

1 September 2023

Manager Companies
Company Announcements Officer
ASX Limited
Level 4, 20 Bridge Street
SYDNEY NSW 2000

ANSELL LIMITED (ANN)
2023 Sustainability Report and Sustainability Management Approach Report

Please find attached for release to the market Ansell Limited's FY23 Sustainability Report and Sustainability Management Approach Report.

This announcement was authorised for release by the Board of Directors of Ansell Limited.

Yours sincerely



Catherine Stribley
Company Secretary
Ansell Limited



Sustainability Report 2023



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Acknowledgement of Country

We acknowledge and respect the traditional lands and cultures of First Nations peoples in Australia and globally. We pay our respects to Elders past and present and recognise First Nations peoples' longstanding and ongoing spiritual connections to land, sea, community and Country. Appreciation and respect for the rights and cultural heritage of First Nations peoples is essential to the advancement of our societies and our common humanity.

About this report

This report covers Ansell's sustainability performance for the period 1 July 2022 – 30 June 2023. Unless otherwise stated, all disclosures made within the report cover Ansell Limited and the entities it controlled during the reporting period. Non-financial data related to Ansell Seremban (more details on page 4) is not reported in FY23 due to its acquisition part-way through the financial year (unless otherwise stated). A complete list of entities Ansell controlled during the reporting period is set out in our **2023 Annual Report**.

The structure and content of this report were reviewed by responsible members of the Executive Team and by the Board's Sustainability & Risk Committee, with the Ansell Board approving the final report.

This report is in accordance with the Global Reporting Initiative (GRI) Standards 2021, as detailed in the GRI index (refer to **2023 Sustainability Management Approach Report**). Information on our management approach for all material topics can be found in our separate **Sustainability Management Approach Report**.

In FY22, we reported in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Updates to our climate disclosures for FY23 are available on page 31 of this report; however, for our full TCFD disclosure please see our **2022 Sustainability Report**.

All financial data in this report is expressed in USD and environmental data is shown in metric units unless otherwise stated.

At Ansell, we report our sustainability progress annually. Our 2022 Sustainability Report was released on 13 September 2022, and all our prior sustainability reports can be accessed on our **website**.

We value your feedback on Ansell's sustainability performance and the 2023 Sustainability Report. To provide feedback or for any questions regarding this report, please contact:

- **Catherine Stribley**
VP, Corporate Governance, Social Responsibility & Company Secretary
Email: catherine.stribley@ansell.com
- **Christine Burke**
Senior Manager, Corporate Communications
Email: christine.burke@ansell.com

Ansell is a participant of the United Nations Global Compact and supports the role of business in working alongside governments and civil society to achieve the United Nations Sustainable Development Goals (UN SDGs).

We contribute to our seven priority UN SDGs through our material topics¹:



People

Employee health and safety
Labour rights
Diversity, equity, inclusion and Employee engagement
Community engagement and investment

Planet

Energy and emissions
Climate risk
Biodiversity
Water
Waste
Innovation and product stewardship (including product quality and safety)

1. Full details on our material topics is disclosed in our 2023 Sustainability Management Approach Report.

Reporting suite

Ansell's complete reporting suite is available on our **website** and includes:

- **2023 Annual Report**
- **2023 Labour Rights Report** (and Modern Slavery Statement)
- **2023 Sustainability Management Approach Report**
- **2023 Corporate Governance Statement**



Statement from the CEO

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Behind Neil is our reverse osmosis facility, installed at our Thailand plant.

Year upon year, sustainability has become an increasingly important differentiator for Ansell and core to our strategic ambition to lead the world to a safer future.

Neil Salmon
Managing Director and Chief Executive Officer

In a challenging business year for the global protection solutions industry, our resilient Ansell people nonetheless made significant progress against our ambitious, long-term sustainability goals. This Sustainability Report 2023 details our FY23 accomplishments and plans for FY24 and beyond. As we begin our 130th year, we turn the focus of our organisation toward a new growth journey that will equip us to succeed in a post-pandemic world, and in which we hold safety and sustainability equally as important as financial success. Year upon year, sustainability has become an increasingly important differentiator for Ansell and core to our strategic ambition to lead the world to a safer future.

Our fundamental commitment to customers, employees and shareholders alike is that they can trust in the Ansell brand and all it stands for.

In FY23 we accomplished new 'firsts' to lead the way. This year we share, for the first time, our Ansell 2040 Sustainability Action Plan (page 6), followed by a 15-point tracking report listing key performance indicators against our targets for People and Planet (pages 7-8). Another milestone this year is the concurrent release of our modern slavery statement, re-named as "Labour Rights Report", and the progress we have made on critical work to ensure secure and decent work.

I am proud to include in this report several third-party recognitions of our sustainability program, including the Ecovadis 2023 silver medal, which ranks Ansell in the top 3% in our industry*, and Morningstar Sustainability, which rated Ansell as an ESG top-rated company in 2023, in the 6th percentile in our industry (Healthcare).

I extend my gratitude and appreciation to our valued customers and partners who share our corporate values and commitment to integrate sustainability into our business practices, and to our dedicated employees across Ansell who have made this mission

Recognised by Morningstar
Sustainalytics as

**AN ESG INDUSTRY TOP
RATED COMPANY IN 2023**

6th percentile in our Industry
(Healthcare)



**Awarded EcoVadis Silver
Medal in 2023**

Top 3% in our industry*, improving
from 2022 ranking of top 6%

Top 10% of companies assessed
by EcoVadis

* EcoVadis classified Ansell in "other
manufacturing n.e.c. (no where else
classified)" industry



their own. Our 2023 Sustainability Report demonstrates that Ansell is delivering on its promise to secure decent work for workers across its value chain, safe, respectful and inclusive workplaces, the reduction of our environmental impact and the manufacture of innovative protection solutions that will lead the world to a safer future.

Neil Salmon
Managing Director and Chief Executive Officer

About Ansell

Ansell is a global company employing more than 14,000 people in over 55 countries.

Ansell Limited is legally domiciled in Melbourne, Australia and is listed on the Australian Securities Exchange (ASX: ANN).

Ansell has four corporate headquarters:

Melbourne, Australia

Brussels, Belgium

New Jersey, United States

Cyberjaya, Malaysia

We operate 15 manufacturing facilities with the largest located in Malaysia, Sri Lanka and Thailand and smaller plants located in Brazil, China, Lithuania, Portugal and Vietnam.

On 1 March 2023, we announced the completion of the acquisition of the remaining 50% shareholding in Careplus (M) Sdn Bhd, now known as Ansell Seremban Sdn Bhd. This acquisition delivered Ansell a 100% shareholding and full operational control.

Healthcare Global Business Unit

The Healthcare GBU (HGBU) manufactures and markets innovative solutions for a wide range of customers, including hospitals, surgical centres, dental surgeries, veterinary clinics, first responders, manufacturers, auto repair shops, chemical plants, laboratories and life science & pharmaceutical companies.

The portfolio includes surgical gloves, single use and examination gloves¹, clean and sterile gloves and garments, and consumables.



MICROFLEX[®]

TouchNTuff[®]

MICROTOUCH[®]

SANDEL[®]

GAMMEX[®]

ENCORE[®]

MEDI-GRIP[®]

BioClean[®]

Primus[®]

1. Includes single use gloves used by industrial workers in manufacturing, auto repair, chemical, food processing and other industries.

Industrial Global Business Unit

The Industrial GBU (IGBU) manufactures and markets high-performance hand and chemical protective clothing solutions for a wide range of industrial applications.

Ansell protects workers in industries including automotive, chemical, metal fabrication, machinery and equipment, food, construction, mining, oil & gas, utilities, logistics, and first responders.



HyFlex[®]

AlphaTec[®]

ACTIVARM[®]



EDGE[®]

inteliforz[®]

FROST & SULLIVAN



Frost & Sullivan selects Ansell for its 2022 GLOBAL COMPANY OF THE YEAR AWARD in the medical gloves industry

ECOVADIS 2023 SILVER MEDAL

Top 3% in our industry*, improving from 2022 ranking of top 6%

Top 10% of companies assessed by EcoVadis

*EcoVadis classified Ansell in "other manufacturing n.e.c. (no where else classified)" industry



Recognised by Morningstar Sustainalytics as AN ESG INDUSTRY TOP RATED COMPANY IN 2023

6th percentile in our Industry (Healthcare)



ANSELL WINS BEST PRODUCT

in the Sustainability category at World of Safety & Health Asia 2022, for our Surgical SMARTPack™

Ansell people speak on our achievements

Project Joy

As I create a customised Project Joy¹ glove, I think about how the end user will feel, finally wearing high-quality Ansell PPE to protect their hands. I am sure they have thought there is no company that can meet their unique needs. I'm proud to be making Project Joy gloves at Ansell since 2016, helping to keep all workers safe.

Hector Perales (Specialist, Product Development)



End of life solutions for customers: Recnorec partnership

The project with Recnorec² is another step towards circularity at Ansell, proving how it's possible to give our products more than one life. The success of this project relied on the close collaboration of several Ansell teams with whom I had the great pleasure of working and now I'm looking forward to also involve our customers in this journey with us.

Catarina Ferreira (Specialist, Product Development)



Using technology to drive safety accountability

Integration of EHS Pillar into APS³ was a key project for Global EHS in F23. It is a blessing to have worked with a such a diverse team who have shown tremendous dedication and determination. The integrative and collaborative essence of APS has worked wonders in bringing EHS to the line level; empowering our people to own their safety.

Sri Sharmini Seraithara (Senior Manager, EHS)



First ever Ansell Global Supplier Summit

I am very proud to organise Ansell's first sustainability-focused Global Supplier Summit⁴, an important forum to engage with leadership of key business partners on sustainable supply chains. At the event, suppliers' booths showcased new products, such as recyclable packaging and new innovations in cut protection yarn. The summit was a success and the message of our leadership resounded with suppliers: that Ansell and our business partners must work closer than ever in accelerating sustainability programs or initiatives.

Lydia Tan (Senior Manager, Procurement)



Ansell Textiles Lanka (ATL) is the first plant to be ISO 50001 certified

It is our great professional experience to implement EnMs with the ATL team and directly contribute to Ansell's ambition. After doing many ad hoc energy-saving projects over the years, EnMS gave us extra enhancement and a systematic approach. We increased visibility of usage, identified energy-saving opportunities, and set SMART action plans to reduce wastage. This project was initiated when Sri Lanka suffered from an economic crisis which in turn triggered an energy crisis with blackouts, fuel scarcity and extreme cost increases. This project being implemented at this crucial time can be considered as a national responsibility.

Tony Ukwattage (Senior Manager-Quality Assurance) and Chaminda Kottage (Associate Manager-Engineering)



SMARTPack™ is one of the first certified surgical packaging

It has been so satisfying diving into the SMARTPack™⁶ packaging project and certification journey. We had so many lightbulb moments, as we saw how this project contributes to Ansell's greener path. Personally, contributing to Ansell's advancement while making a positive environmental impact feels amazing. Can't wait to see this initiative fully rolled out into the market.

Bhairavi Nagalingam (Senior Specialist of brand/ product marketing) and Chee Pui Fong (Manager, HGBU R&D)



Zero waste to landfill, at our biggest plant

Our ZWL⁷ challenge of diverting more than 99% from landfill was that Ansell Lanka was a large waste generating facility. Even with limited regulatory guidance and infrastructure, we stuck together as a team, stayed determined, and changed the way we thought. Overcoming local challenges, we achieved something amazing in waste management – a true example of our dedication to ZWL. We are proud to represent the incredibly passionate and dedicated team to share Ansell Lanka's ZWL story.

Ruwan Gunawardena (Senior Manager, EH&S) and Devinda Herath (Manager, EH&S)



1. Read more on page 24.
2. Read more on page 37.
3. Ansell Production System (read more on page 15).
4. Read more on page 29.
5. Energy Management System (EnMS). Read more on page 28.
6. Grade A-AAA Recyclability Certification by Institut Cyclos-HTP (CHI). Read more on page 39.
7. Read more on page 34.

2040 Sustainability Action Plan

This year, we proudly announce our 2040 Sustainability Action Plan: Thinking of People and Planet First.

The 2040 Action Plan brings existing and new targets and ambitions across People and Planet for safe, respectful and inclusive workplaces and for a healthier planet in a zero-carbon future. Progress against these targets are reported on the following pages (page 7-8), and more details are in each section of this report. As a leader in the industry, Ansell products are created for a safe and better-protected world.

People

We are a recognised leader for safe, respectful and inclusive workplaces in our industry.



SAFE AND RESPECTFUL WORKPLACE

- **10% reduction** of Total Recordable Injury Frequency Rate (TRIFR)
- Each operational employee gives at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts
- **Promoting a diverse and inclusive workplace:** At least **40% women** representation in all levels
- Year on year progress in implementing **60-hour work week across all Ansell plants¹**
- **100% of direct suppliers** meet Ansell's labour, health and safety standards ensuring decent work for their workers²



SUPPORTING COMMUNITIES

- Responding to the needs of communities with **financial and product donations, disaster relief, and employee volunteerism**

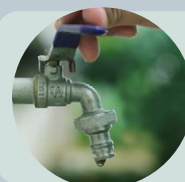
Planet

We pioneer new solutions that reduce our environmental impact across our operations and support a healthier planet.



ZERO CARBON FUTURE

- **Net Zero emissions in our operations³**
- **Reduce dependence on fossil fuels:** 100% renewable electricity
- **Process efficiency:** All manufacturing plants to have certified Energy Management Systems (ISO 50001)
- **Value chain partnerships and policy advocacy** for climate and advancing for transition to zero carbon future
- **Zero waste to landfill** manufacturing plants
- **Material and process innovation/Product life cycle:**
 - Use less fossil materials, and more recycled and bio-based content materials
 - **80% of our new products** are designed with reduced environmental impact
- **Packaging goal:** 100% of packaging material is **recyclable, reusable or compostable**



CONSERVE NATURAL RESOURCES

- Reduce **water withdrawals** by 35%
- **Improved environmental stewardship** to reduce depletion and impacts on natural resources

Product

We create products for a safer and better protected world



1. Defined by ILO60. ILO is the International Labour Organization.

2. In-scope suppliers based on Ansell's Supplier Management Framework (SMF).

3. Less than 10% use of offsets.

Tracking against our Sustainability Action Plan

People

Safe and Respectful Workplace

Target	KPI Progress	FY23 Highlights	Read more
10% reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030	<ul style="list-style-type: none"> 14% increase in Lost Time Injury (0.059) 43% decrease in Medical Treatment Injury (0.092) 	During the past three years we improved our proactive approach to safety, and overall accidents have decreased. However, the increase in the LTI this year shows that we need to focus our safety strategy towards building resilience. From FY24, we will implement a new phase in reporting our safety performance as TRIFR	Page 13
Each operational employee gives at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts	<ul style="list-style-type: none"> 90% safety observation engagement rate¹ 	Since FY21 baseline of 46%, we have doubled our safety observation engagement rate ¹ in generating improvement opportunities in safety. We will continue to enable employee engagement and accountability in the next few years, including through safety tools such as SOTEIRA and APS.	
Promoting a diverse and inclusive workplace: At least 40% women representation in all levels by 2030	Representation of women: <ul style="list-style-type: none"> 39.4% at Manager to Associate Director 31.4% at Director to VP 28.6% in Executive Leadership 44% on Board of Directors 	We continue to focus on advancing women across all levels of our business through engagement programs ('Work on Your Own Terms') and inclusive recruitment, as part of broader DE+I efforts.	Page 20
Year on year progress in implementing 60-hour work weeks across all Ansell plants ²	<ul style="list-style-type: none"> 8 out of 14 plants are observing and practicing maximum 60-hour work-weeks³ 	Moving our ambitions forward, this year we made a commitment to implement 60-hour work weeks for production workers, including regular working hours and overtime, informed by the ILO standards on hours of work and weekly rest, and the Ethical Trade Initiative (ETI) Base Code Clause 6. This year, a plant in Malaysia implemented of 60-hour work weeks in April 2023, and in FY24 both plants in Sri Lanka will implement new shift schedules and controls to practice and monitor 60-hour work weeks.	Page 16 and Labour Rights Report 2023
100% of direct suppliers meet Ansell's labour, health and safety standards ensuring decent work for their workers by 2027 ⁴	<ul style="list-style-type: none"> Over 85% of finished goods suppliers (Wave 1) are now rated 'A' or 'B', and meet Ansell's labour, health and safety standards 	Our Supplier Management Framework is executed in three waves. During the year Ansell has assigned a risk rating to a subset of each SMF wave, including Wave 1 suppliers of finished goods and packaging from high risk countries, Wave 2 synthetic latex and yarn and Wave 3 finished goods suppliers from low risk countries.	Page 16 and Labour Rights Report 2023

Supporting Communities

Responding to the needs of communities with financial and product donations, disaster relief, and employee volunteerism	<ul style="list-style-type: none"> Australian Indigenous Program: Sold 232,826 pairs of gloves in special edition indigenous packaging, with 6% of sales proceeds contributing to community funding program Disaster relief for Türkiye and support for our employees in Sri Lanka Project Joy: Produced gloves for 35 workers with differently shaped hands since 2016 	Ansell supports communities where our employees live and work. While we continued on longer-term programs (Project Joy and Australian Indigenous Program), we continue to rapidly deploy PPE and financial donations to front-line teams when disasters happened.	Page 23
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1. Defined as % of total employees who give at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts during 12-month period.

2. Defined by ILO60. ILO is the International Labour Organization.

3. As at 30 June 2023, we exclude Ansell Seremban from the total count of plants due to its acquisition half-way through the financial year.

4. In-scope suppliers based on Ansell's Supplier Management Framework.

Tracking against our Sustainability Action Plan continued

Planet			
Zero Carbon Future			
Target	KPI Progress	FY23 Highlights	Read more
Net Zero emissions for our operations by 2040 (2020 baseline)	16% decrease in Scope 1 & 2 GHG emissions ⁴	The decrease is primarily attributable to lower production volumes. We have also completed the implementation of renewable electricity projects this year (see details below), and made decisions to overcome inefficiencies in our new biomass technology.	Page 26
Reduce dependence on fossil fuels: 100% renewable electricity by 2040	29% renewable electricity	Three Malaysian plants now source at least 90% of electricity from renewable sources through the Malaysia Green Electricity Tariff program.	Page 26
Process efficiency: All manufacturing plants to have certified Energy Management Systems (ISO 50001) by 2028	One plant completed ISO 50001 certification	Ansell Textiles Lanka (ATL) is the first plant to achieve ISO 50001 certification.	Page 28
Value chain partnerships and policy advocacy for climate and advancing for transition to zero carbon future	Ansell joined Climate Group's RE100 and EP100	In support of the initiatives of Climate Group's RE100, Ansell commits to 100% renewable electricity by 2040 and supports EP100 by committing to establish ISO 50001-certified management systems at our manufacturing facilities by 2028.	Page 27
Zero Waste to Landfill (ZWL) for all manufacturing plants	All manufacturing plants have achieved ZWL ⁵ , except new plants in Malaysia (Ansell Seremban) and India (Ansell Kovai)	Since FY19, we embarked on our journey to zero, using the 5R principles (refuse, reduce, reuse, repurpose and recycle) to establish initiatives. From FY24, we will begin work at our new plants to achieve ZWL certification.	Page 34
By 2026, 80% of our new products are designed with reduced environmental impact Use less fossil materials, and more recycled and bio-based content materials	70% of new products are designed with reduced environmental impact Completion of new product development for launch of new single-use products that incorporate bio-based materials in FY24	'Less is More: A lot more protection, a lot less environmental impact' is a new generation of Ansell products. We also have new project launches and projects slated for next year, as we continue to engage with customers and other stakeholders on end of life solutions.	Page 36
Packaging goal: 100% of packaging material is recyclable, reusable or compostable by 2026	New paper band packaging and key progress on SMARTPack TM	Our new paper band packaging significantly reduced more than 70% materials, and 82% GHG emissions from the primary packaging per 12-pair bundle. Ansell's SMARTPack TM is the first surgical packaging to be certified for Grade A-AAA Recyclability ⁶ .	Page 36
Conserve Natural Resources			
Reduce water withdrawals by 35% by 2025 (2020 baseline)	3% increase in water withdrawals	We saw an increase in water withdrawals compared to the prior year due to decreased plant shutdown days, resulting in more operational days, and some technical challenges in two of our facilities. Excluding these two facilities, we saw an overall reduction in withdrawals compared to both FY21 and FY22. Further optimisation of our investment in reverse osmosis facilities will be the key focus in FY24.	Page 31
Improved environmental stewardship to reduce depletion and impacts on natural resources	Engaged with the IUCN to commence critical work in understanding our relationship with natural ecosystems and biodiversity	We will investigate developing joint programmes, research projects and other capacity building activities to pursue 'net positive' outcomes regarding biodiversity and ecosystem services.	Page 31

4. Less than 10% use of offsets.

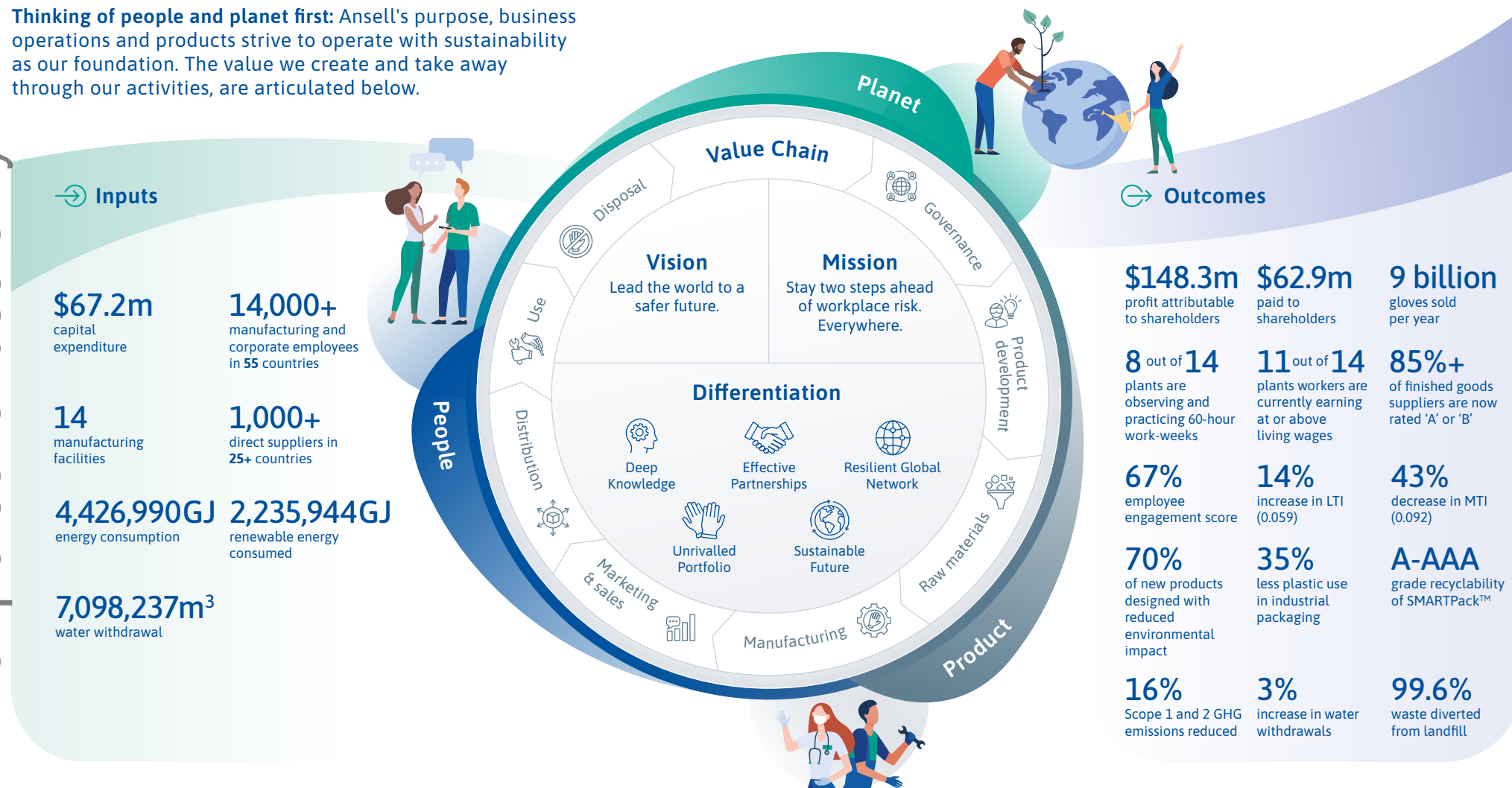
5. All manufacturing plants have completed their certifications under Intertek's Zero Waste to Landfill certification criteria, of a waste to landfill diversion rate exceeding 99%.

