

Labour Standards Management Policy

Background

Ansell and its affiliates (Ansell) form a leading global corporation to provide innovative solutions for safety, well-being and peace of mind, no matter who or where you are. We operate our Industrial Global Business Unit and Healthcare Global Business Unit in the B2B market around the world. Millions of workers and professionals rely on Ansell solutions for optimal protection against the risks to which they are exposed.

Purpose

Resulting from its business operations, the Company acknowledges its obligations towards its customers, employees and the communities in which it works, and has decided to document its policy in relation to labour standards and this document time to time to be reviewed and approved by senior management; specifically, by the Chief Human Resources Officer (CHRO).

Ansell's Management define this policy as relevant to the organization itself, its contractors, subcontractors, suppliers and other parties engaged through the supply chain. The Labour Management System will provide an overview of Ansell's labour management approach that can help Ansell and the suppliers to consistently improve the level of social compliance, provide with the best practice elements of effective labour management.

Scope of Policy

The policy is designed to apply to Ansell and its own manufacturing organizations and all types of Suppliers, regardless of their size, sector, and geographical location and will apply to the degree of sub-suppliers, and/or sub-contractors or any other suppliers in the supply chain according to the complexity of the supply chain.

Nature and Scale

The Company seeks to implement this policy which is appropriate in nature and scale to the Company and in line with respective country/national laws.

Continual Improvement

The Company commits to periodically review this policy to continually improve, taking into consideration changes in legislations, and any other requirements to which the Company subscribes, and to ensure the adequacy, suitability and continuing effectiveness of the policy.

Specifically, the policy will be routinely reviewed at the Company's Management Review Meetings and will be integrated into its corporate management system.

Minimum Labour Standards

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

- 1) **ETHICAL RESPONSIBILITIES** - the Company acknowledges its obligations towards its customers, employees and the communities in which it works arising from its business operations and wishes to work and trade in an ethical fashion.
- 2) **THREAT TO SECURITY OF SUPPLY** – the Company 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.
- 3) **ADVERSE PUBLICITY AND DAMAGE TO THE COMPANY’S REPUTATION** – adverse publicity from the discovery of labour standards abuses in the Company’s supply chain presents reputational and structural risks as follows – (a) income – customers may choose to purchase supplies and services from other providers (b) staff recruitment and retention – 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 and difficulty in recruitment (c) loss of trust – both with customers and suppliers and also within the wider community.
- 4) **REDUCED QUALITY OF GOODS AND SERVICES** – the Company recognizes that there is commonly a link between poor labour standards and poor quality of goods and services. To this end, it is in the interest of the Company to ensure its suppliers reach minimum labour standards targets always.

To help it identify a defined set of minimum labour standards, the Company has particularly referred to the following resources:

- Ethical Trading Initiative (ETI) based code Sedex 4-Pillar SMETA 6.0.
- UN’s Universal Declaration of Human Rights
- International Labour Organization (ILO Conventions)
- Social Accountability International’s SA8000
- NHS Code of Practice - Labour Standards Assurance Scheme

Defined set of minimum labour standards are:

- 1) **Child Labour** – the Company does not engage in or support the use of child labour. If the company engages any young workers (eg: on work experience), company will ensure to follow the child labour regulations stipulated in the national law. The company will ensure that a suitable risk assessment is carried out and that young persons are not exposed to any hazardous conditions, or in any case work more than 8 hours per day.
- 2) **Forced & Compulsory Labour** – the Company shall not engage in or support the use of forced or compulsory labour, or bonded or involuntary prison labour. Employees are free to leave upon reasonable notice.
- 3) **Health & Safety** – the Company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to

employees' health by minimizing, so far as is reasonably practicable, and in co-operation with its employees, the causes of hazards inherent in the workplace. All employees will receive safety and job specific instructions during their employment with the company. Employees shall have access to clean sanitary facilities and drinking water. Responsibility for implementing the Health & Safety element of this policy is assigned to the Sr Director, Global EH&S, APAC Global Operations and cascaded to his teams appointed in the regions and in respective country sites.

- 4) **Freedom of Association & Collective Bargaining**– the freedom of association and collective bargaining is respected and the Company will comply with respective country laws, labour relations legislations and ILO conventions in this regard.
- 5) **Discrimination** – the Company shall not engage in or support any 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. The Company has an Equal Opportunities and Diversity Policy which is shown to all new employees at induction.
- 6) **Disciplinary & Grievance Practices** – the Company shall treat all employees with dignity and respect. The Company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed and Ansell will provide all employees with the opportunity to raise concerns, problems or complaints. Company has a Grievance Policy and a Procedure which guides employees at all levels with a flexible and safe path to seek remedy.
- 7) **Working Hours** – the Company shall comply with applicable laws and industry standards on working hours and holiday entitlements. The Company's normal working hours do not exceed 48 hours per week, and overtime hours do not exceed 12 hours per week. The Company ensures all employees aware of this policy.
- 8) **Remuneration** - the Company shall comply with national laws and regulations regarding wages and benefits. All work-related activities are carried out based on a recognized employment relationship established according to country national law and practice.

The Company also commits to;

- Compliance with relevant legal legislations in operating countries (Local Laws).
- Ensure that all its key contractors, sub-contractors and suppliers all over the world are aware of the Labour Standard Management Policy and aspire to comply with the standards set by the company.
- Make available sufficient resources for the implementation of this policy.
- Carry out regular reviews of this policy to ensure that it remains fit for which it is intended.

Roles and Responsibility

The ultimate responsibility for the maintenance and adherence to this policy lies with the company's Chief Human Resources Officer, Debbie Lynch. CHRO will act as the representative of the Executive Leadership Team, defining and developing strategic goals, make recommendations and decisions, leading cross functional CSR steering committee to drive Ansell for excellence in sustainability. However, due to the nature and the size of the organization, there is a well framed CSR management structure in place with specific responsibilities at each level to ensure proper execution of CSR initiatives, periodic reviews, promote best labour management practices and continuous improvements.

The Company will make this policy publicly available (specifically via its website – www.ansell.com) and the policy will also be communicated to Ansell's employees in the first instance, and also to all Suppliers and their Suppliers, Contractors, Sub-contractors in the Supply Chain.

To learn more about Ansell's Labour Standards, please refer to Ansell's most recent [Corporate Social Responsibility & Sustainability Report](http://www.ansell.com/en/About/Investor-Center/Annual-Reports.aspx) (<http://www.ansell.com/en/About/Investor-Center/Annual-Reports.aspx>).

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