

Modern Slavery Act Statement

1 July 2017 to 30 June 2018

This statement is made pursuant to s54(1) of the UK Modern Slavery Act 2015 and sets out the actions taken by Ansell during the 12 months ending 30 June 2018 to prevent slavery and human trafficking in our business and supply chains.

Background

Ansell Limited and its subsidiaries and affiliates (Ansell) form a leading global organisation providing innovative and superior health and safety protection solutions that enhance human well-being. Operating in two main business segments, Industrial and Healthcare, Ansell employs more than 12,000 people worldwide. With operations in North America, Latin America/Caribbean, EMEA and Asia Pacific, customers in more than 100 countries around the world trust Ansell and its protection solutions.

In addition to the manufacturing facilities which are directly owned and operated by Ansell itself, Ansell engages third party suppliers to supply raw materials and finished goods. These raw materials and finished goods may include latex, cotton, nylon, petro-chemicals (such as nitrile, polyisoprene and neoprene), and packaging materials.

Ansell Limited is listed on the Australian Securities Exchange (ASX: ANN). Ansell's entities which operate in the United Kingdom include Ansell UK Limited, Ansell Microgard Limited, and Nitritex Limited.

Our Commitment

As a responsible corporate citizen, Ansell is committed to operating in accordance with all applicable laws and in accordance with the Universal Declaration of Human Rights (UDHR). The Company also follows the United Nations Guiding Principles on Business and Human Rights (the Guiding Principles) and applicable International Labour Organisation (ILO) labour standards.

In keeping with a fundamental respect for workers and professionals, Ansell believes that human rights form the foundation for freedom, justice and peace, and apply equally in all countries. Ansell's Human Rights Statement can be found on its website: [Human Rights Statement](#)

Ansell will not tolerate any form of slavery or human trafficking and we are committed to maintaining and improving systems and processes to prevent modern slavery within our business and supply chains. Since its founding 125 years ago, Ansell has been providing innovative solutions to enhance protection and productivity while managing the risks to which people are exposed. In the same way, we are committed to Ansell worker protection by mitigating risk, enhancing well-being, and ensuring consistently safe operations for Ansell employees. To achieve this vision, Ansell adheres to the core values of integrity, respect and excellence which are the foundation of the Company's global Code of Conduct.

The global Code of Conduct serves as a platform for all our activities and requires Ansell employees to act with the utmost integrity when dealing with all stakeholders. The global Code of Conduct includes two key policies which prohibit slavery and human trafficking in Ansell, these being the Fair Employment Practices Policy and our Supplier Code of Conduct.

Ansell is committed to treating its employees with dignity and respect. This means that we require our employees to treat each other fairly and comply with all applicable laws and regulations. Ansell will never knowingly tolerate child, forced or involuntary labour of any kind, under any circumstances.

We require that all suppliers to Ansell comply with our Supplier Code of Conduct. This policy prohibits suppliers using child, forced or involuntary labour of any kind, prohibits slavery and human trafficking, and requires suppliers to adopt appropriate standards in relation to health and safety, compensation, collective bargaining, and protection of the environment, amongst other topics. Suppliers must demonstrate their compliance with this policy at Ansell's request, and may be subject to audits and self-assessments.

All Ansell employees are regularly trained on the Global Code of Conduct. Ansell employees have access to a Compliance Hotline which operates 24/7 in all of Ansell's community languages, allowing all employees to report any suspected breaches of Ansell policies or practices on an anonymous basis. Ansell has adopted a no-retaliation policy ensuring that there can be no consequences for reporting concerns regarding non-compliance on a good faith basis.

Governance

Ansell is committed to effective corporate governance. By putting in place the right governance framework, the Board and management have set a culture of integrity, transparency and accountability within Ansell.

Ansell works to embrace the spirit of the ASX Corporate Governance Council's Corporate Governance Principles & Recommendations (ASX Principles). Details of Ansell's compliance are outlined in the Company's Corporate Governance Statement, which is available on its website (<https://www.ansell.com/-/media/projects/ansell/website/pdf/sustainability/governance/ansell-corp-gov-2018-final.ashx?rev=9396bcfea3ef4df2b8f364cb479f4dab>)

Ansell has taken two important steps in 2018 to codify how we improve our practices and meet the rising expectations and requirement for transparent Corporate Social responsibility (CSR) and Sustainability reporting. Ansell has formally moved the detailed governance process for CSR and Sustainability in the remit of the CSR and Risk Committee (formerly the Risk Committee) of the Ansell Board of Directors. Secondly, we have made a commitment to issue a standalone CSR and Sustainability Report annually. Ansell's 2018 CSR and Sustainability report can be found on its website: [CSR & Sustainability Report \(https://www.ansell.com/us/en/about-us/investor-center/annual-and-financial-reports\)](https://www.ansell.com/us/en/about-us/investor-center/annual-and-financial-reports).

Risk Management

Ansell's Supply Chain Group has the responsibility to ensure that all suppliers have agreed to the provisions of the Supplier Code of Conduct and to monitor ongoing compliance with this policy. We have undertaken a review of compliance with our policy to date and we were satisfied that our internal processes had been followed. Since 2016, Ansell has partnered with [Business for Social Responsibility](#) (BSR) and [Sedex Global](#), the Supplier Ethical Data Exchange to identify and mitigate risk at Ansell and within our supply chain.

Working with BSR, Ansell initiated a human rights impact assessment in 2016 and established action plans to address key findings in labour practices identified through this review at our manufacturing sites. Ansell audited employee time and attendance at each of its manufacturing sites and production managers at each site completed comprehensive training on the Ethical Trading Initiative (ETI) Base Code of labour practice, which is based on the standards of the International Labour Organisation (ILO). An online tracking system went live in June 2017, and compliance to the global standard is improving.

In 2016, acting on these guidelines, Ansell conducted Sedex self-assessments at each of its manufacturing sites. We are currently conducting a Sedex Pre-Assessment Program against the four pillars (Labour Standards, Health & Safety, Environment, and Business Ethics) of the Sedex Members Ethical Trade Audits (SMETA) to identify areas for future improvement in our plants.

Ansell has made significant improvements to foreign worker recruitment and retention, salaries and benefits, compliance to working hours, and hostel facilities, in addition to expanding training and onboarding for all workers.

Further improvements in FY19 and beyond

Ansell has developed additional initiatives, which it will roll out in FY19 to further mitigate the risk of slavery and human trafficking in Ansell's business and supply chain.

Ansell will:

- (a) publish and implement an updated Code of Conduct and launch an associate training program;
- (b) continue to work with Sedex Global, the Supplier Ethical Data Exchange, to develop thorough self-assessment criteria for each of Ansell's manufacturing facilities concerning matters including compliance with Ansell's standards on Labour Standards, Health & Safety, Environment, and Business Ethics;
- (c) initiate Sedex SMETA audits at Ansell manufacturing sites, which will be conducted by independent auditors;
- (d) initiate independent, third party supplier audits following SMETA guidelines (Sedex Members Ethical Trade Audits)
- (e) continue to develop its Supplier Code of Conduct to further enhance oversight of its suppliers and its supply chain
- (f) provide further training to its supply chain team on the obligations under the Act and in mitigating the risk of slavery and human trafficking in Ansell's supply chain

To learn more about Ansell's Human Rights programs and developments, please refer to Ansell's most recent [Corporate Social Responsibility & Sustainability Report](https://www.ansell.com/us/en/about-us/investor-center/annual-and-financial-reports) (<https://www.ansell.com/us/en/about-us/investor-center/annual-and-financial-reports>).

This statement was approved by the Board of Ansell Limited on 6 December 2018.

Signed



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