6. By Institut Cyclos-HTP (CHI), a globally recognised organisation that assess and certifies the recyclability of packaging and goods.

Value creation model

Thinking of people and planet first: Ansell's purpose, business operations and products strive to operate with sustainability as our foundation. The value we create and take away through our activities, are articulated below.

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Ansell Values

Ethical Governance & Conduct

Partnerships & Signatories

United Nations
Global Compact

RE100

EP100

Renewable
Thermal
Collaborative

CDP Supply
Chain Member

USAID's
Corporate Clean
Energy Alliance

Workplace
Gender Equality
Agency Gender
Equity Pledge

Task Force for
Climate-related
Financial Disclosures
(TCFD)

Aqueduct
Alliance

Topics of interest to stakeholders during the year

Sustainability continues to be an important topic amongst our stakeholders. Ansell is committed to being engaged with what's important to our stakeholders and keep them informed.

We embarked on some unique engagement activities while maintaining our regular touch points. Some highlights from the year are shown on the right, and details of our overall stakeholder engagement approach are provided in our 2023 Sustainability Management Approach Report.

Investors

Key interests this year:

- Modern slavery and forced labour in the supply chain
- Product innovation and environmental impacts

This year, our investors were focused on the risks of modern slavery and forced labour in our supply chain, in addition to expressing a growing interest in our efforts to drive innovation in environmentally friendly products.

Early this year, we held our first Sustainability Webcast, inviting our investors to engage with Ansell Executives regarding our approach to, and ambitions for, managing labour rights, operational environmental impact, and innovating our product portfolio to minimise negative impacts through our products' value chain. We received positive responses towards the webcast, and next year, we will conduct an investor survey to further our understanding of our investors' evolving sustainability priorities.

Customers

Key interests this year:

- Product innovation and environmental impacts
- Supply chain management

Our customer engagement platforms are wide, from tenders and questionnaires to direct meetings, Quality Business Reviews, industry conferences, and the webinars we host. In our North American region alone, we hosted approximately 250 customer engagement sessions on sustainability with our Life Science customers.

Our customers are increasingly interested in products with reduced environmental impact, especially options for product end of life. Proper labour rights management and adoption of best practices, including forced labour assessments, are now a common basic requirement for some customers.

With so much competition and increased regulatory requirements, Ansell is careful with the claims we make on products. We are dedicated to proven claims based on science and fact.

Employees

Key interests this year:

- Employee health and safety
- Diversity, equity and inclusion
- Labour rights in the supply chain
- Operational environmental performance
- Product innovation and environmental impacts

Our people are increasingly engaged in all aspects of sustainability at Ansell. In recent years, we began to host Sustainability Town Halls and integrate sustainability discussions in regular employee town halls. This is in addition to on-site and regional activities through plant management or regional DE+I networks.

This year we conducted our biennial employee survey across our global business units for professional and production workers.

Suppliers

Key interests this year:

- Labour standards in the supply chain
- Reliability of supply against forecasted growth plans
- Reducing supply chain emissions

Ansell's inaugural 2023 Global Supplier Summit was an important platform to convey our supply chain requirements on promoting decent work and transitioning to a zero carbon future. We also awarded a supplier with 'Outstanding Performance Award' for their excellent performance in quality, delivery, cost and ESG, and demonstrated strong business support of Ansell, including at the height of the COVID-19 pandemic.

While we drive these requirements through key platforms such as CDP Supply Chain Program, Supplier Management Framework, and our due diligence procedures, supplier engagement is always treated as an open, two-way process. We are eager to learn from suppliers more advanced than us, as well as to provide other suppliers with the right tools.

Governance and business ethics

Ansell's Board and management have established a culture of integrity, transparency, fairness and accountability, which permeates throughout the Company.

Our governance framework promotes the long-term health of our company. Ansell's Board of Directors is responsible for overseeing the Company's sustainability strategy and its management of sustainability-related risks.

Sustainability governance

This year, the Board reviewed and monitored:

- Labour standards performance across our internal operations and third-party supply chain, including visits to employee accommodation
- Our performance against environmental and safety targets
- New sustainable product development pipeline

And made the following decisions:

- Approved FY24 budget, which includes investment in sustainable manufacturing
- Approved updates to the following policies: Human Rights Statement, Labour Standards Policy, Environmental Sustainability, and Diversity, Equity & Inclusion Policies
- Support for revised terms of reference of the Labour Rights Committee, as well as approval threshold for CFO and CEO in decisions related to supplier escalation.

Ansell's Code of Conduct embeds our core values and commits to operating in line with the highest legal, moral and ethical standards in our business. This year, we completed trainings related to ethical conduct and abiding to our **Code of Conduct**, as outlined below.

3,175

Professional employees completed online Code of Conduct training

190

Employees completed other topical compliance trainings

3,185

Production employees received an in-person refresher course on our Code of Conduct

140

Managers at manufacturing facilities completed Culture of Ethical Decision-Making training

Board oversight of sustainability risks and opportunities

Ansell Board of Directors

Responsible for overseeing and reviewing the management, administration and governance of the company, including overseeing Ansell's strategic direction. Exercises ultimate responsibility for Ansell's sustainability strategy and performance. The Board met seven times in FY23, with sustainability on the agenda for five of these meetings.

Sustainability & Risk Committee (SRC)

Reviews the design and implementation of Ansell's risk management system, and the effectiveness of Ansell's sustainability policies and programs. The SRC met four times during FY23.

Audit & Compliance Committee (ACC)

Reviews Ansell's financial statements and reporting, including ensuring disclosures are in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures.

Management's role in assessing and managing sustainability risks and opportunities

CEO & Executive Leadership Team

The CEO and Executive Leadership Team (ELT) are responsible and accountable for overall development and implementation of Ansell's sustainability strategy. The CEO and ELT review periodic updates on progress against strategic sustainability objectives, and provide regular updates to the Board, together with recommendations on major decisions that require Board oversight and approval. The CEO and relevant members of the ELT are held accountable for ESG performance with an ESG metric linked to remuneration, see further details in our FY23 Annual Report.

Labour Rights Committee (LRC)

The LRC consists of members of the ELT and functional leads. LRC is responsible for managing modern slavery and labour rights risks in our operations and third-party supply chain. The LRC met monthly in FY23. Read more in our 2023 Labour Rights Report.

Sustainability workstreams

Ansell has four sustainability focus areas or 'workstreams': People, Planet, Product and Communication and Training. Each workstream is sponsored by one or more ELT members, who are supported by project leads. Project leads oversee collaboration between mid-level management and dedicated project teams, driving the integration of sustainability considerations into all levels of our business and strategic decision-making.

People

ELT member accountable: Chief Human Resources Officer and SVP of Operations and Global Supply Chain

Executes our People Sustainability Strategy and programs related to health and safety; diversity, equity and inclusion; Labour Standards Management Framework; Supplier Management Framework; and community engagement.

Planet

ELT member accountable: SVP of Operations and Global Supply Chain

Executes our environment strategies. This workstream executes our decarbonisation strategy as part of our Net Zero Commitment, water stewardship and zero waste to landfill initiatives, and is responsible for our CDP and TCFD reporting.

Product

ELT member accountable: President of IGBU and President of HGBU

Delivers new product innovations, executes against our packaging pledge and pipeline development of more sustainable products. Partnering with customer, suppliers and other relevant stakeholders to develop circularity and end-of-life solutions for reduced environmental impact.

Sustainability communications and training

ELT member accountable: Chief Commercial Officers

Equips our people with the right knowledge on sustainability at Ansell, engage with customers on industry solutions for more sustainable PPE, and develops our sustainability communication strategy.

See the 2023 Corporate Governance Statement for information on Ansell's approach to governance, committee responsibilities, and the Board Skills Matrix. Our Board Committee Charters and corporate policy suite are available on our website.



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People

Contribution to the UN SDGs



We are a recognised leader for safe, respectful and inclusive workplaces in our industry.



People continued

Employee health and safety

Safety is at the core of our business and brand, both for our own employees and contractors, and for our customers. We are responsible and accountable to ensure we send all our employees, contractors, and visitors back home safely every day, everywhere.

Ansell 2040 Sustainability Action Plan

Target

Safer workplaces

10%

Reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030 (FY23 baseline)

Safer leadership

Each employee at the plant gives at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts

Ansell-wide safety culture accountabilities

One of our biggest safety challenges is driving and managing behaviour change across the business. Various factors may lead to individuals deviating from formal standard procedures, particularly when they are managing competing operational priorities. This year, to enhance consistent safety behaviour across the business, we conducted workshops with plant leaders to discuss the importance of addressing the context that drives at risk behaviours and mistakes, instead of correcting incidents in isolation. This workshop paves the way for our FY24-FY26 plan (read more on the next page).

Every employee is responsible for practising safe behaviours, not just our plant managers and EHS specialists. We aim for all employees at the plants to contribute at least one improvement idea to mitigate near misses, unsafe conditions and unsafe acts. Over the past three years we managed to bridge the gap effectively, reaching closer to our target of 100%. In FY23 we achieved a 90.0% engagement rate, demonstrating significant improvement since our FY21 46% baseline. This result represents 13,679 submissions from employees over the year, up from 10,511 during FY22.

Achieved a

90.0%

safety observation engagement rate*

From our 2023 employee engagement survey

"I can report an instance of unethical conduct without fear of retaliation" **70-72% of employees**

* Defined as % of total operational employees who give at least one safety improvement idea to mitigate near misses, unsafe conditions and unsafe acts during 12-month period.

Shifting to interdependent safety management systems

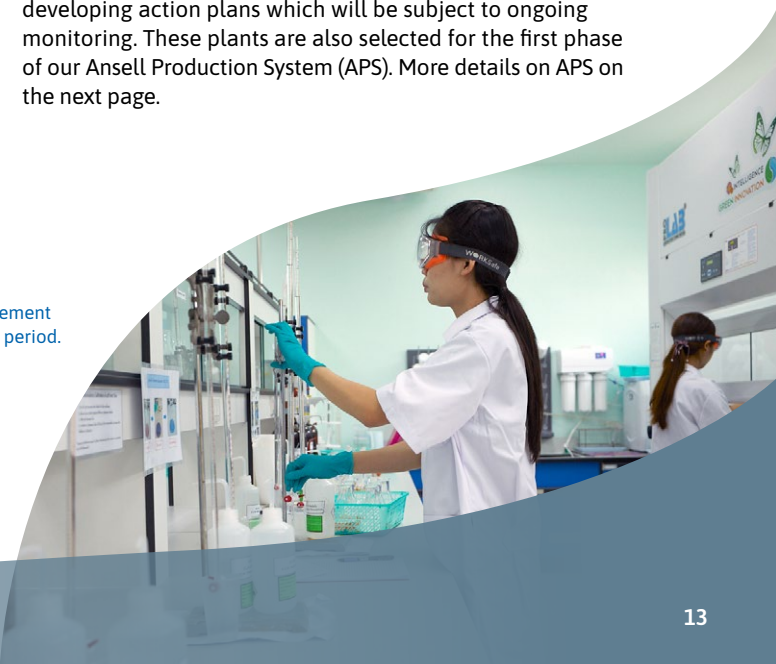
We are at the final stages of our safety culture transformation, guided by our Safety Strategy FY20–FY23. Initiatives delivered support our plants to reach an interdependent approach to safety. Our strategic progress on safety has continued to deliver year-on-year improvements across our key safety indicators.

Through our Learning and Assisted Site Programs, we delivered intensive safety capacity building support for plants that scored below 75% during the HRT assessment in FY22. We set a minimum score of 75% for all plants to indicate they are meeting Ansell standards for an interdependent safety management system. The Programs were a success, as four plants achieved an HRT assessment score of over 80%.

Global EHS supports the plants in developing an action plan to meet our high standards of integrating Ansell's HRT and Core Operating Procedures into their management systems. These plants have monthly check-ins with Ansell's Global EHS teams, and report progress against their action plans every quarter. During the Program, we identified an additional four plants as needing further support in shifting their safety culture. For these we delivered our new Shift Program, with individualised one-day workshops investigating plant-specific safety challenges and developing action plans which will be subject to ongoing monitoring. These plants are also selected for the first phase of our Ansell Production System (APS). More details on APS on the next page.

i Additional information

- Ansell's 5-Point Safety Charter and an EHS framework establishes standards for our health and safety management system. This is supported by global standards for High-Risk Tasks (HRTs) and Core Operating Procedures, covering all employees, contractors and visitors.
- Ansell's safety management system adheres to US Occupational Safety and Health Administration (OSHA) and Australian regulatory requirements
- For further information: **2023 Sustainability Management Approach Report** and 5-Point Safety Charter

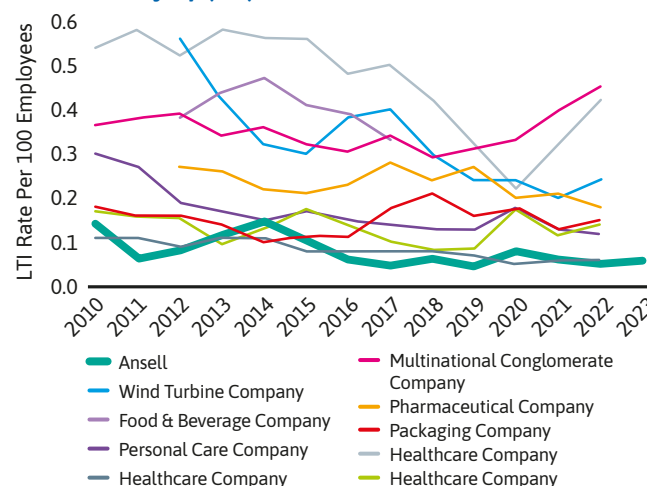


People continued

Safety performance

During the past three years we improved our proactive approach to safety, and overall accidents have decreased. However the increase in the LTI shows that we need to focus our approach to safety in F24-F26 in building resilience to meet accidents safely in line with the Human Organisational Performance. Read more in our 'looking ahead' section below. Alongside the next phase of safety, we announce our new safety target of a 10% reduction of TRIFR (FY23 baseline) by 2030, in line with worldwide practice. TRIFR will be reported by FY24. Please see the data tables on page 42 for detail on our health and safety performance.

Lost Time Injury (LTI)



A comparison of Ansell LTI performance against that of comparable market-leading global manufacturers drawn from publicly available website data through June 2023.

LTI Rate

0.059

14% increase from FY22

MTI Rate

0.092

43% decrease from FY22



Interdependent

- Visible leadership among different layers
- Many small units rather than one big plant
- Collaboration among functions
- Competency development
- SMEs to coaches

A serious safety incident in Melaka, Malaysia

In September 2022, 39 Ansell employees and their driver were involved in an accident while travelling by bus from our Melaka plant to their accommodations after completing their day shift. Brake failure caused the bus to veer off the road and down an embankment. Emergency workers were needed to free the driver and passengers. Some of our employees needed hospital treatment, but all are now out of hospital and doing well, and all have made a full recovery. However, the consequences of this accident could have been far more serious, and we have important lessons to learn. We are very grateful to the first responders who arrived on scene quickly to treat the injured and transport those who required further treatment.

This incident represents one of the most serious events at Ansell in recent years in which the safety of our employees has been compromised. Transportation to and from accommodation to the plant is an offering to Ansell employees and although we engage a service provider, we cannot ignore our employees' safety.

Ansell's health and safety team investigated the root causes of the accident, and all plants received guidance on reviewing employee transport safety risks. These guidelines are also now formally part of our labour risk assessment. Plants now need to conduct formal and proactive action by speaking to the driver directly, assess the condition of the transport frequently, and ensure conditions satisfy our requirements. From 1 July 2023, Ansell will commence the roll out of mandatory seatbelts for all Ansell employee transportation that meet our standards and requirements. We also plan to implement bus GPS and dashcams at some plants to encourage road safety vigilance and report feedback to drivers through an online monitoring system.

The incident highlighted the need for a more proactive approach to managing employee transport safety in all countries, over and above local laws. These risks will be addressed by our new Transport Policy. Read more on our management of third-party service providers and worker engagement in our **2023 Labour Rights Report (and Modern Slavery Statement)**.

Looking ahead

From FY24 to FY26, we will roll out our next phase in workplace safety by adopting the Human and Organisational Performance approach to incident mitigation and investigation. Due to human nature, people will make mistakes and incidents can happen. The new approach will enable us to understand the human nature and context behind incidents, and requires a shift from traditional thought patterns to embrace learning. We will focus on building a resilient organisation to meet incidents safely and make safer decisions to minimise potential harm. The new approach will deliver safety solutions that are more robust and sustainable. We will continue to roll out APS at remaining plants and drive a new mindset of safety incident investigation.

We have critical learnings from the serious safety incident this year, exposing our lapses in tightening policies and implementation of Ansell safety standards and our relationship with third party service providers. Outcomes include the rollout of a new Transport Policy and PPE Policy in FY24, as well as furthering assessments, training and other methods of engagement with third party services providers. Read more on our management of third-party service providers in our **2023 Labour Rights Report (and Modern Slavery Statement)**.

People continued

For personal use only

Investing in new safety tools: SOTEIRA success and EHS Pillar in our Ansell Production System

We modified our SOTEIRA safety software and hazard reporting app to be accessible to production employees via mobile, enabling our employees on the floor to take and upload photos of hazards, incidents and near misses onto our system.

Our Ansell Production System (APS) has an EHS Pillar. A 'first' in the PPE industry, APS will advance the capabilities of the Ansell workforce and enrich our continuous improvement culture in manufacturing. One of the APS deployment's main objectives is to upskill shop floor employees' capacity and increase capabilities and skills among line teams, coaches, and equipment owners at our plants, following a 'Learn-Do-Teach' approach. APS is part of a strategy to equip Ansell plants and Ansell people for future challenges. With the EHS Pillar, we further embed Ansell's safety culture in our operations as part of maximising manufacturing productivity.

A new tool under APS is the 'Ask Yourself Program', a quick risk prediction tool to encourage employees to consider safety by proposing three key questions before they perform any task:

"What am I going to do? What can go wrong? How can I do it safely?"

We will enhance the Ask Yourself Program by incorporating these questions into our Job Safety Analysis and work procedures, so they become the foundation of all pre-work discussions.



SOTEIRA safety software and hazard reporting app

People continued

Labour rights

To protect the human rights of every worker who interacts with Ansell, we continue to pursue initiatives that improve the lives of workers and assess our progress through a program of audits and by monitoring key performance indicators.

Ansell 2040 Sustainability Action Plan

Target

By 2027

100%

of direct suppliers meet Ansell's labour, health and safety standards ensuring decent work for their workers.*

* In-scope suppliers based on Ansell's SMF.

Year-on-year progress in implementing

60-hour work week

across all Ansell plants

Here we present a summary of our FY23 activities in relation to labour rights and modern slavery. A full account can be found in our [2023 Labour Rights Report \(and Modern Slavery Statement\)](#).

Ansell is committed to respecting human rights and providing decent work to workers connected to our operations and partnering with third-party suppliers to support them to do the same. We operate in a high-risk industry for labour rights exploitation, due to both the type of work and the geographic locations of our operations and value chain. As a market leader in this industry, we have an important role to play in improving the lives of workers across our value chain. We've progressed further in our ambitions and have achieved significant milestones in FY23 towards decent work for workers in our internal operations and third-party supply chain.

Workers at

11 out of 14

plants currently earning at or above living wages

8 out of 14

plants are observing and practicing 60 hour work-weeks



i Additional information

Ansell's human rights commitment is made in accordance with the Universal Declaration of Human Rights. Ansell aligns with the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Core Conventions.

Ansell's labour right commitments are outlined in our Global Code of Conduct, Labour Standards Policy, Human Rights Statement and Supplier Code of Conduct for supply chain.

People continued

Improving the lives of workers

As our labour rights management program matures, our focus has shifted to initiatives that go beyond compliance and targeting modern slavery, to improving the lives of workers in our internal operations and third-party supply chain.

In our internal operations

With direct oversight of employees at our production facilities, we are well positioned to make a positive impact on worker wellbeing. To enable this, in FY23 we targeted the following initiatives:

1. Providing decent work for employees

In 2021, we completed the initial benchmarking of our plants globally, which identified that a number of Ansell's plants already pay at or above the living wage. For the remaining plants, Ansell has worked to identify opportunities to uplift the compensation of workers to provide a living wage. During FY23, our plants in Malaysia and China achieved living wages.

As at 30 June 2023, workers at 11 out of 14 plants are currently earning at or above living wages. This excludes a couple of our larger plants in Asia, where we are working through particular complexities as we continue efforts to meet this standard.

In Sri Lanka, living wage benchmarking has been revised in FY23 by an independent external party due to the economic crisis.

We continue to provide special financial assistance in the form of inflation subsidies to ensure our teams in Sri Lanka are adequately supported during this difficult period.

In FY23, we made a commitment to implement maximum 60-hour work weeks for workers (achieving year on year progress), including regular working hours and overtime, informed by the ILO standards on hours of work and weekly rest and the Ethical Trade Initiative (ETI) Base Code Clause 6. As at 30 June 2023, 8 out of 14 plants are observing and practicing maximum 60-hour work-weeks, with all plants fully in compliance with local working hours regulations. This year, a plant in Malaysia implemented 60-hour work weeks in April 2023, and in FY24 both plants in Sri Lanka will implement new shift schedules and controls to practice and monitor 60-hour work weeks.

2. Supporting our most vulnerable workforce

This year we on-boarded over 1,200 workers that were previously engaged through labour agents, to direct Ansell employment. Where we use labour agents to help provide supplementary labour, we have included these agents and their workers in our internal assessments that have been introduced. More details are on page 18.

3. Remediating former Ansell workers affected by recruitment fees

After completing our review and additional reimbursement of recruitment fees to current workers last year, we commenced an outreach program to remediate recruitment fees incurred by former migrant workers. We commissioned LRQA (formerly known as ELEVATE) to conduct the program in line with best practices, and to verify our remediation. Despite facing challenges in reaching out to former workers, we are pleased to have successfully reimbursed 218 workers through this initiative.

4. Strengthening worker voice

Completed one-year roll-out of third-party hotline operated by LRQA at six plants.

All migrant workers engaged by Ansell have the option to access collective representation, and we extend our requirements on freedom of association to our third-party labour agents via our Supplier Code of Conduct and Labour Standards Policy. This year, we made progress at our plants in Malaysia and Thailand. In Malaysia worker-appointed representatives have been established where migrant workers were previously not members of local unions. At our Thailand plant, migrant workers have ready access to the Worker's Welfare Committee and also management-appointed worker representatives, who are either Cambodian or Myanmar nationals. The establishment of workers-appointed representatives has resulted in increased engagement and awareness from migrant workers regarding their working and living rights.

