

Supplier Code of Conduct

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

Ansell expects a standard of excellence in every aspect of our business and in every corner of the world. To achieve this, Ansell expects that Ansell, its suppliers and participants in its supply chain demonstrate the highest ethical standards and responsible conduct in all areas of operations; respect for the rights of all individuals; and respect for the environment.

Ethical Considerations

Subject to the provisions of the local laws of the supplier's country of operation, we require that all suppliers of Ansell products meet the following standards:

A. Child Labor

Suppliers will not use or condone the use of child labor.

The term "child" refers to a person younger than 15 (or 14 where local law allows) or, if higher, the local legal minimum age for employment or the age for completing compulsory education. Suppliers employing young persons who do not fall within the definition of "children" will also comply with any laws and regulations applicable to such persons.

B. Involuntary Labor, Slavery and Human Trafficking

Suppliers will not deprive any worker from their freedom. Suppliers will not condone the use of servitude. Suppliers will not use or condone the use of any forced or involuntary labor, whether prison, bonded, indentured or otherwise. Suppliers 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.

C. Coercion and Harassment

Suppliers 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.

D. Nondiscrimination

Subject to the provisions of local law in the supplier's country of operation, suppliers will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.

E. Health and Safety

Suppliers will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring at a minimum (a) reasonable access to drinkable water and sanitary facilities; (b) reasonable access to appropriate and adequate fire safety measures and facilities; and (c) reasonable access to appropriate and adequate lighting and ventilation facilities. Suppliers will also ensure that the same standards of health and safety are applied in any housing that they provide for employees.

F. Compensation

Suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Suppliers will compensate employees for overtime hours at such premium rate as is legally required or, if there is no legally prescribed premium rate, at a rate at least equal to the regular hourly compensation rate.

Where local industry standards are higher than applicable legal requirements, we encourage suppliers to meet the higher standards.

G. Collective Bargaining

Subject to the provisions of the local laws of the supplier's country of operation, if our suppliers' employees have chosen lawfully to be represented by third parties, our suppliers must bargain in good faith and not retaliate against their employees for their lawful participation in labor organization activities.

H. Protection of the Environment

Suppliers will comply with all local government applicable environmental laws and regulations and will otherwise conduct their business in ways that protect and preserve the environment.

I. Bribery and Corruption

Suppliers will comply with all local laws concerning prohibitions on bribery and corruption. In addition, Suppliers must not, while conducting business on Ansell's behalf, pay, accept, loan or offer a bribe, kickback or improper payment to anyone. In this policy, a "bribe" includes anything of value, including money, gifts, loans or other favours, that may influence or appear to influence the recipient's business decisions or compromise independent judgment. Suppliers must not engage in any facilitation payments – that is, small payments intended to speed up routine government actions, when doing business. Any dealings with Ansell must be on arms-length commercial terms.

J. Other Laws

Suppliers will comply with all applicable laws and regulations, including those pertaining to the manufacture, pricing, sale and distribution of merchandise. All references to "applicable laws and regulations" in this Supplier Code of Conduct include local and national codes, rules and regulations as well as applicable treaties and voluntary industry standard.

K. Subcontracting

Suppliers will not use direct subcontractors for the manufacture, sale or distribution of Ansell merchandise unless the subcontractor has entered into a written commitment with the supplier to comply with this Supplier Code of Conduct.

Acknowledgement Page

ACKNOWLEDGEMENT OF TERMS

Accepted and agreed to on behalf of [Insert Supplier Name], an approved supplier to Ansell. I acknowledge that I am authorized to bind such company* to the terms herein.

Signature

Date

Title

Company Address



Name of Executive Responsible for Social Compliance

* Please attach a list of all supplier/manufacturing locations supplying or manufacturing products or services for Ansell and their products or services represented by your signature.

Please return this executed signature page to Ansell.

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