or temporary, and support is available in all native languages.

**(g) Working Hours**

Ansell complies with applicable national laws and regulations on working hours (including overtime and rest periods) and holiday entitlements as a minimum standard. Ansell does not tolerate forced labour and will not compel any employee to work against their will, either by intimidation or threat, or by physical confinement, human trafficking, slavery or any other means.

**(h) Remuneration**

Ansell complies with applicable national laws and regulations regarding wages and benefits as a minimum standard. All work-related activities are carried out based on a recognised employment relationship established according to applicable national law and practice. Ansell is seeking to ensure a fair wage for fair hours of work for all its workforce and looking to help others in our industry to move to this position.

## 7. Supplier Code of Conduct

All Ansell suppliers are required to comply with Ansell's Supplier Code of Conduct. The Supplier Code of Conduct sets out the applicable standards and behaviours expected of Ansell's suppliers and is consistent with the labour standards set out in this Policy.

## 8. Roles and Responsibility

The ultimate responsibility for the maintenance and adherence to this Policy lies with the Company's CHRO. The CHRO will act as the representative of the Executive Leadership Team, defining and developing strategic goals, make recommendations and decisions, participating in a cross-functional Sustainability Council to drive Ansell toward excellence in sustainability. However, due to the nature and the size of the organisation, there is also a well-framed Sustainability management structure in place with specific responsibilities at each level to ensure proper execution of Sustainability initiatives, periodic reviews, promotion of best labour management practices and continuous improvements.

This Policy will be communicated to Ansell's employees during new hire onboarding.

To learn more about Ansell's Labour Standards, please refer to Ansell's most recent *Sustainability Report* and *Modern Slavery Statement*.