We have also seen an increased willingness to raise concerns over their employment status without fear of retaliation. In the Ansell Engagement Survey 2023, the largest improvement of survey questions is 8% (from 64% to 72%) for the item "I can report an instance of unethical conduct without fear of retaliation" as rated by Production staff. In addition, the latter also scored higher on the question "I feel like I belong at Ansell" from 80% (2021) to 83% (2023). This indicates that Ansell's production employees, local and migrant workers, do feel safe and included at Ansell.

In our third-party supply chain

Ansell believes fair work should be provided regardless of where a worker sits in our value chain. As such, we require suppliers that are aligned to our labour rights commitment and that are willing to engage to meet our labour rights standards.

In FY23, we focused on addressing three historically prevalent non-conformances to improve the lives of workers in our supply chain:

1. Excessive overtime

In addition to audits, high-risk suppliers are required to record and submit their workers' hours to our procurement team. This increased the frequency of monitoring for high-risk suppliers.

2. Supporting suppliers to provide remediation for impacted workers

As at FY23, 100% of our Malaysian finished goods suppliers have declared they have completed their recruitment fee reimbursement program for currently employed migrant workers. This represents more than \$30m in recruitment fees reimbursed and approximately 19,000 workers affected. In some instances, Ansell provided financial support through measures such as up-front payment for products, to provide selected suppliers with sufficient cash flow to implement remediation.

3. Improving hostel conditions

Educating suppliers on best practices in employee accommodation management, including hostel regulations. As at FY23, 100% finished goods suppliers have completed hostel upgrades and conformity with local Malaysian regulations.

People continued

Refining our labour rights strategy

During the year, we evolved our approach by refining our strategy to improve our understanding of risks and strengthen our monitoring and engagement program.

Building our labour rights approach in operations

Improving our understanding of risks: We have introduced a new labour risk assessment activity at our plants which covers our end-to-end workforce on-site including third-party labour agents and third-party service providers, such as janitorial and security services, accommodation, and transportation.

Strengthening our monitoring program: Our monitoring program now includes unannounced SMETA and Forced Labour Indicators (FLI) audits. We completed ten SMETA audits (five unannounced) and four FLI audits at our internal operations this year. The scope of the audits covered our operations as well as third-party labour agents, agents managing employee accommodation and transport, and onsite third-party suppliers, such as security and janitorial services. Audits could not verify the absence of certain higher risk indicators with regards to subcontractors and onsite suppliers present at Ansell plants, including excessive overtime, abusive working and living conditions, deception, and withholding of wages. We are working with subcontractors to ensure appropriate corrective actions are implemented, otherwise alternative subcontractors will be engaged. A smaller number of low risk indicators were identified at Ansell plants due to living and working conditions.

Building on our labour rights approach in third-party supply chain

Improving our understanding of risks: This year we developed a risk assessment and escalation framework to complement the assessment and engagement activities set out as part of the SMF. The framework creates a centralised rating system for third-party suppliers that reflects various elements of our monitoring program. During the year Ansell has assigned a risk rating to a subset of each SMF wave, including Wave 1 suppliers of finished goods and packaging from high risk countries, Wave 2 synthetic latex and yarn and Wave 3 finished goods suppliers from low risk countries. We re-assess the ratings of these suppliers on an annual basis. Our engagement and assessment of our finished goods suppliers are the most mature, hence we performed the risk assessment retroactively from FY21-FY23, showing that supplier ratings have improved over time.

Strengthening monitoring and engagement activities in our Supplier Management Framework: We have introduced two new components to our assessment approach: a second-party audit conducted by Ansell over our highest risk suppliers, and a Supplier Assessment Questionnaire ('SAQ') targeting our key non-conformances; and continued with monitoring third-party audits undertaken by suppliers.

Today

85%+

of finished goods suppliers (Wave 1) are rated 'A or B' and meet Ansell's labour, health and safety standards

Audits in action – case study of learnings: Employee accommodation risks flagged and our action taken

During an FLI audit at one of our plants in Malaysia, the auditors assessed the employee accommodations and the practices of the third-party agents managing worker accommodation. Auditors identified issues relating to the management of the employee accommodation: the agent collected fees for parcel collection and utility bills, in violation of Ansell's policies; the distance of the dormitory from the nearest township (about 20 minutes drive) meant that it was difficult and expensive for workers to procure transport for food or groceries. The findings showed that we were over-reliant on the employee accommodation agent, and highlighted further oversight was required to regularly

assess the agent's performance and to ensure workers' needs were being met. We implemented a series of changes, including moving our workers to a new employee accommodation, including replacing our employee accommodation service provider. The new accommodation is situated within the local township and has additional amenities. This was an important learning for us. We formalised our requirements on assessing third-party service providers in our risk assessment on labour rights and incorporated the findings in the escalation process to plant General Managers. Read more in our **2023 Labour Rights Report (and Modern Slavery Statement)**.



People continued

Risk profiling and escalation in action for our third-party supply chain

Ansell is committed to improving labour practices with our suppliers through meaningful action. In line with commentary from human rights experts, including United Nations Guiding Principle 19, Ansell does not automatically cancel supplier contracts upon allegations of adverse labour rights impacts. Instead, we engage with suppliers to monitor labour rights impacts by supporting the development and implementation of corrective actions. Where suppliers are unwilling to undertake corrective actions, we conduct 'top-to-top' engagement (between Ansell and the supplier's senior management) to highlight labour rights progress as a requirement for continued procurement. If the supplier remains unwilling, Ansell will place the supplier on suspension, which may lead to termination.

Notably, we helped three suppliers progress from D rating to C ratings and above by the end of FY23, against our new SMF rating system (see page 18). We did this through a series of proactive and frequent engagement activities, including:

- Top-to-top engagement with suppliers' management attended by our senior management to establish suppliers' commitments to improve.
- Performance monitoring by Ansell teams, including review of suppliers' corrective action plans with feedback from the teams, and sharing of best practices implemented at Ansell plants.
- Use of other monitoring tools, such as working hours tracking sheet and second-party audits by Ansell teams.

Additionally, during the last three years, three suppliers received a D rating either for violating our Supplier Code of Conduct or for serious non-conformances found during audits, and were subsequently placed under our "banned list". As set out here, our approach is to support suppliers to change before taking further action. However, in these three cases, the suppliers were unwilling to respond. We placed these suppliers under our "banned list" and implemented blocks in our procurement system to prevent our procurement channels from independently placing orders with these suppliers. To work with Ansell in the future, these suppliers must go through the same process as a prospective supplier, see details below.

Due diligence activities of prospective suppliers includes communication of Ansell's standards to the supplier via our Supplier Code of Conduct, completion of SAQ, and where required (based on criticality to the business), a second-party audit or provision of recent audit results. Prospective suppliers need to satisfy all our screening requirements and show a commitment to and compliance with Ansell's labour standards. In addition to existing due diligence activities, the escalation process is also applied for prospective in-scope third-party suppliers. Supplier approvals are channelled through the business escalation process, including LRC. This year, all prospective suppliers presented to the LRC for approval who did not meet our standards and requirements were not onboarded.



People continued

Diversity, equity and inclusion and Employee engagement

As a global employer, we have always taken pride in our diverse workforce. We believe that diversity and inclusion is a fundamental part of our corporate culture and critical to our long-term growth.

Ansell 2040 Sustainability Action Plan

Target

Promoting a diverse and inclusive workplace

At least

40%

women representation in all levels

Employee engagement

Employee engagement is a key tool to measure, understand and improve employee experience. This year we conducted our biennial employee survey across our global business units and operations to understand our employees' experiences and perspectives on what Ansell does well, and where we can improve in the future. The 2023 survey aimed to measure our progress against priority areas identified in our 2021 Employee Engagement and Culture survey and the results will drive action in 2024. In 2021, 70% of employees indicated they felt engaged with Ansell. This year, 67% of employees indicated they were engaged with Ansell. This represents a 3 point drop in engagement and a return to pre-COVID levels (2019: 66%). Like many organisations, Ansell experienced a spike in engagement during the pandemic due, in part, to the attention given to employees (communications, wellbeing, safety) and to the unifying impact of having a common crisis (COVID and need to get product to customers). Globally, average employee engagement has dropped from a high of 68% in 2021 to 64% in 2023. Ansell is performing better than the global average benchmark and is now on par with the global manufacturing benchmark.

During FY24, we will leverage the engagement survey results to identify, prioritise, and drive actions that will improve our results in advance of the next engagement survey.

With the 2023 Employee Engagement survey, professional employees indicated an increasing favorability for the two Learning items:

"Ansell strongly supports the learning and development of its employees"

Improved to 69%
(from 68% favorable)

"The training that I have received has been useful and I have put it into practice"

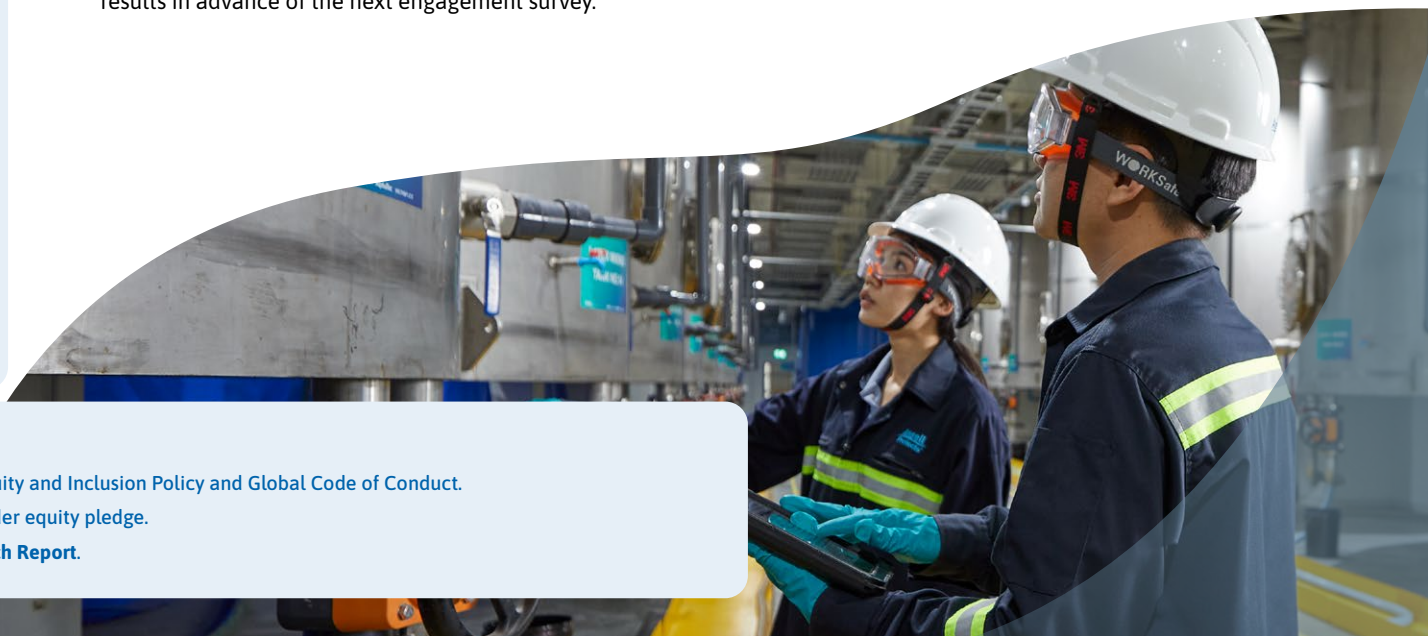
Improved to 68%
(from 67%)

Diversity, equity and inclusion

To truly ensure DE+I is part of our culture, DE+I efforts cover these primary areas: Training, Talent Acquisition, Career and Measurement. This year we updated our Diversity, Equity and Inclusion Policy after undertaking an inclusivity audit to understand how we can be more inclusive and accessible to diverse candidates.

i Additional information

- Ansell's priorities related to DE&I are outlined in our Diversity, Equity and Inclusion Policy and Global Code of Conduct.
- Ansell is signatory to the Workplace Gender Equality Agency gender equity pledge.
- For further information: [2023 Sustainability Management Approach Report](#).



People continued

Developing inclusive capabilities

Our goal is to equip team members at all levels with the capabilities and confidence to lead and work in an inclusive way. We completed the rollout of the 'Global Inclusion' eLearning, which is mandatory for all Ansell employees. This training helps colleagues understand what inclusive behaviour looks like and recognise their own biases. At the end of the course, employees complete an inclusivity self-assessment and receive a report of their results. 75% of colleagues have completed this training. We have since created a live 'Insights to Action' team workshop to facilitate a debrief discussion of the self-assessment results and support concrete action planning. To date, over 100 colleagues have participated in this new workshop.

Unconscious Bias training is also now included in our onboarding program for new employees. Additionally, we prioritise ethical and inclusive behaviours for people managers. Therefore, in FY23, we invited people managers to participate in live, facilitator-led sessions, Leading Inclusively, which was then followed by the 'Leading Inclusively' eLearning module. People managers rated the live workshops 4.5/5.0 and more are planned in FY24.

Inclusive recruitment activities

In addition to building inclusive capabilities, we focused on building a more inclusive recruitment process. First, hiring managers are permitted to initiate a job opening only if they can confirm having completed the Inclusive Hiring training. Second, as part of the selection process, the recruiting team must take every step necessary to ensure that diverse candidates are included in the selection process and with a diverse employee interviewing panel. Third, we are expanding our talent pool for potential candidates by better leveraging job boards; challenging recruitment agencies; and, partnering with other sources that explicitly focus on diverse talent. And, lastly, we have revised our job posting template and provided recruiters with guidance for creating more inclusive job postings.

Representation of women

As a subset of our broader diversity, inclusion and equity commitment, we continue to focus on advancing women across all levels of our business. We commit to achieving at least 40% women representation in all levels by 2030.

Women at Director to VP by 2030	FY23	Target
	31%	40%
Women at Manager to Associate Director by 2030	FY23	Target
	39%	40%
Women in executive leadership by 2030	FY23	Target (new)
	29%	40%
Women on the Board of Directors from 2020 and beyond	FY23	Target
	44%	50%

'Work on your terms' program to help female talent

In FY22 we invested in a partnership with an external diversity and inclusion learning provider and piloted a six-week pilot program called 'Work on your terms' (WOYT). The program helps female leaders understand where and why they thrive, and how to replicate those positive experiences in other areas of their work and life.

'Work on your terms' program

to drive career development for

75 of our female leaders during the year



Ansell conducted three rounds of the program over FY23, with initial focus on senior directors followed by senior managers to help us integrate participants' feedback into the program. Our efforts were recognised as we received strongly positive feedback after the third rendition, with 93% agreeing that 'The WOYT program was a valuable use of my time. Together with our flexible work option, we believe we can support women and broader employee groups to maintain a healthy and sustainable work-life balance, increase retention and productivity, and decrease absenteeism.

Representation of diverse talent

By embedding DE+I and following a more inclusive recruitment process, we intend to further increase the degree of diversity at Ansell.

Our regional diversity networks continued their efforts to build an inclusive culture across our operations. In addition to training (mentioned above), efforts are also focused on communications, activities and awareness building. This includes events centred around important days of awareness, such as International Women's Day, World Autism Month, International Disability Awareness, Global Diversity Day, Black History Month and locally driven cultural celebrations.

People continued

The regional diversity networks also connected with communities such as the LGBTQ+ community panels and Indigenous Peoples of Australia; with external leaders to share insights and leading practices such as our first ever event on the topic of People with Disabilities facilitated by a member of the International Disability Alliance; as well as internal employee workshops and roundtable sessions on DE+I, such as Autism Awareness Month and Pride Month. At our plants, DE+I networks focus on two main themes: gender and inclusive workforce, with a primary focus on migrant worker inclusivity. Details on our efforts are in our 2023 Labour Rights Report.

To better understand how employees' experiences at Ansell vary depending on their background, we added optional diversity-related questions to our recent employee engagement survey, where employees indicate how diverse and inclusive they perceive Ansell to be.

"I feel Ansell values diversity (e.g., age, gender, race, language, education qualifications, ideas, and perspectives)"

Improved to 74%
(from 73% favorable)

"We have an inclusive work environment that is open and accepts individual differences"

Remained flat at 71%

Employee wellbeing and mental health

Wellbeing is increasingly important as Ansell seeks to attract and retain talent. Ansell takes a holistic, two-pronged approach to wellbeing. Holistic wellbeing means physical, mental and financial wellbeing. Two-pronged means initiatives are led both globally and locally. On the global level, Ansell has hosted expert-led events on resilience and wellbeing. Additionally, employees now have access to Headspace, a wellbeing app that offers a variety of videos, audios, and training to help employees meditate, reduce stress and sleep better. Locally, HR and Benefits teams sponsor events included for retirement planning, healthy eating habits and stress reduction techniques and so on.

In the 2023 Employee Engagement Survey, 72% of employees agreed that:

"Ansell is actively looking after the wellbeing of its employees"

Improved to 72%
(from 71% favourable)

Looking ahead

Ansell will continue its DE&I and Employee Engagement journey. For DE&I, we remain committed to our targets and we will further bolster our talent acquisition efforts and our inclusive recruitment practices will be in place for the full fiscal year. We will also introduce new learning programs and the DE&I networks will build upon the momentum they established in FY23.

From an engagement perspective, the global priority will be on leveraging our senior leadership team to lay out Ansell's strategy and actions required for long term success. Locally, Leadership Teams will share results within the next month and will then develop and communicate their respective action plans.

We will continue to work towards the same overarching strategy and targets in FY24 as in FY23. We will also expand how we develop and retain female talent by introducing a new group mentoring program.

Employees at Thailand Plant celebrate Songkran Festival

Songkran, or Thai New Year, is Thailand's biggest and most important annual festival, which covers a period of three days from 13 to 15 April. The name Songkran comes from a Sanskrit word meaning 'passing' or 'approaching.' Due to the conditions of the COVID-19 pandemic, employees could not perform the festivities together at the plant since 2020.

This year, we were excited to celebrate together. The event started with a praying ceremony where employees placed their blessings and offerings at the "Thai spirit houses." By appeasing the spirits in this way, it is believed to facilitate happiness, prosperity, and a peaceful life. After the praying ceremony, the event continued with a water-pouring ceremony. Employees and guests sprinkle clean water over the Buddha statue to represent purification and good fortune.

The traditional ritual is also done to the elderly, with younger people pouring water on the hands of the elderly to show their respect and ask for blessings in the coming year.

We organised games and most notably, a contest to upcycle Ansell's rejected gloves into unique pieces of clothing. The contest was aimed to inspire everyone to be actively involved in the sustainable lifestyles of recycling and helping to protect our planet. Songkran is a family, religious, and refreshing time but most importantly, it is a memorable time where everyone has fun and enjoys a stress-free day.

Ansell Thailand celebrates Songkran festival, Thailand's biggest and most important festival.



People continued

Community engagement and investment

Ansell supports communities where our employees live and work. When disaster strikes, we rapidly deploy personal protection equipment and financial donations to help front-line teams recover and rebuild. We also celebrate the diverse cultures within Ansell and support locally-driven and initiated volunteer programs. Finally, through Project Joy, our unique program for workers with differently shaped hands, we are bringing equity and safety into a growing number of workplaces.

Ansell 2040 Sustainability Action Plan

Target

Supporting communities

Responding to the needs of communities

with financial and product donations, disaster relief, and employee volunteerism

Key events from FY23

Disaster support for Turkish and Syrian earthquake relief

In the wake of the two earthquakes that devastated Türkiye and Syria in February 2023, Ansell donated more than 500,000 items of PPE to help protect people in the aftermath of the disaster. We also donated US\$100,000 to the Australian Red Cross for disaster recovery efforts. The financial contribution was channelled to the Turkish Red Crescent and Syrian Arab Red Crescent through its Türkiye-Syria Earthquakes Appeal.

Ansell's Emerging Markets and Human Resources teams quickly determined that all Ansell employees and their families based in Türkiye were safe from harm and coordinated support for people in the affected regions.

Ansell's Australian Indigenous Program

Ansell's Australian Indigenous Program reflects our commitment to diversity, inclusion and allyship with Australia's First Nations peoples.

Kirstina McKinlay, a Kamilaroi and Ngarrabul artist, created the original artwork and developed special edition packaging for our HyFlex® product range. Kristina's artwork is inspired by the three most fundamental elements of life – the land, the sky and water.

As at July 2023, Ansell sold

232,826 pairs

of special edition indigenous packaging, with 6% of sales proceeds contributing to the community funding program



This year the funding supported Ansell and ONELAND to host art and music events for National Aboriginal and Islanders Day Observance Committee (NAIDOC) week in July 2023, where First Nations dancers and Didgeridoo players taught cultural dance sessions across communities and schools in New South Wales.

Supporting Ansell's Sri Lankan colleagues

Ansell's 5,500+ employees in Sri Lanka are living through the country's ongoing economic crisis. In FY23 we supported the safety and wellbeing of our Sri Lankan employees and their families with a series of financial and non-financial measures including temporary cash allowances and transport support.

Looking ahead

We will continue to collaborate with our community partners and support local causes that our regional offices and operations identify as important to the wellbeing of their communities.

i Additional information

- Ansell's core values are outlined in our Global Code of Conduct and we approach community engagement and investment in line with these outlined principles.
- For further information: [2023 Sustainability Management Approach Report](#).

People continued

Project Joy for unique, perfectly fitted gloves

Everyone deserves the highest level of safety at work, and our commitment to DE+I extends to the products we provide. Workers who have hands of different shapes and sizes, such as people who are missing a digit or have exceptionally large or small hands, face greater injury risks when they are unable to wear properly fitted gloves. Through Project Joy, we make safety accessible to individuals with unique protection needs by designing and producing unique, perfectly fitted gloves for individuals with differently shaped hands.

Project Joy gloves are made by the IGBU Mechanical R&D teams. Since each glove is custom made, we invest a great deal of time and resources tailored to the specifics of each individual recipient, beginning with photos of the individuals' hands, measurement, sketches and production. Custom knitting and formers (molds that gloves are made on) are needed for more complex hand shapes outside of the standard range.

Since the start of the Project Joy initiative in 2016, Ansell has produced gloves for 35 workers at 30 Ansell customers. In FY23 alone, we produced gloves for 17 workers at 14 customers. We provide Project Joy gloves at no cost, and we continue to provide the gloves as long as the customer needs them. This is just another way that Ansell helps to keep workers safe.

Through Project Joy, we make safety accessible to individuals with unique protection needs by designing and producing unique, perfectly fitted gloves for individuals with differently shaped hands.

Photo of a customer of Ansell's gloves made as part of Project Joy.



Planet

Contribution to the UN SDGs



We pioneer new solutions that reduce our environmental impact across our operations and support a healthier planet.

Planet continued

Energy and emissions

Our commitment to millions of users of Ansell products is to protect the planet for future generations and support transition to a zero carbon future.

Ansell 2040 Sustainability Action Plan

Target

Net Zero emissions

in our operations by 2040, with a mid-term target of 42% reduction by 2030 (FY20 baseline)*

* Less than 10% use of offsets.

100%

Renewable electricity by 2040

Process efficiency

All manufacturing plants to have certified Energy Management Systems (ISO 50001) by 2028

We know our Net Zero commitment will challenge the business in all areas, including capacity, innovation and cost, especially as we promise to not rely on offsets. We will decarbonise our operations and expand efforts into our value chain to safeguard our future.

