



Responsible Sourcing Policy

Ansell Limited ACN 004 085 330

Adopted by the Board on 8 August 2023

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1. Introduction

For more than 130 years, Ansell has been protecting people and the planet and our ambitions are stronger today than ever. We offer unrivalled personal protection, conduct industry-leading safety assessments, and provide data-driven expertise to improve safety on a global scale. But our mission stretches beyond this, and we set ourselves ambitious goals to break new ground. One of these areas is sustainability. We have declared sustainability as the foundation of a new purpose fully integrated into our business strategy at Ansell: Thinking of People and Planet First.

Our environmental, social and governance (ESG) performance is as critical to us as delivering high quality products to our customers. To hone our focus and monitor our performance across these metrics, we have identified the topics that are most material to Ansell. These also reflect the issues that matter most to our business, stakeholders and communities; and where we have the most potential to minimise harm and contribute to sustainable development.

Our commitments to sustainable sourcing and use of water, cotton, rubber, fossil fuels, biofuels and solar fully adhere to environmental, social, and corporate governance (ESG). This policy defines Ansell's approach to responsible sourcing and purchasing practices. Ansell is aligned with, and committed to, upholding the requirements of all applicable and relevant environmental laws and regulations as well as standards. Ansell also actively endeavours towards ensuring elimination of potential hazards to the environment. Ansell further demonstrates commitment towards this policy through adherence to the Ansell Supplier Code of Conduct.

2. Objective

The purpose of this responsible sourcing policy is to ensure that all participants throughout Ansell's supply chain are aware of the requirements to conduct business in an ethical and transparent manner. All suppliers within the Ansell Supply Chain shall commit to comply with this policy set out herein in addition to applicable local law obligations and to the monitoring by Ansell of their ongoing compliance with it.

3. Scope of Ansell Responsible Sourcing Policy

This Responsible Sourcing Policy outlines the key elements that are required to be complied with. The Policy applies to all Ansell suppliers. A "Supplier" is anyone, individual or company, who supplies us with any goods or services. It includes Finished Goods, Recruitment/Labour Agents, Facilities Support Services, Packaging, Cotton, Natural Rubber Latex (NRL), Synthetic Yarn, Synthetic Latex, and Chemicals. This Policy is applicable to all sites, workers and employees of any supplier (including permanent, temporary, contract agency and migrant workers), as well as sub-contractors, agents, and subsidiaries.

Ansell requires all suppliers to communicate this policy to their own suppliers and extend the requirements of this policy throughout the supply chain. Ansell is committed to working with suppliers within the supply chain to implement improvement plans towards achieving compliance with all requirements.

4. Policy Implementation

All suppliers are required to implement mechanisms to identify, assess and manage risks in all areas addressed by this policy. Suppliers are required to be able to demonstrate their compliance with this policy by retaining adequate documentation, which may be requested and reviewed by Ansell upon reasonable notice. It is expected for all suppliers to communicate this Responsible Sourcing Policy to all relevant employees (including permanent, temporary, contract agency and migrant workers) as well as sub-contractors, agents and subsidiaries for the purpose of awareness followed by implementation.

As part of the policy implementation across the Ansell supply chain, supplier compliance is assessed¹ through relevant audit frameworks based on the nature of business relationship with Ansell. High-risk suppliers directly supplying raw materials, finished goods and key facilities services are assessed via an on-site social and environmental compliance audit². Lower risk suppliers are assessed via remote and/or desktop social compliance audit using Ansell's due diligence Self-Assessment Questionnaire. During this process, if the suppliers are found to have risk of non-compliance, an escalation process will be implemented including a potential onsite compliance audit.

The mechanisms implemented and assessments carried out by suppliers shall support the demonstration of compliance, over an agreed timeline or as per deemed suitable. Where a supplier is unable to show adequate compliance, Ansell shall take the necessary requirements to ensure sustained compliance not limited to arranging for alternative supply of a particular raw materials, finished goods or services.

5. Monitoring, Demonstration of Continuous Improvement and Fulfilment

As an addition to assessment of suppliers, Ansell is committed to supporting suppliers in demonstration of compliance to this policy through continuous improvement activity. Due to the nature of specific policy elements requiring additional resources and time to fulfil, Ansell evaluates and accepts on a case-by-case basis, a supplier's request for additional time to demonstrate continuous improvement towards full compliance of this policy. Ansell is committed to working with and supporting suppliers in managing corporate social responsibility risks. As such, suppliers are encouraged to be open and transparent in the demonstration of compliance. As part of Ansell's commitment to supporting suppliers, progress and compliance will be measured through a regular supplier review process³.

Where the Ansell Responsible Sourcing Policy differs from national or local laws and regulations, the higher or stricter of the two shall always prevail. Ansell commits to implement processes or develop approaches that honour the requirements laid out in this policy.

¹ Assessments carried out by Ansell suppliers are in accordance to the Ansell Supplier Management Framework and Ansell Supplier Code of Conduct

² Ansell accepts SMETA 4 Pillar, Business Social Compliance Initiative (BSCI) or Social Accountability International SA8000® or Worldwide Responsible Accredited Production (WRAP) audits/certification from accredited third-party auditors or any other equivalent/recognized audit agreed by Ansell on a case by case basis showing our suppliers' level of compliance to local law, applicable standards and this Responsible Sourcing Policy. Further details of the assessment requirements will be addressed in the Ansell Supplier Management Framework.