Through dedicated investments, we have focused our renewable energy initiatives across three areas of biomass, solar PV and renewable grid electricity, which has seen us achieve:

51%

Renewables in our energy mix today (thermal and electricity)

Scope 1 and 2 emissions

Our greenhouse gas emissions decreased by 16% from prior year, primarily due to lower production volumes during the year. At the same time, we have implemented new projects for renewable electricity at our plants and continue to assess the efficiency of new biomass technologies as an alternative to fossil fuels. The next few years will see full implementation of projects planned in line with our decarbonisation strategy, including improving efficiencies of technologies that we have already implemented. Our long-term decarbonisation efforts are focused within our internal operations before we will explore credible and high quality off-sets for residual emissions (less than 10%). Read more on this year's projects on the next page.

Our decarbonisation strategy has three primary focus areas:



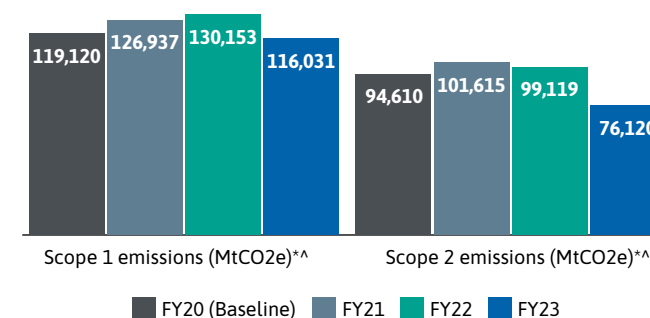
Transitioning from fossil fuels to renewable energies



Innovation in manufacturing processes, products and circularity



Collaboration through value chain partnerships and policy advocacy



* Scope 1 and 2 emissions are measured for manufacturing plants only. Our distribution centres and offices are leased and therefore fall under scope 3 emissions. Scope 1 and 2 emissions targets relate to manufacturing plants only.

^ As a carbon neutral source of energy, emissions from biomass are not included in our Scope 1 emissions reduction targets. See page 43-44 of this report for more details on our performance and methodology.

Additional information

- All plants, except Ansell Hercules, Ansell Kovai and Ansell Seremban, have ISO 14001-certified Environmental Management Systems. By 2028, all plants will implement ISO 50001 certified energy management systems.
- For further information: [2023 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

Planet continued

Ansell joined RE100 and EP100

In December 2022, we joined influential corporations as we aligned with Climate Group's global initiatives for a low-carbon future, RE100 and EP100.

RE100

°CLIMATE GROUP | CDP

RE100's mission is to accelerate change towards zero carbon electricity grids globally by 2040. Aligning with their mission, we commit to sourcing 100% renewable electricity across our entire operations by 2040.

°CLIMATE GROUP EP100

EP100 aims to accelerate energy efficiency through energy smart businesses. Ansell will implement Energy Management Systems (ISO 50001) at all plants by 2028, which includes driving plant-wide awareness and senior management accountability on efficient practices for energy productivity improvement.

Renewable electricity

We achieved an important milestone this year as our Malaysian factories began the shift to renewable sources of electricity. Three plants ran successfully on green electricity, increasing renewable electricity to 29% (up from 14% in 2022 and 2.4% in 2020) of total electricity consumption. This is an outcome of the prior year's efforts to establish an agreement through the Malaysia Green Electricity Tariff program to source at least 90% of our electricity at our plants in Malaysia from renewables.

We also completed the installation of rooftop solar PV at two plants in Malaysia and Sri Lanka. We are preparing to commence the rollout of Sri Lanka's largest single site rooftop solar PV capacity at our plant in Biyagama, Sri Lanka. It will have an estimated capacity of 7.0MW. To date, approximately 6.2MW of solar photovoltaic generation capacity has been installed across the roofs of Ansell manufacturing facilities in China, Sri Lanka, Thailand, Malaysia, Portugal and India.

Ansell Kovai plant will be a 100% renewable energy plant, primarily attributable to solar electricity generation and biomass for thermal energy generation. Read more on page 33.

29%

Renewable electricity today

3 plants with

100%

renewable electricity

2 plants with

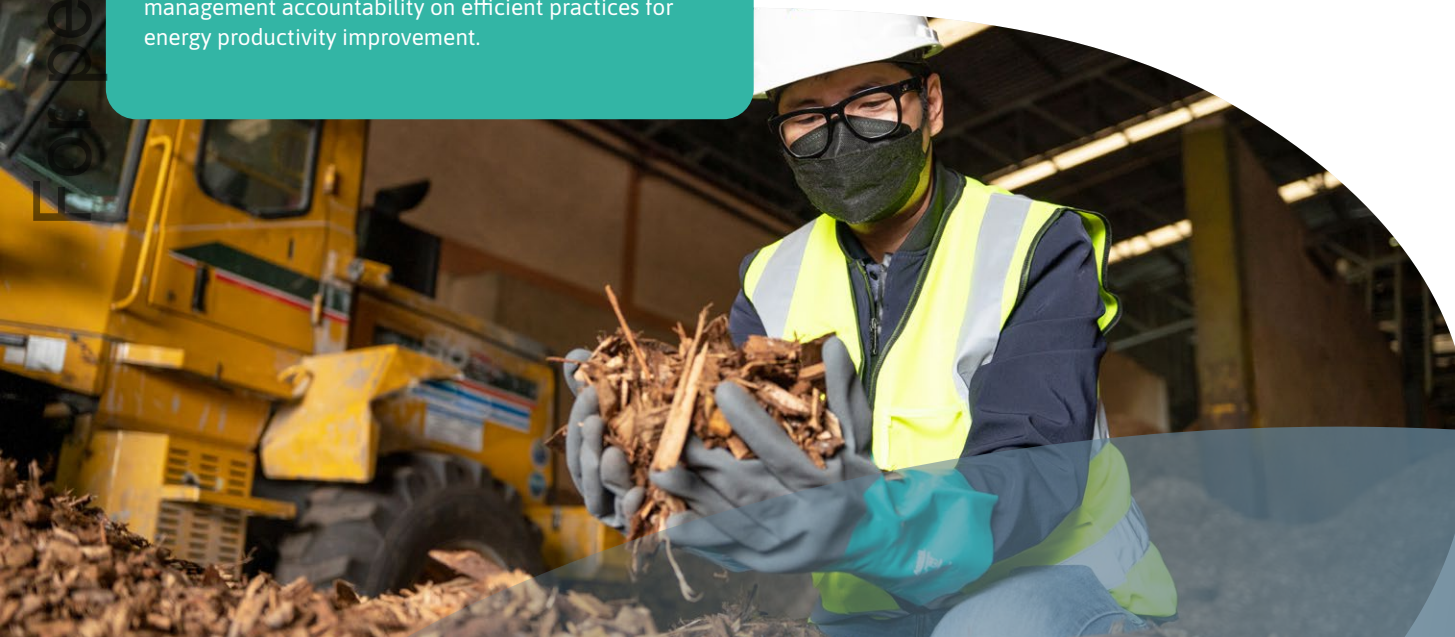
90%+

renewable electricity

Generation of renewable thermal energy

Currently, we are using biomass technology, a carbon neutral alternative to fossil fuels to power our high-pressure hot water generators (HWG) at our manufacturing sites. Ansell has five biomass facilities group-wide, including our first HWG in Sri Lanka and our most recent in Thailand. Our plants' use of biomass in Thailand and Sri Lanka saved 117,467 MTCO₂e over FY23, compared with natural gas or furnace oil. However, trialing new technology comes with important learnings. At our plant in Thailand, we found that high moisture content in the woodchips used and insufficient combustion times contributed to unusually higher carbon monoxide emissions. We have made numerous efforts to address the issue, including adjusting the conveyor feeder and dampers, using smaller size woodchips with a lower moisture content, and changing the woodchip supplier. While our use of biomass generators supported us to reduce our emissions from fossil fuels, the boiler was not optimal for our ambitions. We plan to install a new boiler in FY24 before shutting down the affected equipment so we can maintain biomass as the main energy source at our Bangkok plant.

For personal use only



Planet continued

Ansell

ANSELL TEXTILES LANKA IS THE FIRST ANSELL PLANT TO RECEIVE ISO 50001:2018 CERTIFICATION

Our first ISO 50001 certified plant

Ansell Textiles Lanka (ATL) in Seeduwa, Sri Lanka, is the first plant to achieve ISO 50001 certification. ATL implemented a systematic approach to energy efficiency, which is superior to ad hoc or traditional project-based approaches of improving energy performance. We combined best practices in project management, energy monitoring, and energy awareness along with an energy policy that governs the organisation's approach towards energy use and performance. We can achieve significant energy savings and resolve anomalies or incidents that cause energy waste. The plant identified Significant Energy Users (SEUs) and possible saving opportunities throughout the ISO 50001 implementation journey. This will be the core driver to save the energy for ATL in the future.

Simultaneously we developed an Energy Focused culture throughout the plant with the engagement of all the categories of ATL workforce to drive effective energy management in the plant.

The Energy Management System together with the ongoing installations of rooftop solar photo-voltaic systems will contribute towards the achievement of overall decarbonisation goals of the plant.

Developed an Energy Focused culture

throughout the plant with the engagement of all the categories of ATL workforce to drive effective energy management in the plant

ATL leadership briefing the team on our ISO 50001 certification, including achievements and progress to date, and what to expect for the future.

Planet continued

Progress on Scope 3

Our baseline inventory, established in FY20, shows that 20% of our GHG emissions are from our internal operations (Scope 1 and 2), while our value chain (Scope 3) represents 80% of our emissions. Since FY22, Ansell has committed to investigating activities related to Scope 3 (see full details in our 2022 Sustainability Report).

During the year we strengthened our engagement with customers and suppliers on value chain emissions reduction. Recognising the varied maturity in decarbonisation approaches across our diverse supplier base, we have adopted a direct and increasingly formalised engagement approach. We communicate clear expectations to suppliers on our decarbonisation roadmap and provide technical information to support their own decarbonisation efforts.

Via the CDP Supply Chain Program, we have more than doubled the number of suppliers engaged on the platform, from 32 to 69. The platform is a useful tool for our suppliers to measure and reduce their climate and water related impacts, against globally recognised methodology. Quality data and engagement with suppliers on monitoring and measuring initiatives provides useful intelligence on our Scope 3 footprint and ambitions.

Looking ahead

In FY24, Ansell will continue our work on the three pillars of our decarbonisation strategy. This will include ongoing investment in renewable energy at our manufacturing plants, implementing energy management systems at more plants, and continuing to understand our Scope 3 footprint.

Global Supplier Summit

We also engaged with key strategic suppliers directly. In February 2023, Ansell brought together more than 25 key suppliers from 13 countries, with a total of more than 100 external participants for our inaugural sustainability-focused Global Supplier Summit, hosted in Malaysia. The Summit was a forum for us to share our ambition to source finished products and raw materials produced through low emissions and high energy efficiency manufacturing processes, and our expectation of strategic suppliers to invest and align with our sustainability ambition, including on emissions and water. We also presented case studies demonstrating how we have implemented our own recent environmental initiatives, as well as useful resources and avenues for our suppliers to engage and collaborate further with Ansell.



Planet continued

Climate risk

In FY22 we undertook a quantitative analysis of climate impacts and risks that revealed our most critical physical and transitional climate risks and opportunities.

Ansell 2040 Sustainability Action Plan

Target

Since 2019, Ansell has been

a supporter of TCFD

In FY22, we

fully aligned

with the disclosure requirements of the Taskforce on Climate-related Financial Disclosures (TCFD)

Our FY22 TCFD scenario analysis guided the development of our operational decarbonisation strategy (see page 26), and the outcomes were incorporated into our plant-level Emergency Response Plans. We will continue to monitor our climate-related risks and opportunities annually to identify whether we need to update our disclosure and strategy.

Our performance and plan

Our climate risk disclosure remain largely consistent with FY22, with minor updates for FY23. In FY23, nothing has come to our attention to suggest that our climate risk profile has materially changed since FY22. No anticipated delays to achieving the climate targets set out in FY22's full climate-related disclosures have been identified. Please see page 46-50 of Ansell's **2022 Sustainability Report** for our full TCFD disclosure.

This year Ansell acquired the remaining 50% of Careplus, which has been renamed to Ansell Seremban since it has transitioned to Ansell's full operational control. Previously, the Careplus Joint Venture was considered as part of Ansell's Scope 3 emissions. The renamed Ansell Seremban is now transitioning to Scope 1 and 2 as Ansell assumes full ownership and operational control. We are currently collating baseline Scope 1 and 2 emissions data for Ansell Seremban to reassess our baseline calculations for Ansell's overall climate targets. The updated baseline and inclusion of Ansell Seremban in Ansell's Scope 1 and 2 emissions disclosures is expected for FY24.

Governance

The Board receives regular reports and recommendations from the Board Sustainability & Risk Committee and Audit & Compliance Committee on Ansell's climate change strategy and action plan, with support from the CEO and ELT. The TCFD Steering Committee (TCFD SteerCo) is comprised of management from across Ansell, and supports the ELT and Board by periodically reviewing the identification and disclosure of climate-related risks.

Strategy

Ansell completed its quantitative climate risk scenario analysis in FY22, and this assessment forms the basis of our climate strategy. This included an assessment of the financial impacts of climate change, which we factor into our financial reporting. Our 2022 Sustainability Report outlines our strategic response to each of the physical and transition risks and opportunities identified by our scenario analysis.

Risk management

The TCFD SteerCo and ELT are responsible for managing climate risks in line with our Risk Management Framework, with oversight from the Board. This process includes assessing both the likelihood of specific climate risks occurring and their consequences for our business. Climate risks are benchmarked relative to other key business risks and incorporated into our risk register.

Metrics and targets

We leverage our TCFD risk assessment to inform metrics and targets related to our material environmental topics including energy and emissions, and water. Our Decarbonisation Strategy and Contextual Water Target Strategy formalise our key targets related to mitigating physical and transitional climate risks.

i Additional information

- Climate risks are addressed in Ansell's corporate risk register, TCFD reporting and climate scenario analysis framework.
- Our Environmental Sustainability Policy outlines how we continually assess, quantify and manage physical and transitional climate risks.
- For further information: **2023 Sustainability Management Approach Report**.

Planet continued

Biodiversity

Our product lines and processes rely heavily on natural resources for continued operations. These same precious resources are shared with communities and ecosystems.

Ansell 2040 Sustainability Action Plan

Target

Improved environmental stewardship

to reduce depletion and impacts on natural resources

In recent years, together with various subject matter experts, we focused on critical work to develop the water, waste and emissions commitments and projects which you see today. It is integral to what we stand for at Ansell that our work does not stop with our operations. Our business depends on resources and ecosystem services that derive from billions of years of rich and diverse natural environments. This year Ansell begins our long-term work on biodiversity.

In FY23 we agreed on a framework for strengthened cooperation with the International Union for Conservation of Nature (IUCN) through a Memorandum of Understanding (MoU). This commences critical work in understanding our relationship with natural ecosystems and biodiversity to help us develop plans for potential improvements and mitigate negative footprints. Together we will investigate developing joint programmes, research projects and other capacity building activities to pursue 'net positive' outcomes regarding biodiversity and ecosystem services. [Read more here.](#)



At the IUCN Country Office in Sri Lanka, Ansell and IUCN met and signed a MoU on a framework for strengthened cooperation.

Other on-going supply chain programs connected to biodiversity include a project in the early stages of investigating how we can mitigate biodiversity risks in our biomass supply chain. In FY23 we commenced sourcing a portion of our woodchips from suppliers with sustainable certifications in Sri Lanka. We are also investigating different sustainable rubber certification standards that consider both human rights and environmental risks, to identify frameworks for understanding and managing these risks in our natural rubber latex supply chain. Our investigations will be ongoing in FY24 as we seek to embed new sustainable approaches into our supply chain.

Ansell is focused on improved environmental stewardship to reduce depletion and impacts on natural resources.

"Signing this MoU with IUCN is a statement of Ansell's ambition that our sustainability strategy contributes to the world's critical need to manage both the climate and biodiversity impact of business operations globally. As a first step we seek to understand our impact and dependencies on critical natural resources, thus establishing a foundation on which we can develop strategies that align with the global efforts to conserve biological diversity and promote the sustainable use of natural resources."

— Neil Salmon, our Managing Director and Chief Executive Officer

"While IUCN develops and promotes global standards and knowledge products, real learning happens when these are applied on the ground to result in conservation and sustainability outcomes. We envision this signing to lead us to a journey together with Ansell and create a path for others in the PPE industry to follow."

— Dr. Dindo Campilan, IUCN Regional Director for Asia and Hub Director for Oceania

i Additional information

- For further information: [2023 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

Planet continued

Water

Water is essential to Ansell's manufacturing process. We are committed to using water in a way that preserves water security for our communities and the environment.

Ansell 2040 Sustainability Action Plan

Target

Reduce water withdrawals by

35%

by 2025 (FY20 baseline)

As part of Ansell's ongoing investment in reverse osmosis (RO) technology to reduce our water usage at manufacturing plants, we are currently optimising our RO facility in Thailand, and conducting pilot and feasibility projects at two plants in Malaysia and Sri Lanka, respectively. We also commenced installation of an RO system at Ansell's new plant in Kovai, India, which will support the plant's goal to recycle all wastewater and become a zero liquid discharge plant. See the next page for more information about Ansell Kovai.

Tiered contextual targets for plants:

Tier 1:
Reduce water withdrawals by

50%

Tier 2:
Reduce water withdrawals by

25%

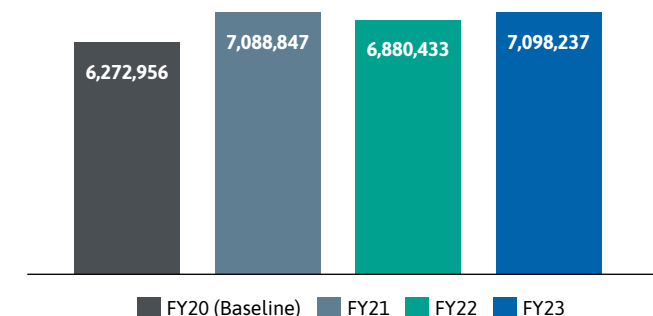
Tier 3:
Reduce water withdrawals at the plant or in the local community equivalent to

25%

Last year Ansell established a water withdrawal target of a 35% reduction by 2025 from an FY20 baseline. The target included contextual water stewardship sub-targets for each plant, which take into consideration the baseline water stress of the region, total water withdrawal for the year, and UN Global Compact's CEO Water Mandate. The risk levels for each location were identified in FY21 in collaboration with the World Resources Institute, and also draw on our FY22 climate risk assessment.

We saw a 3% increase in water withdrawals compared to the prior year due to decreased plant shutdown days, resulting in more operational days, and some technical challenges in two of our facilities. Excluding these two facilities, we saw an overall reduction in withdrawals compared to both FY21 and FY22. Further optimisation of our investment in reverse osmosis facilities will be the key focus in FY24.

Water withdrawals (m³)



Our plan

Next year we will continue to work on increasing the water efficiency of manufacturing processes and further invest in RO technology to increase our water recycling capacity at our plants.

Additional information

- For further information: [2023 Sustainability Management Approach Report](#) and [Environmental Sustainability Policy](#).

Planet continued

Ansell's new Kovai plant: Completed first phase of world's first glove plant with zero liquid discharge

July 2022 marked a milestone for Ansell as our newest plant in Kovai, Tamil Nadu in India, became operational, supplying the world's fast-growing Surgical and Life Sciences market. Completing this plant will set a new benchmark for Ansell's sustainable manufacturing as it is designed according to criteria established by the Indian Green Building Council in 2001 to support India's aim to become a global leader in sustainably-built environments by 2025. When fully operational, our Kovai plant will mark a glove-industry milestone by operating with zero liquid discharge, meaning that all wastewater is fully recycled and re-used in production.

Currently Kovai is operating as a packing plant, which consumes significantly less water than full manufacturing plants. When the plant reaches full operational capacity, we aim to recycle at least 90% of water used and further reduce liquid discharge. Kovai plant will also be an important benchmark on water consumption and liquid discharge. We will be able to implement transferrable processes and technologies from Kovai to replicate water-related outcomes at other plants.

Other sustainability considerations have also influenced the development of the Kovai plant, which was designed to meet the <Platinum level> requirements of the Indian Green Building Certification. In construction, Ansell prioritised low-carbon, non-toxic and repurposed construction materials wherever possible. We have installed solar energy infrastructure that will provide 895KW of energy, which will represent an annual reduction of 1,250tCO₂. Our biomass project will provide 16MW of energy, avoiding 17,000 tonnes of carbon emissions per year. Our ambition is to achieve 100% renewable energy consumption at this plant. Please see our website for more information on the opening of the Kovai plant.



CEO Neil Salmon with employees at the launch of our new Ansell Kovai plant. Pictured below is the solar panel energy infrastructure that will generate over 1 million kWh of energy per year.



At full operational capacity in 2024, we aim to recycle at least

90%

of water used

We have installed solar energy infrastructure that will generate

over 1 million kWh

of energy per year

Our biomass project will provide

16MW

of energy

Our ambition is to achieve

100%

renewable energy consumption at this plant

Planet continued

Waste

Land contamination, water pollution and increased emissions are direct consequences of manufacturing waste going to landfill. In December 2019, Ansell set a goal of 'Zero Waste to Landfill by 2023', whereby we would divert >99% of our operational waste away from landfill. We are proud to have met this target in FY23 for all Ansell plants active in 2019, and will now extend the ZWL target to our new plants (Ansell Kovai and Ansell Seremban).

Ansell 2040 Sustainability Action Plan

Target

Zero Waste to Landfill (ZWL)

for all manufacturing plants

FY23 was the 'last mile' of our journey to achieve Zero Waste to Landfill by 2023. Ansell's manufacturing plants implemented the technical knowledge they have accumulated since we embarked on this goal to address their final waste streams in collaboration with specialised waste management vendors.

To date, Intertek has certified all plants as Zero Waste to Landfill. Our new plants in Kovai, India and Seremban, Malaysia will need to begin their journey to zero.

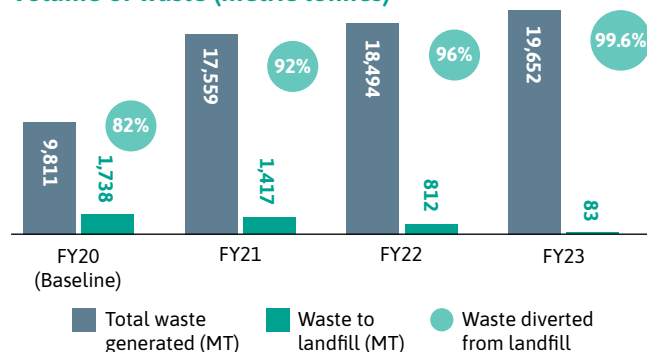
99.6%

of waste diverted
from landfill

83.46MT

of waste sent to landfill –
A 95% reduction from FY20

Volume of waste (metric tonnes)



Looking ahead

Having achieved our Zero Waste to Landfill target, we will continue to be ambitious with our waste and circularity initiatives and partnerships at each plant to maintain our strong performance. From FY24, we will begin work at our new plants to achieve ZWL certification.



i Additional information

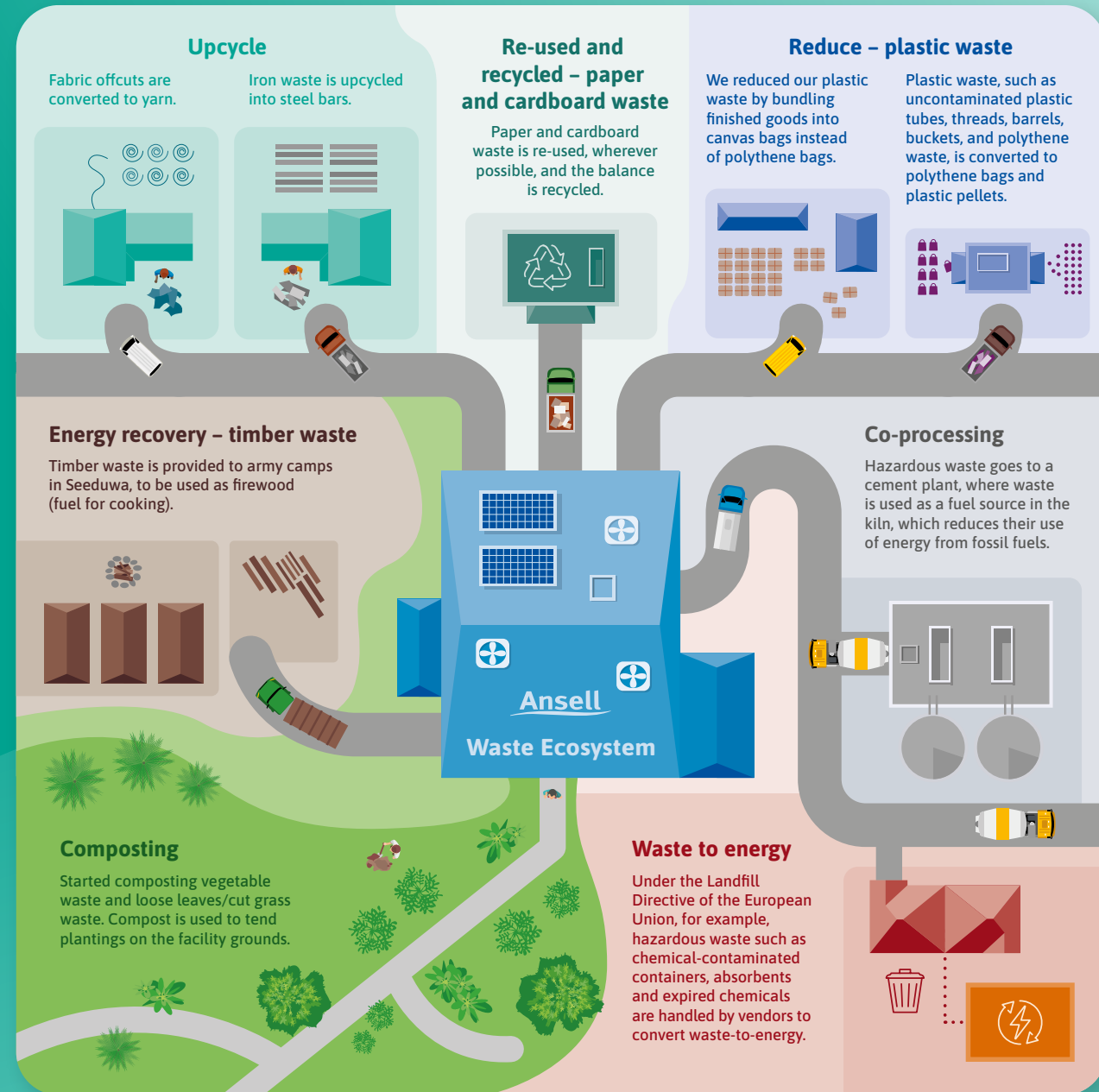
- Our Environmental Sustainability Policy reflects our commitments to promote circularity.
- Our Zero Waste to Landfill target is based on 5R principles (refuse, reduce, reuse, repurpose and recycle).

- Plants are certified a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria.
- For further information: 2023 Sustainability Management Approach Report and Environmental Sustainability Policy.

Planet continued

Ansell has an ecosystem of waste management and waste disposal destinations that is unique to each plant.

The diagram illustrates and consolidates this across all the plants:



Planet continued

Innovation and product stewardship

Ansell's products protect millions of workers and healthcare professionals every day. Our commitment to delivering the highest quality products that keep our customers safe, while also protecting our planet, has led us to invest in a tailored product stewardship approach that focuses on the impacts of the product lifecycle from cradle (material sourcing) to grave (end-of-life treatment).

Ansell 2040 Sustainability Action Plan

Target

Material and process innovation/ product life cycle:

Use less fossil materials

and more recycled and bio-based content materials

80%

of our new products are designed with reduced environmental impact by 2026

Packaging pledge:

100%

of packaging material is recyclable, reusable or compostable by 2026

Reduce plastic and paper packaging use

by 2026

Ansell's first mechanical glove made from recycled yarn, HyFlex® 11-842 in its paper-band packaging. The glove liner is made from 90% recycled nylon, resulting in a recycled content of 30% in the final product.

As at 30 June 2023,

70%

of new products are designed with reduced environmental impact



i Additional information

- Quality Statement and new Sustainable Packaging Guidelines formalise our leading practices.
- Ansell products adhere to standards (ISO 19001:2018, REACH), including supporting standards of ISO 17025 accredit laboratories and Life Cycle Assessments performed against ISO 14040 / ISO 14044.
- For further information: 2023 Sustainability Management Approach Report.

Planet continued

Sustainable innovation in product development and manufacturing

In FY23, we continued to see the results of our product stewardship approach, which focuses on reducing the environmental impact of our existing portfolio and best-selling products, as well as embedding Design for Sustainability Principles in our new product development process. By doing this, we are enacting major efforts to improve the environmental impact of products across their life cycle.

Redesigning our manufacturing processes

Before our products reach your hands, we can already significantly impact the carbon footprint while it is made. We conducted research that showed how some critical changes could reduce the environmental impact of the manufacturing process. Applying our science-based evidence, we have successfully completed projects to reduce environmental impacts (see case study on the right and below).

This year we also moved the manufacturing of our flagship food processing light chemical protection product, AlphaTec® 37-175, to a newer and more energy efficient production line, resulting in more than 30% decrease in GHG emissions per pair manufactured, equivalent to a reduction of 3,000tCO₂e in FY23 (FY20 baseline), or the greenhouse gas emissions avoided by approximately one wind turbine running for a year.

Greener laboratories: Ansell laboratories receive highest level of My Green Lab certifications

Laboratories typically have one of the biggest environmental footprints, consuming ten times more energy than office spaces and higher water consumption and waste generation. Across our research and development facilities, we prioritised sustainability in everything Ansell did. We encouraged employees to challenge our existing processes and explore new processes technologies and ideas that were more sustainable. With their innovative thinking, we were able to reduce the impact of Ansell's testing laboratories.

We are proud to announce we received the highest achievement – 'Green Level Certified Lab' – for two research and development facilities in Cyberjaya, Malaysia and Willerby, Hull, United Kingdom by My Green Lab Certifications. Cyberjaya is our cross-business unit testing and dipping facility, while Willerby is our Chemical Permeation Center of Excellence.

End of life

Without access to alternative solutions, customers have no choice but to send our products to landfill after use. Ansell's sustainable innovation focuses on providing alternative end-of-life solutions. But we cannot do this on our own. Partnerships are essential to implementing circular economy solutions for customers and end users.

Establishing partnerships for circular economy solutions

This year we collaborated with recycling company, Recnorec, a mechanical recycling company located in France, which specialises in processing and reuse of plastic waste that cannot generally be recycled: 'Recycling the non-recyclable'. Together with Recnorec, we successfully trialled the processing of different types of Ansell protection gloves, including our nitrile gloves, multi-purpose gloves and cut protection gloves, into second life material for use. Recnorec usually produces outdoor furniture and construction materials, but through our partnership, we converted Ansell gloves and other plastic waste materials into pallets used in transporting goods and recycling collection boxes for gloves. The recycling process does not require sorting and washing, overcoming a common end of life hindrance of costs and facilities in washing used gloves.



Example of recycling collection box for collective gloves after use, which has been made with recycled material including gloves.

Continuous achievement at selected lines manufacturing our healthcare products

Improving production line by choosing alternative energy sources, redesigning processes to be more energy efficient or generate less waste, and installing energy leakage measuring, resulting in the following achievements for our products:

16%

Reduction of electrical energy used during manufacturing

48%

of water savings per line



GAMMEX®
Non-Latex PI

Surgical post-processing optimisation

for reduced environmental impact



GAMMEX®
Non-Latex PI
Micro

Planet continued

Re-invention of existing products

'Less is More: A lot more protection, a lot less environmental impact' is a new generation of Ansell products, outperforming our existing range. Our focus is on less materials, lower carbon footprint, light weight, but the same high quality or better protection performance. AlphaTec® 58-201, HyFlex® 11-571 and ActivArm® R0011BUL, are new launches this year. These four products were designed around the learnings of Life Cycle Assessments (LCAs) performed over the products' previous generation. The LCAs identified opportunities to substitute lower impact materials and reduce the amount of material used. This resulted in reduced water consumption during material production and manufacturing, in addition to a reduced weight, resulting in lower transport emissions and end-of-life impact. The overall greenhouse gas impact from manufacturing of each product has reduced compared with the previous generation.

MICROFLEX® 31-103,
Ansell's first compostable glove.

Ansell

LESS IS MORE: A LOT MORE PROTECTION, A LOT LESS ENVIRONMENTAL IMPACT

 <p>HYFLEX® 11-842</p> <p>LAUNCHED IN FY22</p> <p>Made with 90% recycled nitrile polymer</p> <p>SUSTAINABLE MATERIAL</p> <p>Touchscreen compatible</p> <p>ENHANCED PERFORMANCE</p> <p>More than 50% material weight reduction</p> <p>LESS MATERIAL vs standard nitrile multi-purpose gloves</p> <p>More than 15% CO₂ / pair reduction</p> <p>LESS CARBON FOOTPRINT vs standard nitrile multi-purpose gloves</p>
 <p>ALPHATEC® 58-201</p> <p>LAUNCHED IN FY23</p> <p>BETTER THERMAL PROTECTION</p> <p>HIGHER DEXTERITY</p> <p>More than 20% material weight reduction</p> <p>LESS MATERIAL vs PVC legacy hand protection</p> <p>More than 30% CO₂ / pair reduction</p> <p>LESS CARBON FOOTPRINT vs PVC legacy hand protection</p> <p>More than 90% / pair water footprint reduction</p> <p>LESS WATER CONSUMPTION vs PVC legacy hand protection</p>
 <p>ACTIVARM® ULTRA-LIGHTWEIGHT RUBBER INSULATED GLOVE CLASS 00</p> <p>LAUNCHED IN FY23</p> <p>LIGHTER</p> <p>HIGHER DEXTERITY</p> <p>More than 50% material weight reduction</p> <p>LESS MATERIAL vs LEGACY RIG</p> <p>More than 40% CO₂ / pair reduction</p> <p>LESS CARBON FOOTPRINT vs LEGACY RIG</p> <p>SAME ELECTRICAL INSULATION PROTECTION CLASS 00 vs LEGACY RIG</p>
 <p>HYFLEX® 11-571</p> <p>LAUNCHED IN FY23</p> <p>20% lighter design vs standard EN ISO 227/2 ANSIL-4 standard gloves</p> <p>ULTRA-LIGHT WEIGHT DESIGN</p> <p>2x more cut resistance (vs standard gloves made of HPPE yarn)</p> <p>NEW GENERATION INTERCEPT CUT RESISTANCE TECHNOLOGY</p> <p>Touchscreen compatible</p> <p>ENHANCED PERFORMANCE</p> <p>More than 25% CO₂ / pair reduction</p> <p>LESS CARBON FOOTPRINT vs standard gloves made of HPPE</p>

Learn more at ansell.com

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Raising customer awareness of industrial composting and alternative end-of-life solutions

With the launch of MICROFLEX® 31-103, Ansell's first compostable glove, capable of biodegrading more than 90% within 180 days¹, the product opened new opportunities for waste disposal. Used HDPE and nitrile gloves are not ideal for recycling due to contaminants found on the gloves. The glove can be mixed with the customer's food waste and sent to an industrial composting facility, enabling seamless integration into the customer's existing processes, while helping customers to meet their waste and carbon targets. Potential benefits of this product depend on our customers having access and investment to direct the gloves to a composting facility rather than to landfill, therefore we advise customers on options of industrial composting facilities within their factory geographic vicinity and potential costs associated.

In addition to identifying and partnering with key suppliers to explore alternative materials, in FY23 we entered into a research collaboration with the Nanotechnology and Catalysis Research Centre (NANOCAT) from the University of Malaya, Malaysia, one of the leading research institute in the field of more sustainable and vegetable-based materials. Our strategy is to invest in Green Chemistry Technologies Development, which will pave the way for our future industrial gloves to reduce the environmental impacts at disposal, while retaining high performance for protection and durability.

We continue to face challenges in our ability to support end users to access the best disposal solutions for used products. This is largely due to lack of visibility over a significant proportion of post-consumer waste beyond our key partners, as well as jurisdictional challenges. In FY24, we plan to engage with distributors to gain further data on product distribution and disposal patterns.

1. In industrial composting facilities and are certified as compostable by TUV Austria, meeting EN 13432 standards.

Planet continued

Packaging

Our Packaging Pledge is that every packaging choice is guided by scientific research to minimise our environmental impact while maintaining our superior quality that protects people and products. We continue to unify a cross-functional approach to packaging and sharing valuable learnings. In FY23, we developed our first Sustainable Packaging Guidelines to support the long-term achievement of our Packaging Pledge. Read our Sustainability Management Approach Report for the full details.

Industrial packaging¹:

46%

less paper use

35%

less plastic use

96%

of packaging material
is made from recyclable
materials

Ansell SMART Pack™ unlocks a new milestone achievement

Our flagship environmentally friendly packaging, the SMART Pack™, holds our popular branded surgical gloves. Since 2018, our teams have innovated the design of the SMART Pack™ to reduce the carbon footprint of the packaging. Today's SMART Pack™ is 21% less in material CO₂e and 51% less in paper, cardboard and plastic weight, with 70% and 90% of recycled materials used to produce cartons and dispensers, while we have further goals to change the non-recyclable bottom web. Our packaging success has been recognised with a 2022 'Best Product/Service' award in the Sustainability Category by World of Safety & Health Asia.

New paper band designs hit the market

Every packaging change is a tried and tested effort. After a successful pilot with the launch of our 11-842 HyFlex® multi-purpose glove made with recycled nylon, we started a huge effort to remove all plastic packaging from selected styles of industrial gloves by FY24. Ansell's R&D, Quality and Product management teams have performed more than 80 tests in line with PPE standards on representative product types and material combinations to check the effect of removing the plastic packaging on the gloves' performance and shelf life. As a result of these tests, only products and material combinations where research confirms no negative impact are being changed to the new plastic-free packaging.

The new packing is plastic-free by replacing the previous plastic-coated U-shaped paper insert and polybag with a new strong, lightweight and recyclable paper band². We have reduced more than 70% of materials and reduced GHG emissions by 82% from the primary packaging per 12-pair bundle. Per standard shipper case, customers avoid 0.817kg CO₂e, thanks to 240g of plastic and paper eliminated.

In 2023, we certified the SMART Pack™ against

Grade A-AAA Recyclability Certification

by Institut Cyclos-HTP (CHI), a globally recognised organisation that assess and certifies the recyclability of packaging and goods

SMARTPack™ is

one of the first certified surgical packaging

Advocacy and value-based healthcare services

As we expand our technical expertise and industry experience, we identify where we can contribute to the industry and the people we protect, end-users. Our efforts are described here.

Advocating for cruelty-free quality and safety testing

Ansell avoids animal testing in developing and testing our products to the greatest extent possible within the limits of applicable laws and regulations. Animal testing is often a legislated requirement for our surgical products; therefore, we have been engaging with industry and regulatory stakeholders to advocate for cruelty-free alternatives that achieve the same level of quality control. We have worked to demonstrate the feasibility of this by trialling new laboratory-based tests that deliver quality results through cell-based models (in vitro) simulations to replace animal testing. We target all skin irritation testing of our life sciences products to be cruelty-free.

Conducting Value-Based studies over Ansell Products

In FY23 Ansell conducted a Value-Based study to explore the medical, economic, and environmental benefits of Bourges Hospital Centre (France) transitioning to latex-free surgical gloves so the facility could make the product choice that best suited their needs. The study demonstrated that:

- Hospitals were able to save up to 23% of space in warehouses and operating rooms by optimising the packaging size for the gloves.
- Healthcare professional and patient safety was improved by minimising the risk of latex-related allergies.
- Productivity increased by simplifying the planning of the operating schedule and increased efficiency of replacing gloves in the operating theatre.
- Waste was reduced thanks to the reduced packaging size, with flow-on environmental benefits.

1. Annual improvement results against the FY20 baseline are calculated based on the annualised impact of changes implemented within the relevant fiscal year.

2. Ansell introduces plastic-free packaging to industrial gloves range.

Planet continued

Ansell Earth: Thinking of People and Planet First

At Ansell, we're committed to helping customers understand the cradle-to-grave environmental impacts of different PPE solutions available to them. That's why we've developed Ansell Earth, a comprehensive program dedicated to building substantiated sustainability claims for our products.

Ansell Earth is a framework built on five product life cycle pillars: material, manufacturing, packaging, use, and end of use, all of which help Ansell customers make informed portfolio decisions and achieve their sustainability goals.

Each pillar represents a crucial element of our product life cycle, and, under each pillar, we've established different categories of claims that highlight our sustainable practices. Our Ansell Earth program is designed to provide end users with reliable information, because informed choices about PPE can make a difference in reducing harm to the environment. By offering transparent and substantiated sustainability claims, we empower our customers to select high-quality PPE options that align with their environmental values.

Furthermore, we aim to be a trusted partner for our customers, assisting them in achieving their sustainability goals. We understand the importance of effective communication and collaboration in driving positive change. By openly communicating the sustainability attributes of our products, we foster long-term partnerships and actively contribute to our customers' sustainability journeys.

At Ansell, we know that sustainability is a collective effort. By implementing the Ansell Earth program, we're taking concrete steps to minimise our environmental footprint and drive meaningful change in the industry. We're dedicated to continuously improving our practices, innovating sustainable solutions, and setting new benchmarks for environmental responsibility.



Planet continued

Looking ahead

We will continue to focus on driving initiatives to accomplish our product stewardship and packaging pledge goals.

Focus area	Business unit	Projects planned
Product development and manufacturing	HGBU	<ul style="list-style-type: none"> Launch new products with reduced environmental impact. Transition to cruelty-free skin irritation testing for life science products
	IGBU	<ul style="list-style-type: none"> Continue roll out of 'Less is More', outperforming existing range with less materials, less carbon footprint, light weight, same or better protection performance. As well as launch of new product line. Certify R&D laboratories for green chemistry and environmental best practices.
Packaging	IGBU	<ul style="list-style-type: none"> Continue lobby for removal of paper Instructions for Use, focused on Europe Complete Phase 2 and 3 of shipper case optimisation that is aligned with paper band and vended items packaging changes in order to further minimise shipping volume. Complete implementation of QR codes on inner packaging In FY23, we implemented the new paper band packaging for 38% of eligible inhouse styles in Ansell's mechanical portfolio. We plan to implement the new paper-band packaging for all remaining eligible inhouse styles and majority of outsource styles in our mechanical portfolio in FY24. Plastic free packaging for vended items – mechanical portfolio
	HGBU	<ul style="list-style-type: none"> Continue the recyclable pouch back roll out to move all surgical packaging elements to recyclable



Ansell employee with our MICROFLEX® 31-103*, packed in compostable polybags.

* The product and its packaging achieve +90% biodegradation within 180 days in industrial composting facilities and are certified as compostable by TUV Austria, meeting EN 13432 standards.

Appendix

Data tables

Workforce

Headcount by employment type, region and gender (as at 30 June 2023)

	North America	Latin America & Caribbean	Europe, Middle East & Africa	Asia Pacific	Female	Male	Total
Employees	569	414	986	12,445	7,091	7,323	14,414
Contingent workers	27	17	95	219	112	246	358
							14,772

Ansell has no non-guaranteed hours employees. There were no significant fluctuations in the number of employees during the reporting period.

% Women in leadership (as at 30 June 2023)

	FY20	FY21	FY22	FY23
Non-Executive Directors	50.0	50.0	42.9	50.0
Executive Leadership (Director and above)	27.7	34.6	34.6	31.4
Management (Manager through to Associate Director)	34.7	36.5	36.6	39.4

% Overall turnover

	FY19	FY20	FY21	FY22	FY23
Male staff turnover	15.6	17.0	19.0	18.8	13.0
Female staff turnover	19.6	21.4	21.4	22.0	14.1
Total turnover	17.6	19.3	20.0	20.3	13.5

% Turnover – Professional employees

	FY22	FY23
Male staff turnover	8.4	12.6
Female staff turnover	10.5	11.9
Total turnover	9.4	12.3

% Turnover – Production employees

	FY22	FY23
Male staff turnover	24.2	13.1
Female staff turnover	27.5	14.7
Total turnover	25.8	13.9

Health and safety

All health and safety figures include temporary and contract employees hired by Ansell through temporary and contract agencies. They do not include third-party contractors hired to undertake a specific job or task, such as caterers or tradespeople who take direction from the company they work for.

The following health and safety metrics are presented per 100 employees per year, in line with the guidelines put forth by the United States Occupational Safety and Health Administration. These figures are calculated based on a rolling 12-month average headcount and exclude community incidents and fatalities related to COVID-19, in line with the guidelines put forth by the United States Occupational Safety and Health Administration.

From FY24, we are changing our methodology for reporting leading safety indicators to per million hours worked. This change will allow for better comparisons between peers, as the methodology is a more popular and widely-used form of safety performance reporting.

	FY19	FY20	FY21	FY22	FY23
Lost time injury frequency rate (per 100 employees per year)	0.046	0.081	0.060	0.051	0.059
Days lost frequency rate (per 100 employees per year)	2.463	1.580	4.049	0.887	2.447
Medical treatment injury frequency rate (per 100 employees per year)	0.257	0.198	0.232	0.161	0.092
Near miss frequency rate (per 100 employees per year)	35.305	39.920	46.440	68.862	89.98
Fatalities (number)	0 ³	0	0	0	0
Fatalities (per 100 employees per year)	0	0	0	0	0

1. The decrease in MTI rates in FY23 is a result of continued efforts to increase safety awareness and expand accountability of safety performance. The slight increase in LTI shows that we need to main a robust system, which will be the focus of the next phase of our safety strategy. Hand- and finger-related injuries were the main types of injuries sustained by workers in FY23.
2. The increase in reporting of near misses YOY represents the raised awareness at plants to report near miss incidents.
3. In FY19 there was a fatality associated with a third-party contractor. As third-party contractors are outside the scope of our reporting boundary, we have not included it within this table.
4. High-Risk Tasks (HRT) procedures focus on the proactive identification of high-risk activities and building the health and safety competencies of everyone engaging with the HRT. Eight high risks tasks that are common top risks in all our plants: powered industrial truck operations; working at height; exposure to hazardous energy; confined space entry; exposure to hazardous substances; works done by contractor; electrical work; and exposure to machinery hazards.