³ Further information on the supplier review process is detailed within the Ansell Supplier Management Framework

6. Summary of the Focus Area covered in the Responsible Sourcing Policy

The Ansell Responsible Sourcing Policy is designed to address specific responsible sourcing risks in the Ansell value chain. To hone focus and monitor performance across these metrics, specific topics have been identified that are most material to Ansell. These also reflect the issues that matter most to the Ansell business, stakeholders and communities; and where the most potential to minimise harm and contribute to sustainable development is present. The Policy covers the following key areas:

PEOPLE

(a) Forced Labour

Ansell prohibits the use of forced labour in its supply chain and refers to the 11 ILO Indicators of Forced Labour when assessing any risks of forced labour:

- i. Abuse of vulnerability
- ii. Deception
- iii. Restriction of movement
- iv. Isolation
- v. Physical and sexual violence
- vi. Intimidation and threats
- vii. Retention of identity documents
- viii. Withholding of wages
- ix. Debt bondage
- x. Abusive working and living conditions
- xi. Excessive overtime

(b) Child Labour

Ansell will not use or condone the use of child labour. The term “child” refers to a person younger than 18 or if applicable laws impose a higher minimum age requirement than 18 years, the stricter standard in compliance with the law.

(c) Ethical Recruitment

Ansell is committed to the principles of Ethical Recruitment and to respecting the rights of migrant workers from recruitment, during employment through to their safe return.

(d) Human Trafficking

Ansell will not arrange or facilitate the travel of any person with a view to that person being exploited and will not use or condone the use of any human trafficking.

(e) Coercion and Harassment

Ansell will treat each employee with dignity and respect, and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.

(f) Non-Discrimination

Ansell shall promote an inclusive work environment that values all its workers and ensures that no abusive, exploitative or illegal conditions or practices exist at work. Ansell will not discriminate in its hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, color, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, parental status, military service, political opinion, disability or other non-merit factor.

Ansell seeks to partner with a broad array of suppliers through inclusive sourcing approaches that promote equal opportunities.

(g) Fair Wages and Reasonable Working Hours

Ansell will, at a minimum, comply with all applicable local laws, regulations and labour standards including those relating to minimum wages, overtime, maximum work hours and rest days and put in place reliable and comprehensive tracking systems to ensure compliance.

(h) Freedom of Association and Collective Bargaining

Ansell's workers must be free to join or not join a union/employee representation of their choice, free from threat or intimidation.

(i) Workplace Health, Safety and Security

Ansell shall implement the highest standards of occupational health and safety by applying a health and safety management approach appropriate to the business. This includes regular workplace risk assessments, implementation of adequate hazard control and precautionary measures, and proper storage and disposal of chemicals. Workers are to be adequately educated and trained in health and safety issues and provided, when at work, proper personal protective equipment.

Ansell as a member of the Customs Trade Partnership Against Terrorism (CTPAT) program, is committed to incorporating all of the Minimum Security Criteria (MSC) to our supply chain security practices.

(j) Conflict Minerals

Ansell shall undertake steps to identify whether conflict materials are contained in the products manufactured by it (or contracted to be manufactured by it), including determining the country of origin of raw minerals used in production.

(k) Whistleblowing and No-Retaliation

Ansell is committed to and supports suppliers to maintain a confidential platform easily accessible to all their workers encouraging workers to report to Supplier any non-compliance without fear of retaliation. Supplier will investigate all such reports and will take corrective action as appropriate.

(l) Anti-Bribery & Corruption

Ansell operates a zero-tolerance policy when it comes to bribery and corruption. The Company absolutely prohibits bribery and corruption in all dealings in every country.

(m) Rights of Indigenous Peoples and Local Communities

Ansell acknowledges and upholds the rights of Indigenous Peoples and Local Communities as recognized in international conventions and declarations.

PLANET

(a) Protection of the Environment

Ansell is committed to protecting the environment and minimizing any impact of operations on the environment by adopting sound environmental practices in all activities, products and services. Ansell commits to:

- i. Meet or exceed all applicable environmental laws and regulations and other environmental requirements.
- ii. Manage operations in a cost-effective manner and minimize potentially adverse environmental impacts.
- iii. Set objectives and targets for emissions, energy, water withdrawals and waste that strive for pollution prevention and industry best practice environmental stewardship standards while driving continual improvement.
- iv. Continue to build our understanding of Ansell's biodiversity impacts and dependencies and once completed, develop long-term plans to manage and minimize those negative impacts.
- v. Source traceable raw materials, and finished goods produced therefrom, from deforestation-free land in alignment with industry recognized initiatives.
- vi. Support of national climate protection goals and initiatives
- vii. Inclusion of climate protection appropriately into account in own operations
- viii. No use of prohibited chemicals in accordance with industry accepted practices.

PRODUCT

(a) Innovation and Product Stewardship

Providing customers with innovative, quality safety solutions. Continued focus on research, development and innovation across products and processes. Working to reduce adverse social and environmental impacts of Ansell's products and packaging throughout their lifecycle.

(b) Business Ethics and Governance

Ansell shall uphold the highest legal, moral and ethical standards in our corporate activities.

(c) Supply Chain and Business Continuity

Planning and actions to maintain the continuity and integrity of our supply chains and operations to enable Ansell to respond to surges in demand driven by disasters, epidemics or changing consumer behaviour.

7. Remedy and Grievance Mechanisms

As part of Ansell's commitment to an environment where open, honest communications are the expectation, not the exception, Ansell endeavours to address instances where violations of laws, regulation and policies or the Ansell Values have occurred.

As a requirement of upholding this policy and commitment, Ansell encourages and accepts in good faith, reports from stakeholders with respect to supplier violations of the Responsible Sourcing Policy. A formal complaint may be lodged at <http://ansell.ethicspoint.com>