Appendix continued

Environment

Total energy[^]

Metric	FY23
Total energy (GJ)	4,426,990
(% electricity purchased from the grid)	11%
Total renewable energy (GJ)	2,235,944
	51%

Energy intensity[^]

Metric	FY19	FY20	FY21	FY22	FY23
mmbtu/million USD production value ('000)	6.03	6.12	6.32	7.06	7.21

Greenhouse gas intensity[^]

Metric	FY19	FY20	FY21	FY22	FY23
MTCO ₂ e/million USD production value	341	377	355	368	332

Greenhouse gas emissions

Metric	Metric tons of CO ₂ e			
	FY20	FY21	FY22	FY23
Scope 1 emissions [^]	119,120	126,937	130,153	116,031
Scope 2 emissions (market based) [^]	94,610	101,615	99,119	76,120
Direct biomass emissions [^]	206,458	253,077	301,804	306,302
Scope 3 emissions*	858,203	1,311,022 [†]	1,114,773	n/a

Composition of Scope 1 emissions[^]

	Scope 1 emissions (metric tons of CO ₂ e)		
	FY21	FY22	FY23
CO ₂	124,910	126,283	110,007
CH ₄	1,704	3,546	5,736
N ₂ O	323	323	288

Water intensity[#]

Metric	FY19	FY20	FY21	FY22	FY23
m ³ /million USD production value ('000)	10.81	11.07	11.01	11.04	12.26

Water withdrawals[#]

Metric	FY20	FY21	FY22	FY23
m ³	6,272,955	7,088,847	6,880,433	7,098,237

Volume of waste⁺

Metric	FY20	FY21	FY22	FY23
Total waste volume (MT)	9,811	17,559	18,494	19,652
Waste to landfill (MT)	1,738	1,417	812	83
% Waste to landfill	18%	8%	4%	0.42%

Volume of waste by method of waste handling and disposal

Method of waste handling and disposal	FY23	
	Quantity (MT)	% Total
Reuse	2,624	13.29%
Recycling	10,260	51.98%
CoProcessing/Waste to Energy	6,772	34.31%
Incineration	23	0.12%
Chemical Pre-Treatment and Neutralisation	0.16	0.00%
Secured/Sanitary Landfilling	11	0.05%
Uncontrolled Landfilling	49	0.25%

[^] Energy and emissions are measured for manufacturing plants only. Our distribution centres and offices are leased and therefore fall under scope 3 emissions. Energy and emissions targets relate to manufacturing plants only. Biomass emissions are reported separately from Scope 1 and 2 emissions and are not covered by emissions related targets.

* We completed detailed analysis and inventory calculations for Scope 3 for FY22 and FY21 from our baseline of FY20. Our scope 3 inventory is calculated by subject matter experts using a spend-based methodology. We used our financial data, industry averages and other emission factors based primarily on spend data. As we enhance our supply chain engagement and develop our scope 3 roadmap, we expect to improve the accuracy of our inventory with increased granularity and this may impact our baseline calculation as well.

[†] Ansell has restated the 2021 GHG Emissions for Scope 3 (Category 12: End-of-Life Treatment of Sold Products). This is due to an improved methodological approach for measuring emissions. For the 2022 inventory, Ansell applied a more accurate methodology for categorizing product categories, product materials, and related product end of life emissions. This same methodology was then used to recalculate Ansell's 2021 Scope 3, Category 12 emissions, and will also be applied to subsequent years for consistency.

[#] Water intensity and water withdrawals are measured for manufacturing plants only.

⁺ Ansell began formally reporting on waste volume in December 2019. In the following years, we report against a full year of performance. Waste is measured for manufacturing plants only.

Appendix continued

Statement around verification of environmental data

Environmental data is provided monthly by cross-functional teams including Engineering, EHS and Finance at each of our manufacturing plants, and compiled by the Environmental Sustainability arm of Global EHS. This team together with Global Engineering follows up on data-gaps and anomalies and performs verification against documentary evidence submitted (including invoices, meter readings and consumption records). All data is used to update SmartSheet Dashboards so there is clear visibility on plant-level and group-level performance. Ansell developed an internal verification program pursuant to the principles of applicable assurance standards to verify the Scope 1 and 2 environmental data set out on page 43 of this report and achieved the internal verification objectives. The FY23 GHG Inventory was verified in accordance with ISO 14064-3:2019 as meeting the requirements of ISO 14064-1:2018 by Control Union International, an independent IFIA accredited inspection group.





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Sustainability Management Approach Report 2023



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Acknowledgement of Country – Australia

We acknowledge and respect the traditional lands and cultures of First Nations peoples in Australia and globally. We pay our respects to Elders past and present and recognise First Nations peoples' longstanding and ongoing spiritual connections to land, sea, community and Country. Appreciation and respect for the rights and cultural heritage of First Nations peoples is essential to the advancement of our societies and our common humanity.



Sustainability governance

We have established a framework of oversight flowing from Ansell's Board of Directors (Board) to frontline workers to integrate sustainability into our approach at every level.

The Board-level and executive committees oversee our approach to sustainability with four formalised workstreams to reflect our sustainability focus areas. Workstreams are supported by the VP of Corporate Governance, Social Responsibility & Company Secretary, who coordinates the strategic management and prioritisation of Ansell's activities and initiatives.

Board oversight of sustainability risks and opportunities

Ansell Board of Directors

Responsible for overseeing and reviewing the management, administration and governance of the company, including overseeing Ansell's strategic direction. Exercises ultimate responsibility for Ansell's sustainability strategy and performance. The Board met seven times in FY23, with sustainability on the agenda for five of these meetings.

Sustainability & Risk Committee (SRC)

Reviews the design and implementation of Ansell's risk management system, and the effectiveness of Ansell's sustainability policies and programs. The SRC met four times during FY23.

Audit & Compliance Committee (ACC)

Reviews Ansell's financial statements and reporting, including ensuring disclosures are in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures.

Management's role in assessing and managing sustainability risks and opportunities

CEO & Executive Leadership Team

The CEO and Executive Leadership Team (ELT) are responsible and accountable for overall development and implementation of Ansell's sustainability strategy. The CEO and ELT review periodic updates on progress against strategic sustainability objectives, and provide regular updates to the Board, together with recommendations on major decisions that require Board oversight and approval. The CEO and relevant members of the ELT are held accountable for ESG performance with an ESG metric linked to remuneration, see further details in our FY23 Annual Report.

Labour Rights Committee (LRC)

The LRC consists of members of the ELT and functional leads. LRC is responsible for managing modern slavery and labour rights risks in our operations and third-party supply chain. The LRC met monthly in FY23. Read more in our 2023 Labour Rights Report.

Sustainability workstreams

Ansell has four sustainability focus areas or 'workstreams': People, Planet, Product and Communication and Training. Each workstream is sponsored by one or more ELT members, who are supported by project leads. Project leads oversee collaboration between mid-level management and dedicated project teams, driving the integration of sustainability considerations into all levels of our business and strategic decision-making.

People

ELT member accountable: Chief Human Resources Officer and SVP of Operations and Global Supply Chain

Executes our People Sustainability Strategy and programs related to health and safety; diversity, equity and inclusion; Labour Standards Management Framework; Supplier Management Framework; and community engagement.

Planet

ELT member accountable: SVP of Operations and Global Supply Chain

Executes our environment strategies. This workstream executes our decarbonisation strategy as part of our Net Zero Commitment, water stewardship and zero waste to landfill initiatives, and is responsible for our CDP and TCFD reporting.

Product

ELT member accountable: President of IGBU and President of HGBU

Delivers new product innovations, executes against our packaging pledge and pipeline development of more sustainable products. Partnering with customer, suppliers and other relevant stakeholders to develop circularity and end-of-life solutions for reduced environmental impact.

Sustainability communications and training

ELT member accountable: Chief Commercial Officers

Equips our people with the right knowledge on sustainability at Ansell, engage with customers on industry solutions for more sustainable PPE, and develops our sustainability communication strategy.

See our 2023 Corporate Governance Statement for more information on Ansell's Board Committee responsibilities and the Board Skills Matrix.

Ansell's Sustainability Management Approach Report supplements our 2023 Sustainability Report.

Ansell's sustainability management approach disclosure related to its material sustainability topics references the Global Reporting Initiative (GRI) Standards 2021. A detailed GRI Index is available on page 25 of this document.

Sustainability governance continued

Remuneration-linked sustainability key performance indicators (KPIs) for CEO and ELT members

We first introduced a formal 'ESG metric' linked to the CEO and ELT members' remuneration last year, and accomplished objectives were paid out, taking into consideration the business' financial performance for the year. In FY23, we further refined our approach, and ELT members who directly oversee certain sustainability projects were assigned remuneration-linked sustainability KPIs. The aim of these sustainability performance-linked objectives is to move the dial on our sustainability strategy, goals and performance. Payout against the ESG metrics is decided on a weighted average for each metric and the level of completion. ELT members' ESG targets are set out below.

ELT member	Remuneration-linked sustainability KPIs
Chief Human Resources Officer	KPIs related to our commitments under 'People' pillar, including diversity and representation, and our commitment to 60-hour work weeks ¹ at all Ansell plants.
Senior Vice President of Operations and Supply Chain	KPIs related to operations and supply chain commitments under our 'Planet' pillar, including Net Zero decarbonisation strategy and water usage reduction.
Heads of Global Business Units and Commercial	New product development with sustainability in mind, and successful engagement with partners on sustainability solutions.

1. Including regular working hours and overtime, informed by the ILO standards on hours of work and weekly rest, and the Ethical Trade Initiative (ETI) Base Code Clause 6.

Ansell policies and charters

Ansell's policy suite guides our business conduct and formalises how we approach issues covered by our policies. The Board reviews and approves all Ansell policies before they are adopted. We endeavour to update our policies regularly so that they remain relevant to our business and how we manage our material issues.

In FY23 Ansell's Board approved updates to the following policies:

- Diversity, Equity and Inclusion Policy
- Environmental Policy
- Human Rights Statement
- Labour Standards Policy

In FY23, the Ansell Board also determined that the Corporate Social Responsibility Statement was no longer required as our other policies now embed our fundamental commitments to social responsibility.

Ansell's governance policies are publicly available on our website, and relate to the following issues:

Labour rights

- Human Rights Statement
- Labour Standards Policy

People

- Diversity, Equity and Inclusion Policy
- 5-Point Safety Charter
- Safety and Loss Control Policy

Environment

- Environmental Sustainability Policy

Supply chain

- Conflict Minerals Policy
- Supplier Code of Conduct

Products

- Quality Statement Policy

Grievance

- Whistleblower Policy

Corporate governance

- Ansell Constitution
- Corporate Governance Statement
- Ansell Code of Conduct
- Tax Transparency Public Disclosure
- Anti-Bribery and Corruption Policy
- Continuous Disclosure Policy
- Mandatory Shareholding Policy
- Risk Management policy
- Securities Trading Policy

Our environment team considers the precautionary principle in its work; however, the principle is not formally embedded in policies. Some of our policies, such as our Labour Standards Policy, stipulate due diligence.

Information on Ansell's Board and Committee governance is available on our website, including:

- Board Charter
- Board Skills Matrix
- Membership of Board Committees
- Audit and Compliance Committee Charter
- Sustainability and Risk Committee Charter
- Governance Committee Charter
- Human Resources Committee Charter

Sustainability governance continued

Risk management

Managing risk is critical to creating long-term value for Ansell and our stakeholders. Our Risk Management Framework enables us to identify, evaluate, manage and report on risks, including non-financial risks relating to ESG issues. Our Risk Appetite Statement defines the level of risk we are willing to accept in pursuing our strategic objectives.

The identification and management of risk, the implementation of policies and procedures, and the reporting of risks to our ACC and SRC, are the responsibility of our management teams. The Committees actively monitor financial and non-financial risks and support the Board to set Ansell's risk appetite.

Our risk management practices include:

- A comprehensive risk control program that includes property protection and health, safety and environmental audits using underwriters, self-audits, and engineering and professional advisers.
- Processes to identify the business risks (both financial and non-financial) applicable to each area of Ansell's activities and the maintenance of a specific framework that prioritises risks according to likelihood and consequence, and monitors the mitigation of those risks.
- Regular data collection and reporting from relevant business units to the ACC or SRC, as appropriate, and the Board.

See our 2023 Corporate Governance Statement for more information on Ansell's approach to risk management and our 2023 Annual Report for a description of our material risks and mitigation actions.

Code of Conduct

Ansell's Code of Conduct embeds our core values and commits to operating under the highest legal, moral and ethical standards in our business. Each Ansell employee and Board member is expected to understand and adhere to our Code of Conduct, which sets out expectations on issues including corruption and bribery, human rights, conflicts of interest and social accountability, as well as when and how to report concerns and seek advice. Our Code of Conduct is available on our website.

We require all email-enabled Ansell employees and Directors to undertake Code of Conduct compliance training programs every two years. Employees are required to complete topic-specific compliance training during other years.

We completed the following trainings related to ethical conduct and abiding to our Code of Conduct:

3,175

Professional employees completed Code of Conduct training

140

Managers at manufacturing facilities completed Culture of Ethical Decision-Making training

3,185

Production employees received an in-person refresher course on our Code of Conduct

190

Employees completed other topical compliance trainings

Failure to comply with our Code of Conduct, including its provisions relating to fair employment and human rights, may lead to disciplinary action, up to termination, consistent with local law. Violations by an individual may also subject Ansell and/or its officers to civil and/or criminal liability.

Employees can seek compliance advice by contacting the Compliance Function or relevant Ansell departments. All concerns can be reported to our independently managed Compliance Hotline, which is available online and by phone in local languages. Individuals who report their concerns in good faith are protected by Ansell's 'no retaliation' policy. Our Supplier Code of Conduct, updated in FY23, is published on our website and formalises our expectation that our suppliers uphold responsible environmental, social and governance practices in line with Ansell's values. A direct link to Ansell's compliance hotline is available to suppliers, their employees, contractors and other stakeholders to report non-compliance with Ansell's Supplier Code of Conduct without fear of retaliation. We require all Ansell suppliers to have grievance mechanisms and to undertake remediation where required. Please see our 2023 Labour Rights Report (and Modern Slavery Statement) for more information on our Supplier Code of Conduct, grievance mechanisms and approach to remediation in FY23.



Sustainability governance continued

Industry associations

Body	Type	Country or region	Ansell position
European Commission	Government regulator	EU-27	Engagement in ESF
Korea Occupational Safety and Health Agency (KOSHA)	Government regulator	South Korea	Dialogue
CUPPE	Government regulator	China	Dialogue
International Organization for Standardization (ISO)	Standardisation body	International	Expert member
European Committee for Standardization (CEN)	Standardisation body	EU-27	Expert member
British Standards Institution (BSI)	Standardisation body	United Kingdom	Expert member
Bureau for Standardization (NBN)	Standardisation body	Belgium	Expert member
Swedish Institute for Standards (SIS)	Standardisation body	Sweden	Expert member
International Safety Equipment Association (ISEA)	Standardisation body	North America	Expert member
American Society for Testing and Materials (ASTM)	Standardisation body	North America	Expert member
National Fire Protection Association (NFPA)	Standardisation body	North America	Expert member
Standardisation Administration	Standardisation body	China	Expert member
Brazilian National Standards Organization (ABNT)	Standardisation body	Brazil	Dialogue
Australian/New Zealand Standards (AS/NZS)	Standardisation body	Australia and New Zealand	Member
European Safety Federation (ESF)	Professional organisation	Europe	President
Bundesverband des Deutschen Versandhandels (BVH)	Professional organisation	Germany	Member
British Safety Industry Federation (BSIF)	Professional organisation	United Kingdom	Board member
Febelsafe	Professional organisation	Belgium	President
Assosistema	Professional organisation	Italy	Member
Synamap	Professional organisation	France	Board member and expert member
Animaseg	Professional organisation	Brazil	Member
Asepal	Professional organisation	Spain	Member
Malaysian Rubber Glove Manufacturers Association	Professional organisation	Malaysia	Ordinary member
Responsible Glove Alliance / Supplier Ethical Data Exchange (SEDEX)	Non-profit membership organisation	Global	Member

Engaging with our stakeholders on material topics

Stakeholder engagement

In line with our core values and commitment to a responsible corporation, we engage with our stakeholders on topics spanning our value chain and business activities.

Our engagement is founded on transparent and open two-way communication with all stakeholders. We communicate with stakeholders through a variety of channels, according to their needs and interests, as outlined on pages 7-8.

On a regular basis, Board engages with stakeholders, primarily investors, regulators, and employees, through webcasts, meetings and presentations. Senior management and business leaders engage with the broader range of Ansell's stakeholders.

Stakeholder group	Key areas of interest	How we engaged in FY23
Distributor customers	Business conduct Business continuity/reliability of supply Environmental impact and compliance Labour rights Pricing Innovation and product stewardship Responsible supply chain	Customer service interaction Direct engagement Marketing Plant visits Sales and contract negotiations Trade shows Webinars Website Sustainability Report Modern Slavery Statement
End users	Business continuity/reliability of supply Environmental impact and compliance Labour rights Pricing Innovation and product stewardship Responsible supply chain	AnsellGUARDIAN Contact through distributors Customer service interaction Customer site visits Marketing Webinars Websites Sustainability Report Modern Slavery Statement
Employees	Health and safety Labour rights Diversity and inclusion Employee engagement Financial performance Community engagement and investment Climate risk Environmental impact and compliance	Newsletters, posters and emails Conferences and events Engagement surveys Innovation Awards Intranet Town halls Training Volunteer and community programs Sustainability Report Modern Slavery Statement

Engaging with our stakeholders on material topics continued

Stakeholder group	Key areas of interest	How we engaged in FY23
Investors	Financial performance Climate risk Environmental impact and compliance Diversity and inclusion Health and safety Labour rights	Annual General Meeting Annual Report ASX disclosures Chairman's circuit Direct engagement Investor presentations Sustainability webinar Written letters and communications Sustainability Report Modern Slavery Statement
Local communities	Community engagement and investment Environmental impact and compliance	Education and healthcare support Local events Philanthropic activities Sponsoring Volunteer programs
NGOs and activists	Labour rights Responsible supply chain	Direct engagement Donations/disaster relief support Partnerships Sustainability Report Modern Slavery Statement
Regulators	Business conduct Environmental impact and compliance Health and safety Labour rights	Annual Report Sustainability Report Modern Slavery Statement Direct engagement Participation in business and industry associations
Suppliers	Business conduct Business continuity Labour rights Product specifications and quality expectations Responsible supply chains	Audits (including third-party audits) Direct engagement Supplier trainings Supplier events, such as supplier summits Participation in business and industry associations Supplier agreements Supplier Code of Conduct Sustainability Report Modern Slavery Statement

Engaging with our stakeholders on material topics continued

Materiality and material topics

To inform how we manage, measure and communicate our sustainability performance, we have identified the sustainability topics that are most material to Ansell and our stakeholders. These topics indicate where we have the most potential to minimise harm and contribute to sustainable development.

Our material topics were identified during a detailed materiality assessment conducted in FY20, based on the Global Reporting Initiative (GRI) Standards 2016 and the Sustainability Accounting Standards Board (SASB). For more information about this process, see our 2020 Sustainability Report.

Our material topics

People	Planet
Employee health and safety	Energy and emissions
Labour rights	Climate risk
Diversity, equity and inclusion and Employee engagement	Biodiversity
Community engagement and investment	Water
	Waste
	Innovation and product stewardship (including product quality and safety)

In FY21, we conducted a high-level refresh of our topics, which resulted in 'Responsible supply chains' being absorbed into the 'Energy and emissions' topic, and as 'Environmental impact and compliance' is enacted through all focus areas under Environment, we removed it as a standalone topic.

In FY23 reporting, 'Diversity and inclusion' and 'Recruitment and engagement' have been combined as 'Diversity, equity and inclusion and Employee engagement' as diversity and inclusion is fully integrated in our approach to talent recruitment, development and retention. We add Biodiversity as a new topic, marking our commitment to achieve meaningful progress for potential improvements and mitigation of negative footprints.

Our material sustainability focus areas are underpinned by:

- Governance and business ethics
- Stakeholder engagement and sustainability communications

The Sustainable Development Goals

Ansell supports the role of business in working alongside governments and civil society to achieve the United Nations Sustainable Development Goals (SDGs). In FY20 we evaluated our actual and potential negative and positive impacts on the SDGs, and identified six that Ansell is best positioned to make a meaningful impact on (see our 2020 Sustainability Report, page 9 for more detail on our SDG mapping process).



Ansell provides hand and body protection solutions to millions of workers and healthcare professionals globally. Innovation drives our business forward and we are focused on developing products that perform better and continue to keep users safe. Our employees' health and wellbeing, at our offices and manufacturing facilities, is a priority for us.

Material topic: Employee health and safety and Innovation and product stewardship



Ansell's manufacturing processes and raw materials are water intensive. We continue to reduce our water intensity through efficiency improvements, rainwater storage and water recycling.

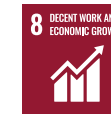
Material topic: Water



Ansell has a role to play in energy efficiency and renewables. As part of our decarbonisation strategy, Ansell will reduce our reliance on fossil fuels and shift to renewable energy.

Material topic: Energy and emissions and Climate risk

Recognising the increasing urgency of global emissions reduction, we have since expanded our focus to include SDG 13, Climate Action, to reinforce our commitment to reducing GHG emissions in our operations and supply chain. Our seven priority SDGs are shown below, and mapped to our material topics.



Ansell makes a significant contribution to employment and economic growth, and promotes decent work.

Material topic: Labour rights and Diversity, equity and inclusion and Employee engagement



As a global employer, Ansell can help to address inequality.

Material topic: Labour rights, Diversity, equity and inclusion and Employee engagement, and Community engagement and investment



Product stewardship is an important area of focus for Ansell. We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

Material topic: Innovation and product stewardship



Ansell supports the Paris Agreement. Beyond our efforts to decarbonise our operations, we will partner and collaborate to advocate for climate action.

Material topic: Energy and emissions and Climate risk

Engaging with our stakeholders on material topics continued

Our value chain

Ansell has both positive and negative environmental and social impacts across its value chain. These are outlined below, alongside how we seek to accordingly maximise or minimise these impacts through our sustainability strategy.

	Product development	Upstream supply chain, including natural resources	Manufacturing	Marketing and sales	Downstream supply chain	Use	Disposal
Relevant stakeholders	<ul style="list-style-type: none"> Customers 	<ul style="list-style-type: none"> Suppliers and workers Local communities 	<ul style="list-style-type: none"> Ansell employees and contractors Local communities 	<ul style="list-style-type: none"> Distributor customers End users 	<ul style="list-style-type: none"> Suppliers and workers Local communities 	<ul style="list-style-type: none"> Distributor customers End users 	<ul style="list-style-type: none"> Distributor customers End users
Relevant material topics	<ul style="list-style-type: none"> Product innovation and stewardship 	<ul style="list-style-type: none"> Labour rights Energy and emissions Climate risk Biodiversity Water 	<ul style="list-style-type: none"> Employee health and safety Labour rights Diversity, equity and inclusion and Employee engagement Community engagement and investment Energy and emissions Climate risk Biodiversity Water Waste 	<ul style="list-style-type: none"> Product innovation and stewardship 	<ul style="list-style-type: none"> Labour rights Energy and emissions Climate risk Biodiversity Water 	<ul style="list-style-type: none"> Product innovation and stewardship 	<ul style="list-style-type: none"> Product innovation and stewardship
Impacts	<ul style="list-style-type: none"> Product design influences lifecycle environmental impacts 	<ul style="list-style-type: none"> Labour rights Social and community impacts Scope 3 emissions Biodiversity impacts Water use Supplier waste 	<ul style="list-style-type: none"> Labour rights, health and safety, and diversity and inclusion in our internal operations Social and community impacts in the areas surrounding our operational footprint Scope 1 and 2 emissions Biodiversity and natural capital in the areas surrounding our operational footprint Water use Operational waste 	<ul style="list-style-type: none"> Contribute to global PPE industry and supply 	<ul style="list-style-type: none"> Labour rights in downstream warehousing and distribution suppliers Scope 3 emissions Water use Supplier waste 	<ul style="list-style-type: none"> Protection of global industrial and healthcare workers Packaging waste 	<ul style="list-style-type: none"> End-of-life product waste to landfill
Our strategic response	<ul style="list-style-type: none"> Develop product portfolio to support customers' environmental goals Improve resource and emissions efficiency of products through design phase 	<ul style="list-style-type: none"> Build supplier capacity to promote labour rights and respect decent livelihoods Encourage suppliers to decarbonise through technical support and engagement 	<ul style="list-style-type: none"> Promote decent livelihoods for Ansell production employees and remediate harm Improve resource and emissions efficiency of products Energy efficiency and renewable energy expansion to achieve Net Zero for our operations (Scope 1 & 2) by 2040 Water-efficient processes and recycling Minimise waste to landfill 	<ul style="list-style-type: none"> Supply more sustainable products to support customers' environmental goals Promote sustainability best practice and set new benchmark for the PPE industry 	<ul style="list-style-type: none"> Build supplier capacity to promote labour rights and respect decent livelihoods Encourage suppliers to decarbonise through technical support and engagement 	<ul style="list-style-type: none"> Provide high quality PPE to keep industrial workers, healthcare professionals, and all users safe Deliver quality high-performance products with longer use life 	<ul style="list-style-type: none"> Demonstrate second-life use viability of products after disposal Educate customers and connect them with providers of alternative end-of-life options including product recycling and industrial composting where appropriate

People

Employee health and safety

Definition

Actively managing health and safety risks to protect Ansell's employees, contractors and visitors. Working continuously to raise safety performance and standards at our locations.

Impact

Ansell's operating footprint includes manufacturing plants, warehouses and distribution centres, research and development facilities, and corporate offices. Many of these areas of operation have an elevated risk of occupational health and safety impacts due to the nature of work. We want to protect our workers, and we do so through being vigilant in executing our employee health and safety management system.

Our supply chain also includes manufacturing and primary production environments that present health and safety risks. These are not within Ansell's operational control; however, we have some influence through our Supplier Code of Conduct and Supplier Management Framework (see further on the next page).



Good health and wellbeing

Our employees' health and wellbeing at our offices and manufacturing facilitates, is a priority for us.

Policies and commitments

Ansell is guided by a 5-Point Safety Charter and an EHS Framework, which includes global standards for High-Risk Tasks (HRTs) and 'Core Standards' that establishes the framework of our EHS management system and covers all employees and contractors. Our management systems adhere to the US Occupational Safety and Health Administration (OSHA) and Australian regulatory requirements. HRT procedure focuses on proactive identification of high-risk activities and building the health and safety competencies of everyone engaging with the HRT. We have begun work with a consultant to develop a consolidated EHS manual, which will contain our updated Safety Charter alongside other policies related to environment, health and safety. Our consolidated EHS Manual will continue to meet OHSAS, ISO 14001, ISO 50001 and ISO 45001, which underpin our existing individual policies.

Ansell's Safety Strategy FY20-FY23 guided our increasingly mature approach to safety across all operations, and we will begin the next phase from FY24-FY26 (read more in our 2023 Sustainability Report). Embedded in our management systems are careful focus on risk assessment and mitigation. Every plant follows the global Health and Safety Risk Management COP, which includes details of Hazard Identification Risk Assessment and Risk Control. Activities and assessment are conducted by site EHS professionals or subject matter experts in the relevant areas, while site leadership remains accountable for the appropriate implementation of risk mitigation measures. Furthermore, all employees are made aware of measures in place through trainings, briefings and other communications. The effectiveness of control measures is monitored through GEMBA walks, inspection programs, internal audit programs, review of the risk register and management reviews.

Our incident management system is made up of incident reporting procedures, the SOTEIRA incident identification and reporting system, a root cause analysis process including close out of corrective actions, and a KPI reporting dashboard.

We designed competency matrixes to upskill non-EHS specialists to become Subject Matter Experts and established competency requirements for each line and functional area at plants. This is in addition to current training metrics required of employees.

Specific trainings delivered throughout FY23 included:

Incident Cause Analysis Method training for operational managers.

Crisis Management Response training for the Crisis Management Teams for operational sites and hubs.

Human Organisational Performance training for operational team leaders, and site general managers and EHS leads on safety behaviours.

People continued

Management

Every worker at Ansell has a role to play in maintaining a healthy and safe workplace. This is why we take a combined top-down, bottom-up approach to employee health and safety. Global Environmental, Health and Safety ("EHS") are responsible for establishing targets, monitoring results and recommending initiatives. Our on-site teams include plant managers and non-EHS specialists are responsible for reviewing incident reports, conducting root cause analysis and implementing health and safety strategies. Plants' senior management formally sponsor High Risk Tasks at respective plants. Every worker at Ansell is responsible for reporting incidents as they occur, attending health and safety training, and acting in line with Ansell's 5-point Safety Charter, as detailed on page 11. For information on our actions related to employee health and safety during FY23, see page 13 of our 2023 Sustainability Report.

Ansell's Operational Leadership Team (OLT), which includes senior management at plants and our SVP of Operations and Supply Chain, holds monthly risk management meetings, which include a review of KPI dashboards and implementation status of corrective actions. We also hold a monthly forum for plant EHS leads to promote knowledge sharing between plants, followed by quarterly meetings with plant leads, EHS teams, Head of Global EHS and regional heads of operations. All production plants and offices with more than seven employees have safety committees that bring together employees, supervisors and managers to discuss specific safety concerns and promote Ansell's safety culture.

Labour rights

Please see the 2023 Labour Rights Report (and Modern Slavery Statement) for details on our management approach.

Our Supplier Code of Conduct sets out our expectation that suppliers protect the health and safety of their workforce. Ansell's Supplier Management Framework supports Ansell to monitor health and safety-related impacts in our supply chain, including through our supplier engagement activities and audit program. For more information, see our 2023 Labour Rights Report (and Modern Slavery Statement).

Effectiveness

To measure the effectiveness of our health and safety management, we monitor indicators including lost time injury, medical treatment injury, near miss frequency rates and fatalities and lead indicators including success of our HRT standards. We track performance monthly through our EHS dashboard, which is reported back to the ELT and the Board. We also conduct assessments against our HRT procedures and SMETA 4-pillar audits (over a selection of plants on a rolling basis).

Engaging with stakeholders on employee health and safety

Ansell regularly engages with our employees on health and safety through site-specific safety committees, plant leadership, line managers and other leaders at the plants, encouraging workers to identify and submit improvement ideas to address potential hazards, including the integration of EHS Pillar in Ansell Production System and SOTEIRA app (read more in 2023 Sustainability Report). Our employees' feedback on our approach to safety informs how we improve health and safety outcomes across all facilities. We also engage with our suppliers on health and safety, as outlined above.



People continued

Diversity, equity and inclusion and Employee engagement

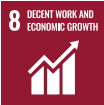
Definition

Diversity, equity and inclusion ('DE&I'): Maintaining a diverse and inclusive workforce at all levels across the organisation. Working towards equal treatment where all employees feel they belong and can be successful.

Employee Engagement: Attracting, developing and retaining a committed and passionate workforce. Managing availability of labour as a strategic constraint.

Impact

Ansell has more than 14,000 employees in over 55 countries, making us a truly global employer. The decisions we make day to day have a direct impact on our employees and indirectly on workers in our supply chain. We want to have a positive impact on every employee, by celebrating their unique identity, experiences and perspectives. We encourage this through engaging in initiatives that support building a diverse and engaged workforce, with the goal of driving innovation and organisational performance.



Decent work and economic growth

Ansell makes significant contribution to employment and economic growth and promotes decent work.



Reduced inequalities

As a global employer, Ansell can help to address inequality.

Policies and commitments

We updated our Diversity, Equity and Inclusion Policy in FY23. Ansell's Diversity, Equity and Inclusion Policy guides our program of work, which mobilises regional teams to integrate the principles of DE&I into every stage of the employee life cycle. This policy builds on our Code of Conduct by prescribing practices, tracking and reporting requirements expected across Ansell. It also outlines our priority areas of action related to talent acquisition, development, and performance management, which are discussed below.

Ansell has committed to making its Diversity, Equity and Inclusion (DE&I) program a long-term priority. In FY22, we completed a move away from a primary concentration on gender diversity to a broader view of diversity and increased focus on inclusion and creating a more inclusive culture. Ansell then implemented a regional network approach with employee-led DE&I groups. Ansell's DE&I program seeks to integrate the principles of diversity and inclusion more closely into our employee lifecycle. Diversifying our candidate pools and working to ensure fair hiring practices are critical to this initiative.

Still, our ambitions go further – to ensure that underrepresented employees have equal access to professional development and that all employees feel like they are a part of Ansell.

Providing the right learning and development opportunities is imperative to helping Ansell grow its leadership talent from within. Our approach for employee training is to be more globally consistent, aligned with our business strategy, and focused on delivering results. We assess the impact of the training by tracking participant feedback.

We use our performance management and employee career progression process to support employee career goals. Every employee receives performance reviews, albeit through varied approaches. Professional employees follow a consistent approach that includes two check-ins during the year and an annual review (inclusive of career development conversations). At a minimum, production employees receive annual performance feedback.

Ansell also conducts a biennial, all employee engagement survey, which is used to measure engagement, sense of belonging and whether employees feel Ansell values Diversity and creates an Inclusive work environment. The results of the survey trigger global and local activities for improvement across DE&I and engagement. Details on our latest survey can be found in the 2023 Sustainability Report, page 20.



People continued

Management

Ansell takes a combined top-down, bottom-up approach to DE&I and engagement. At a global level, leadership establishes our priorities and expectations, including our KPIs and key focus areas. We are equipping our employees with an increasing number of development opportunities, enabling them to collectively improve their expertise and skillsets to meet our global business challenges while maintaining their well-being. Our approach ensures employees enjoy their work, are supported to fulfil their potential, and are appropriately recognised and rewarded. In the coming year, we will continue to refine our employee value proposition, ensuring that our localised approaches, drawn from our employee engagement surveys, are supported by a consistent and global strategy on talent, engagement and retention.

At the regional level, we empower teams to develop locally appropriate DE&I and engagement actions that align to our key focus areas.

A regional approach enables each DE&I team to determine its areas of focus with counsel from relevant Executive Leadership Team members and Human Resources to set measurable targets. Local Human Resources team members report to the Human Resources Leadership Team, chaired by our Chief Human Resources Officer, who reports to the CEO and the Board. By using both global and regional lenses, we can reflect the unique circumstances across our locations and employees' cultural backgrounds, while establishing a unified approach across Ansell.

Remediation of negative impacts is managed through our employee grievance mechanisms (see more on pages 18-19 and page 24 of our 2023 Labour Rights Report (and Modern Slavery Statement)).

Effectiveness

The scores, trends and qualitative feedback obtained from our biennial employee surveys are our key source of insight into the effectiveness of our current approach and help inform our forward program of work. We also monitor informal feedback channels from employees related to specific initiatives, such as trainings and performance mentoring programs, to identify areas for improvement. Employees have other avenues for more frequent engagement, including our internally-managed channels, such as our 'open-door' policy, and our externally-managed channels, such as hotlines. Full details are in our 2023 Labour Rights Report (and Modern Slavery Statement).

Engaging with stakeholders on diversity, equity and inclusion and Employee engagement

Our biennial employee engagement survey is our main platform to engage with our workforce, who is our primary stakeholder group impacted by diversity, equity and inclusion and engagement. The results from the 2023 employee engagement survey will directly inform how we manage and improve our employees' experience at Ansell as we learn what Ansell does well and how we can improve in the future.

People continued

Community engagement and investment

Definition

Supporting and investing in the communities we operate in through philanthropy and volunteering. Recognising that Ansell generates a significant economic impact in many of the local communities in which it operates, mainly through the provision of employment.

Impact

Due to the size of our operational footprint, we interact with many local communities across the globe, through both direct employment and wider engagement. It is important for Ansell to maintain goodwill in those communities, and make a positive contribution through our presence.



Reduced inequalities

As a global employer, Ansell can help to address inequality.

Policies and commitments

We conduct our community investment activities in line with Ansell's values and Code of Conduct. Our initiatives largely comprise three avenues: PPE donations, financial donations and employee volunteering.

Management

Ansell's approach to community investment and engagement is guided by the needs of our local communities. This approach is supplemented by our corporate philanthropic position, which primarily focuses on disaster relief activities where our employees work and live.

All stakeholders can access Ansell's third-party compliance hotline and contact Ansell personnel, where cases will be investigated and closed, while upholding our no retaliation policy.

Staff in our regional offices and local operations identify initiatives relevant to our local communities which are then approved and funded by local management. This locally-led approach is supplemented by activities determined by our corporate function. The ELT is responsible for approving all major financial or product donations.

Effectiveness

Ansell engages with stakeholders through community outreach to ensure our engagement and investment is well directed. We do not formally assess or report on the socioeconomic impact, or have targets for our community engagement and investment.

Engaging with stakeholders on community engagement and investment

We work with our regional offices and local plants to identify and support local causes that in communities where we our operations are having an impact.



Planet

Energy and emissions

Definition

Reducing the greenhouse gas impacts of our operations via our decarbonisation strategy, through energy efficiency and use of renewable energy, manufacturing process innovation, and policy advocacy. Supporting our value chain to do the same.

Impact

As a manufacturer, our operations and broader value chain have an impact on climate change through the generation of greenhouse gas (GHG) emissions, primarily through the use of fossil fuel-based energy. Our baseline inventory, established in FY20, shows that 20% of our GHG emissions are from our internal operations (Scope 1 and 2), while Scope 3 represents the greatest emissions impact. Emissions from purchased goods & services and end of life treatment make up 80% of our Scope 3 emissions (FY20 baseline). Ansell has the potential to positively impact our own and our customers' emissions footprint through ongoing research and development of products and packaging with lower environmental impacts, including energy efficient manufacturing processes.



Ansell has a role to play in energy efficiency and renewables

As part of our decarbonisation strategy, Ansell will reduce our reliance on fossil fuels and shift to renewable energy.



Product stewardship is an important area of focus for Ansell

Ansell supports the Paris Agreement. Beyond our efforts to decarbonise our operations, we will partner and collaborate to advocate for climate action.

Policies and commitments

Ansell is guided by an Environmental Sustainability Policy, which enshrines our commitments to our decarbonisation strategy, announced as part of our Net Zero ambition for our operations (Scope 1 & 2) by 2040. This strategy formalises our approach to emissions reduction, with a near-term target to reduce Scope 1 and 2 emissions by 42% by 2030 (from a FY20 baseline) and to reach Net Zero emissions by 2040. The strategy has three primary focus areas: reducing our dependency on fossil fuels and transitioning to renewable energies; innovation in manufacturing processes, products and circularity; and collaboration through value chain partnerships and policy advocacy.

Currently, all plants, except Ansell Hercules, Ansell Kovai and Ansell Seremban, have ISO 14001-certified Environmental Management Systems. We commit to sourcing 100% renewable electricity for our entire operations by 2040, and to implementing ISO 50001 certified energy efficient management systems at our plants by 2028. Our commitments support the initiatives of Climate Group's RE100 and EP100.

Ansell has not yet set a target for our Scope 3 emissions, but we continue to investigate this and engage with key suppliers on this issue (see our 2023 Sustainability Report). We are committed to reducing our own footprint and engaging with our suppliers to do the same.

Management

To manage our energy and emissions, we take a risk- and control-based approach. We prioritise initiatives to reduce our impact where we consume the most energy, have the highest emissions and have the greatest level of influence. As a result, we commenced our efforts with Ansell-owned manufacturing plants, which generate the majority of emissions from our operations, as well as Ansell's largest suppliers. We participate in policy advocacy and overall awareness through global initiatives to support and accelerate broader industry and value chain progress.

Progress against our decarbonisation strategy and our environmental performance is reported to the Board quarterly and overseen by the Board's Sustainability & Risk Committee (SRC). Our Planet workstream project leads and the SVP of Operations & Supply Chain manage and monitor our strategies, reporting to the CEO and ELT.

Across our supply chain, our Planet workstream project leads work with our Procurement Team to establish a dialogue on Scope 3 emissions between Ansell and our key suppliers. In FY23 this was undertaken through top-to-top engagement and Ansell's Supplier Summit.

Effectiveness

To track the effectiveness of our approach to managing energy and emissions, we monitor our energy consumption including thermal and electrical energy, and calculate our Scope 1, 2 and 3 emissions, which we report externally in our annual Sustainability Report and CDP Climate Change disclosures. Our Scope 1 & 2 emissions inventory is verified according to the requirements of ISO 14064 by Control Union International.

When reviewing effectiveness, we also consider other factors that could contribute to emissions reductions. This approach gives deeper insight to our overall progress and where we need to improve.

Engaging with stakeholders on energy and emissions

Ansell engages with industry organisations and coalitions to understand how we can improve our approach to managing emissions and energy. This includes joining global initiatives, such as RE100, EP100 and the Renewable Thermal Collaborative.

Ansell engages with suppliers on their emissions through the CDP Supply Chain Program. We also engage with customers as a contributor to our customers' Scope 3 emissions.

Planet continued

Climate risk

Definition

Recognising and taking steps to increase the resilience of Ansell's operations and supply chain to climate-related risks.

Impact

Climate change and its associated effects are presenting direct impacts on our business, which are likely to have significant implications for our operations and our supply chain. The key risks identified through scenario analysis are detailed in our Taskforce for Climate-related Financial Disclosures (TCFD) on pages 46-50 of our 2022 Sustainability Report.

Climate change also presents a mix of transitional risks and opportunities across our business, including carbon pricing, demand for low-carbon products, reputation, regulatory changes, demand for PPE and resource recovery and efficiency.



Ansell has a role to play in energy efficiency and renewables

As part of our decarbonisation strategy, Ansell will reduce our reliance on fossil fuels and shift to renewable energy.



Ansell supports the Paris Agreement

Beyond our efforts to decarbonise our operations, we will partner and collaborate to advocate for climate action.

Policies and commitments

Our Environmental Sustainability Policy sets out our commitment to continually assess, quantify and manage the physical and transitional risks and opportunities associated with climate change. We do this through periodic review of the climate risk analysis, including underlying assumptions, and use this to inform our metrics and targets, ongoing risk management and financial planning. See also the Energy and emissions, Water and Waste sections of this report.

Management

Our approach to managing climate risks is guided by TCFD. Climate-related impacts are integrated into Ansell's Risk Management Framework and are assessed and reviewed as part of our corporate risk register. To align with recommendations of the TCFD, we assessed our risks and disclosed our exposure to climate impacts, together with our response (read more in our 2023 Annual Report).

Two Board-level committees – the Sustainability & Risk Committee and the Audit & Compliance Committee – support the Board to oversee Ansell's approach to climate change. The committees are supported by the CEO and the ELT, and the TCFD steering committee. The Board receives regular reports and recommendations from the Committees, which inform their understanding of Ansell's risks and how they are communicated to stakeholders. With the support of the Committees, the Board guides Ansell's climate change strategy and action plans. This is supplemented by the TCFD steering committee (TCFD SteerCo), established in FY21 and comprising managers from Ansell's finance, risk, operations, supply chain, and sustainability functions. This group convenes periodically to provide oversight of the identification and disclosure of climate-related risks and opportunities in line with TCFD recommendations.

We integrate physical climate risk management at plant level via Emergency Response Plans, which escalate to the corporate level through the Corporate Crisis Management Recovery (CMR) Plan. When a climate-related incident occurs, the response and recovery process is triggered and escalated depending on severity and impact. Long-term risks are integrated into decision making as part of the Corporate Risk Register and are reviewed by the ELT and the Board.

Effectiveness

We monitor various climate-related metrics through our 'Planet' material topics, energy and emissions, water and operational waste. For more information, see our discussion of these material topics in this report and our 2023 Sustainability Report.

Engaging with stakeholders on climate risk

Ansell's engages with stakeholders on climate risk relates to associated material topics Energy and emission, Water and Waste. For more information, see our discussion of these material topics in this report and our 2023 Sustainability Report.



Planet continued

Water

Definition

Ensuring continued access to water for our operations and improving water conservation efforts through processes including water recycling and water stewardship efforts to minimise consumption.

Impact

Ansell uses water in many of our manufacturing processes and it is an important input in the development of our products. We are reliant on a supply of high-quality fresh water, which is under threat in many of the geographies in which we operate due to climate change. This may have negative impacts on the environment or on local communities with which we share water resources. Ansell may also be linked to water-related impacts in our upstream supply chain, from third-party manufacturers through to raw material producers.



Ansell's manufacturing processes and raw materials are water intensive

We continue to reduce our water intensity through efficiency improvements, water recycling and water stewardship activities.

Policies and commitments

Ansell's Environmental Sustainability Policy acknowledges that our manufacturing processes depend on large volumes of clean water and includes a commitment to achieve our contextual water targets. In FY21 Ansell partnered with the World Resources Institute (WRI) to conduct a water risk assessment at our manufacturing plants. This was supported in FY22 by a physical risks assessment as part of our climate risk assessments TCFD. We found that baseline water stress is classified as 'extremely

high' at Ansell Thailand and 'high' at Ansell India, while other plants range from medium to low. The outputs of these assessments have been leveraged to develop our contextual water targets (read more in our 2022 Sustainability Report). Our commitment is made up of tiered contextual targets for our plants. Based on criteria comprising total water withdrawals in the baseline year, exposure to high baseline water stress and guidance from the UN Global Compact's CEO Water Mandate, we categorised plants into three 'Tiers' with corresponding targets and actions towards our FY25 target to reduce total water withdrawals by 35% (from a FY20 baseline). Read more in our 2023 Sustainability Report.

Management

Ansell takes a risk-based approach to managing water by focusing our efforts on manufacturing plants located in water-stressed, high-risk basins. We reduce our dependency on direct and indirect water withdrawals through conserving water, rainwater harvesting, water recycling through reverse osmosis systems, and conserving water in the production process. We are committed to reducing our water consumption and ensuring proper treatment of wastewater before discharge, in line with local regulations.

For information on our actions related to water during FY23, see page 32 of our 2023 Sustainability Report.

Ansell's Supplier Code of Conduct requires suppliers to manage their own businesses in compliance with local laws and regulations, and have ambitions for a sustainable business. This includes expectations for suppliers to comply with local wastewater treatment regulations and strive to reduce their impacts on water resources where they operate.

Progress against our performance is reported to the Board quarterly and overseen by the Board's Sustainability & Risk Committee (SRC). Management and monitoring of our water strategy is reported to the CEO and ELT by the SVP of Operations & Supply Chain and the project leads of the Planet workstream.

Effectiveness

To measure the effectiveness of our water strategy we monitor water withdrawals against our water reduction targets, and consumption. We assess the effectiveness of our strategy based on progress against our targets (see our 2023 Sustainability Report and our CDP Water Security Report).

Engaging with stakeholders on water

As a Lead Member of CDP's Supply Chain Program on, Ansell engages with selected suppliers on water through the CDP Supply Chain Program platform

Ansell is also a member of the Aqueduct Alliance, engaging with the World Resources Institute and other Alliance members to gain insights and collaborate for shared solutions on water stewardship.



Planet continued

Waste

Definition

Minimising manufacturing waste by increasing the efficiency of our resource use, increasing recycling, and consideration of opportunities to reuse materials.

Impact

Ansell produces a significant amount of waste, directly related to the size of our operational footprint, with potential impacts on the environment and communities. A majority of our operational waste derives from our manufacturing plants.

Ansell is also linked to waste-related impacts in our upstream supply chain, from third-party manufacturers through to raw material producers, and downstream through our customers and end users. Across our value chain, waste generated during end-of-life disposal contributes to our Scope 3 footprint (see further under Product innovation and stewardship).



Product stewardship is an important area of focus for Ansell

We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

Policies and commitments

We are committed to investing and identifying opportunities to reduce our waste footprint. Our Environmental Sustainability Policy sets out our commitment to minimise the use of all resources and drive our Zero Waste to Landfill target. The policy also sets out our commitment to a continuous improvement mindset with an end goal of promoting circularity, both within our plants and externally. We consider the unique requirements of each plant in conjunction with the 5R principles (refuse, reduce, reuse, repurpose and recycle) to establish initiatives to achieve our established targets.

Management

Waste generated from our activities include hazardous waste, such as sludge from wastewater treatment plants, contaminated materials, expired chemicals, and non-hazardous waste, such as scrap materials, paper, plastic and food waste.

The day-to-day management of waste-related impacts and activities is the responsibility of individual plant management.

We have already been practicing waste segregation and appropriate waste handling and disposal in compliance with laws and regulations, as guided by our plant-level standard operating procedures and environmental management system. Improved data also informed our increased focus. Waste management vendors were important partners as we executed our strategies. In locations where waste disposal boundaries of local laws were limited, we decided to vet and select vendors specialising in different materials or waste handling solutions.

Criteria for partnerships included: availability of environmental licenses (e.g., Environmental Protection Licenses (EPL))¹ held by vendors, formal contracting on diverting our waste to landfill and transparent information sharing, vendors' compliance to laws and regulations, and willingness to be audited and engaged via training and briefings to continuously improve. The capabilities of selected vendors largely influenced the collection and segregation of general and hazardous waste at the sites. Read more on waste management in our 2023 Sustainability Report.

Performance is reported to the Board quarterly and overseen by the SRC. Our Planet project leads, and the SVP of Operations & Supply Chain manage and monitor performance, reporting to the CEO and ELT.

Ansell remediates all non-compliances with environmental laws and regulations, including any actual negative operational waste-related impacts we identify. We are engaged in ongoing remediation of legacy sites in the United States that were previously negatively impacted by soil and ground water contamination related to our operations.

Ansell's Supplier Code of Conduct requires suppliers to conduct business sustainably and in compliance with local laws and regulations. This includes expectations for suppliers to apply the 5R principles of waste management and to handle all waste streams in compliance with local laws.

1. Issued by the Central Environmental Authority of Sri Lanka.

Planetcontinued

Effectiveness

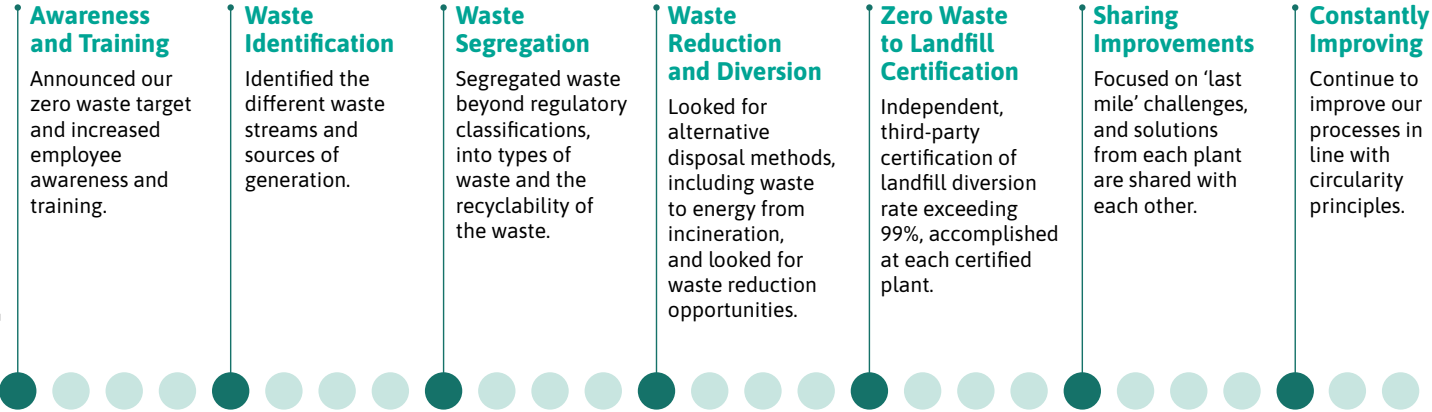
To measure the effectiveness of our Zero Waste to Landfill strategy we monitor the volume of waste generated, sent to landfill and diverted. Our plants have also undergone a waste diversion certification process by independent third-party Intertek, on each plant's achievement of a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria. We regularly share learnings across our different manufacturing plants. For more information, see pages 34-35 of our 2023 Sustainability Report.

Engaging with stakeholders on waste

Ansell engages with waste partners to identify improved disposal opportunities.

We are also engaging customers on alternatives for handling products in end of life. Read more in our 2023 Sustainability Report.

Our zero waste journey



For personal use only

Planet continued

Biodiversity

Definition

Identifying, assessing and addressing our business's interactions with, and impacts on, biodiversity and nature.

Impact

Ansell draws on natural capital directly in our operations (e.g. through biomass and water use) and indirectly through our supply chain (including primary production). This has the potential to negatively impact natural resources and biodiversity. Our products may also impact nature at end of life if not appropriately disposed of.



Product stewardship is an important area of focus for Ansell

We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

Policies and commitments

Our Environmental Sustainability Policy sets out our commitment to protect the environment, including building our understanding of our biodiversity impacts and dependencies and developing long-term plans to manage and minimise those negative impacts. Our partnership with IUCN will lay the foundations for policies and procedures that specifically address Ansell's biodiversity impacts and dependencies.

Management

In July 2022, Ansell announced our commitment to engage with the International Union for Conservation of Nature (IUCN) to assess the organisation's natural capital impacts and dependencies in our value chain and develop plans for potential improvements and mitigation of negative footprints. In February 2023, we made good on this commitment by signing a Memorandum of Understanding with the IUCN to commence collaboration to support Ansell's strategic management of our biodiversity footprint. Read more here.

Project leads from the Planet workstream, lead by the SVP of Operations & Supply Chain will update the ELT and Board on the progress of the work with IUCN. The outcome of this critical work is the development of our strategic management of natural capital and biodiversity.

For information on our preliminary actions to investigate biodiversity risks in FY23, see page 31 of our 2023 Sustainability Report.

Ansell remediates all non-compliances with environmental laws and regulations, including any actual negative nature-related impacts we identify. Our Supplier Code of Conduct sets out our expectation that suppliers meet environmental compliance obligations and mitigate negative impacts on the environment.

Effectiveness

Once we have defined a management approach for biodiversity, we will establish measures to monitor our performance.

Engaging with stakeholders on biodiversity

Ansell is increasingly engaging with investors and customers on the importance of managing biodiversity; however, as we are in the early stages of understanding our business' relationship to nature, we have not yet commenced stakeholder engagement specific to our approach biodiversity.



Planet continued

Innovation and product stewardship

Definition

Providing our customers with innovative 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. Awareness and management of environmental and social impacts in our supply chain, including extraction of raw materials, water use, pesticides, deforestation.

Impact

Ansell designs our products to offer the best safety and protection solutions for end users around the world, creating positive impacts. We aim to mitigate potential negative environmental impacts of our products across their lifecycle, including at stages of raw materials, manufacturing, packaging, use and end-of-life phases. These impacts are relevant across our operations and upstream and downstream value chain.



Product stewardship is an important area of focus for Ansell

We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

Policies and commitments

Ansell's Quality Statement sets out our commitment to deliver world-class products and services that are systematically reviewed and designed with improvements driven by customer feedback. Our product design process has been established with sustainability in mind.

Last year, we completed large-scale and detailed cradle-to-grave Life Cycle Assessments, using ISO 14040 and ISO 14044, to establish the environmental impacts baseline of our product portfolio. The baseline work was able to consider the composition of raw materials, the energy mix and intensity of the manufacturing processes, and disposal method of products at its end of life, enabling us to identify environmental hotspots of our products. Using the outcomes of our baseline work, our strategy for sustainable products is data-driven and based on science and evidence, where we consider the hotspots as well as environmental impact of all aspects of the life cycle of existing products and during new product development. As we progress on our product stewardship strategy, we continue to review and update our LCA work. In the last two years, we have significantly grown our in-depth knowledge and evidence-based data on the environmental impacts of our products, enabling us to expand to new opportunities to reduce impacts of our products. This is a significant progress for all of Ansell and definitely one to celebrate, especially since it is done over a relatively short time.

When developing new products and updating existing products, we follow Design for Sustainability (D4S) principles, which draws on the UN SDGs, the ISO Framework and the US Federal Trade Commission – Guides for the Use of Environmental Marketing Claims. D4S integrates strategies such as reducing material consumption and use of virgin fossil-based materials, manufacturing process optimisation, and increased product lifetime, to reduce environmental impact through products life time while still providing superior protection for users.

We undertake an approach to research and development, which includes considerations of growth projections, customer needs and investment and resource requirements. Throughout the process we consider relevant risks, including those related to sustainability, material choice and end-of-life treatment.

Our Packaging Pledge addresses the environmental impacts of our product packaging and sets out actions under the use and disposal phases of product packaging, each tied to targets and goals. In FY21 completed critical work to establish a baseline for our IGBU packaging which enabled us to identify priority areas for greenhouse gas emissions reduction and establish our Packaging Pledge. In FY22, completed the roll-out of the Packaging Pledge across the company, and we leveraged the FY20 SMARTPack™ surgical glove dispenser baseline assessment to undergo the update of identified hotspots in our HGBU packaging. Throughout FY23, we developed Ansell's Sustainable Packaging Guidelines, to support the long-term achievement of our Packaging Pledge. The guidelines consider how packaging use, material choices and disposal can reduce Ansell products' environmental impact. They outline our position on minimising packaging's environmental impact to drive our 2026 goals' achievement, including plastic and paper reduction and science driven choices of materials and recyclability. Once released in early FY24, the guidelines will apply to all marketing, operations, warehousing and transportation operations, and will formalise Ansell's leading practice approach to packaging solutions.

Planet continued

Management

We take an integrated approach to product innovation and product stewardship. We combine our work on material selection and material science with innovations in product development and process manufacturing, and scaling for commercial use. We develop new products and improve existing ones based on our evolving understanding of our product's environmental impacts, combined with knowledge of our customers' unmet needs and our particular capabilities.

Team members from our IGBU and HGBU product units are responsible for driving initiatives related to innovation and product stewardship, with oversight from ELT and the Board (see further in our 2023 Sustainability Report).

Effectiveness

We monitor the effectiveness of our wider innovation and product stewardship goals through our product development pipeline and performance against our packaging pledge targets.

Engaging with stakeholders on product innovation and stewardship

The impacts across our products' life cycle are relevant to all areas of our value chain, and reducing these impacts depends on ongoing collaboration. We engage with a variety of customers, suppliers and waste upcycling partners to inform our approach to different product lines to identify and undertake actions required to manage specific products and types of impacts. We also collaborate with academic institutions to prepare for the future of new technologies.



Planet continued

Product safety and quality

Definition

Producing products that adhere to the highest standards of safety and quality. Innovating within these guidelines to create products that keep our customers safe, while reducing our social and environmental impact.

Impact

Ansell's products protect millions of workers and healthcare professionals every day. We uphold stringent requirements to provide quality products to users, thus reducing the impact of adverse incidents.



Innovation drives our business forward and we are focused on developing products that perform better and continue to keep users safe.



Product stewardship is an important area of focus for Ansell

We focus on reducing the environmental impact of the lifecycle of our products and packaging, including our manufacturing operations, while ensuring safer and high quality products.

Policies and commitments

We are guided by our Quality Statement which sets out our commitment to comply with all local regulatory authorities and product commercialisation requirements, international standards and applicable regulations and directives. Through a global team of 700 quality assurance and regulatory affairs experts and 23 quality control laboratories of which 10 are ISO 17025 accredited, we execute our commitment to the highest standards of product safety and quality. We require all new and existing products to be compliant with the most stringent material regulations around the world, such as the REACH framework and Proposition 65. We audit our management systems through ISO 19001:2018 to verify compliance with our relevant standards.

We communicate product safety information via our Instructions For Use (IFUs), also available through QR codes on our products and on the Ansell website. IFUs contain details on the chemicals and substances included in our products. This is also communicated to customers through marketing teams.

Management

We have a multi-tiered approach to product safety and quality, combining due diligence and certification with research and development to produce high quality products. We communicate our product quality and safety requirements externally.

Ansell GBU teams, Quality Management, Legal and Marketing teams are all involved in managing, monitoring, and reporting on activities across product safety and quality. Compliance with regulations is reported to the ELT and Board.

Effectiveness

We monitor the effectiveness of our product safety and quality actions through ISO 19001:2018 audits. Ansell responds to all quality concerns identified through this audit program to minimise potential negative impacts related to product safety and quality.

Engaging with stakeholders on product quality and safety

To ensure that we are meeting industry standards, we regularly engage with regulatory bodies on quality and safety standards. We also engage with our suppliers on product quality and safety to ensure the inputs to our products are meeting our standards and expectations.

GRI content index

Ansell Limited has reported in accordance with the GRI Standards (GRI 1: Foundation 2021) for the period 1 July 2022 to 30 June 2023.

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organisational details	2023 Sustainability Report, page 02	-	-
	2-2 Entities included in the organisation's sustainability reporting	2023 Sustainability Report, page 02	-	Non-financial data related to Ansell Seremban is not reported in FY23 due to its acquisition part-way through the financial year. This information will be reported in full from FY24.
	2-3 Reporting period, frequency and contact point	2023 Sustainability Report, page 02	-	-
	2-4 Restatements of information	2023 Sustainability Report, pages 43-44 Labour Rights Report, pages 33-34	-	-
	2-5 External assurance	2023 Sustainability Report, pages 42-44	-	Ansell's internal audit team conducted internal assurance to verify workforce and health and safety data as set out in page 42 of the 2023 Sustainability Report. Ansell developed an internal verification program pursuant to the principles of applicable assurance standards to verify the Scope 1 and 2 data set out on page 43 of the 2023 Sustainability Report and achieved the internal verification objectives. The FY23 GHG Inventory was verified in accordance with ISO 14064-3:2019 as meeting the requirements of ISO 14064-1:2018 by Control Union International, an independent IFIA accredited inspection group.
	2-6 Activities, value chain and other business relationships	2023 Sustainability Report, page 04 2023 Labour Rights Report, pages 4-5 2023 Sustainability Management Approach Report page 10	-	-
	2-7 Employees	2023 Sustainability Report, page 42	-	-
	2-8 Workers who are not employees	2023 Sustainability Report, page 42 2023 Labour Rights Report, pages 04 and 24	-	-
	2-9 Governance structure and composition	2023 Sustainability Management Approach Report, page 03 2023 Corporate Governance Statement, page 3-7 and 11	c) iv, vi and viii	Ansell reports against Australian listing requirements and the Companies Act, including our process to reviewing independence and outside appointments of Non-executive Directors. However, we do not currently publicly report on specific outside positions and commitments. We do not currently collect data related to c) vi and viii. In FY24 we will investigate the feasibility of obtaining this information in the future.
	2-10 Nomination and selection of the highest governance body	2023 Corporate Governance Statement, pages 7-8	-	-
	2-11 Chair of the highest governance body	2023 Corporate Governance Statement, page 07	-	-

GRI content index continued

Ansell Limited has reported in accordance with the GRI Standards (GRI 1: Foundation 2021) for the period 1 July 2022 to 30 June 2023.

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
General disclosures continued				
GRI 2: General Disclosures 2021 continued	2-12 Role of the highest governance body in overseeing the management of impacts	2023 Sustainability Management Approach Report, pages 03 and 07 2023 Corporate Governance Statement, page 15	-	-
	2-13 Delegation of responsibility for managing impacts	2023 Sustainability Management Approach Report, page 03	-	-
	2-14 Role of the highest governance body in sustainability reporting	2023 Sustainability Report, page 11	-	-
	2-15 Conflicts of interest	2023 Corporate Governance Statement, page 09 2023 Annual Report, page 112	-	-
	2-16 Communication of critical concerns	N/A	-	No critical concerns were brought to the Board in FY23.
	2-17 Collective knowledge of the highest governance body	2023 Corporate Governance Statement, page 06	-	-
	2-18 Evaluation of the performance of the highest governance body	2023 Corporate Governance Statement, page 08	-	-
	2-19 Remuneration policies	2023 Annual Report, page 46	-	-
	2-20 Process to determine remuneration	2024 Annual Report, page 46 ASX announcement	-	-
	2-21 Annual total compensation ratio	N/A	a, b and c	Ansell currently considers this information confidential. In FY24 we will investigate the feasibility of disclosing this information in the future.
	2-22 Statement on sustainable development strategy	2023 Sustainability Report, page 06	-	-

GRI content index continued

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
General disclosures continued				
GRI 2: General Disclosures 2021 continued	2-23 Policy commitments	Online policy suite 2023 Sustainability Management Approach Report, page 04	-	-
	2-24 Embedding policy commitments	Throughout 2023 Sustainability Report and 2023 Sustainability Management Approach Report	-	-
	2-25 Processes to remediate negative impacts	2023 Labour Rights Report, pages 19 and 27	-	-
	2-26 Mechanisms for seeking advice and raising concerns	2023 Sustainability Management Approach Report, page 04 Whistleblower Policy	-	-
	2-27 Compliance with laws and regulations	N/A	-	To the best of Ansell's knowledge, Ansell is not aware of any instances of significant fines or non-monetary sanctions imposed during the reporting period in relation to non-compliances with laws and regulations.
	2-28 Membership associations	2023 Sustainability Management Approach Report, page 06	-	-
	2-29 Approach to stakeholder engagement	2023 Sustainability Management Approach Report, pages 07-08	-	-
	2-30 Collective bargaining agreements	2023 Labour Rights Report, page 31	-	-
Additional governance-related disclosures				
Anti-competitive behavior				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A	-	To the best of Ansell's knowledge, Ansell is not aware of any instances of significant fines or non-monetary sanctions imposed during the reporting period in relation to non-compliances with laws and regulations.
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Sustainability Management Approach Report, page 09	-	-
	3-2 List of material topics	2023 Sustainability Management Approach Report, page 09	-	-

GRI content index continued

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
People				
Employee health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2023 Sustainability Report, page 13 2023 Sustainability Management Approach Report, page 11 5-Point Safety Charter	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report, page 13 2023 Sustainability Management Approach Report, page 11	-	-
	403-3 Occupational health services	2023 Sustainability Report, page 13 2023 Sustainability Management Approach Report, page 11	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report, page 13 2023 Sustainability Management Approach Report, page 11	b)	Ansell currently monitors data related to b) at plant-level, and consolidation of this data across all our operations is currently incomplete for reporting. We will consolidate this information for reporting in FY24.
	403-5 Worker training on occupational health and safety	2023 Sustainability Report, page 13 2023 Sustainability Management Approach Report, page 11	-	-
	403-6 Promotion of worker health	2023 Sustainability Report, page 22 2023 Labour Rights Report, page 25	-	Ansell also provides all employees with access to non-occupational medical and healthcare services, namely medical insurance or introducing well-being activities such as healthy weight or lifestyle management.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Labour Rights Report, page 27	-	-
	403-8 Workers covered by an occupational health and safety management system	2023 Sustainability Management Approach Report, page 11	-	-

GRI content index continued

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
People continued				
Employee health and safety continued				
GRI 403: Occupational Health and Safety 2018 continued	403-9 Work-related injuries	2023 Sustainability Report, page 42 2023 Sustainability Management Approach Report, page 11	a) v and b) v	Currently, Ansell reports health and safety related data by 100 employees. However, in FY24 we are changing our methodology to report leading safety indicators per million hours worked to allow for better comparison between peers. We currently report injury rates for employees and contingent workers together. In FY24 we will investigate the feasibility of reporting the information separately. We have made partial disclosures related to c) iii in our 2023 Sustainability Management Approach Report and 2023 Sustainability Report, where we discuss our approach to responding to and minimising the risk of hazards through our focus on High-Risk Tasks.
	403-10 Work-related ill health	N/A	a) to e)	Ansell currently monitors data related to this disclosure at plant-level; however, consolidation of this data across all our operations is currently incomplete for reporting. In FY24 we will investigate the feasibility of disclosing this information in the future.
Labour rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	N/A	-	Minimum notice periods are set in accordance with applicable regulations in each jurisdiction.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2023 Labour Rights Report, page 31	-	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	2023 Labour Rights Report, page 23	a)	We do not currently disclose the ratio of entry level wages to local minimum wages across our operating locations; however, we will investigate the feasibility of reporting this information in the future. We are currently making progress on living wages. See our 2023 Labour Rights Report for information.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2023 Labour Rights Report, pages 15 and 16	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2023 Labour Rights Report, pages 15 and 16	-	-

GRI content index continued

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
People continued				
Labour rights continued				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2023 Labour Rights Report, page 28	-	-
	414-2 Negative social impacts in the supply chain and actions taken	2023 Labour Rights Report, pages 16 and page 21 onwards	-	-
Diversity, equity and inclusion and Employee engagement				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2023 Sustainability Report, page 42	a) and b)	While we report employee turnover by gender, production and professional employees, Ansell will investigate possibilities for collecting age group and region data as well as new employee hire data for disclosure in the future
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	N/A	a) and b)	Ansell currently monitors data related to this disclosure at operational-level; however, consolidation of this data across all our operations is currently not ready for reporting. In FY24 we will investigate the feasibility of disclosing this information in the future.
	401-3 Parental leave	N/A	a) to e)	Ansell currently monitors data related to this disclosure at operational-level; however, consolidation of this data across all our operations is currently not ready for reporting. In FY24 we will investigate the feasibility of reporting this information in the future.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	N/A	a)	Ansell currently monitors data related to this disclosure, however, consolidation of this data across is currently not ready for reporting. In FY24 we will investigate the feasibility of disclosing this information in the future.
	404-2 Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report, page 21	-	-
	404-3 Percentage of employees receiving regular performance and career development reviews	N/A	a)	Ansell currently monitors data related to this disclosure, however, consolidation of this data across is currently not ready for reporting. In FY24 we will investigate the feasibility of disclosing this information in the future.

GRI content index continued

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
People continued				
Diversity, equity and inclusion and Employee engagement continued				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2023 Sustainability Report, page 42	a) ii, and b) ii and iii	Ansell currently monitors data related to these disclosure components across its plants and offices and we are in the process of consolidating this data for reporting in FY24.
	405-2 Ratio of basic salary and remuneration of women to men	N/A	a) and b)	Ansell currently monitors data related to this disclosure across its plants and offices and we are in the process of investigating this data for reporting in FY24.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2023 Labour Rights Report, page 33	-	We currently only report on grievances and incidents related to discrimination raised through our third party grievance mechanism. Given this is independently managed, we consider this information to have high credibility.
Community engagement and investment				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report, page 23	a)	We do not currently collect this data for our sites. In FY24 we will investigate the feasibility of obtaining this information in the future.
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A	a)	Ansell has not conducted a formal community impact assessment over its operational footprint, so information related to this disclosure is incomplete. We will investigate the feasibility of assessing community-related impacts in the future.
Planet				
Energy and emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2023 Sustainability Report, page 43 2023 CDP Climate Change	-	-
	302-2 Energy consumption outside of the organization	2023 CDP Climate Change	-	-
	302-3 Energy intensity	2023 Sustainability Report, page 43 2023 CDP Climate Change	-	-

GRI content index_{continued}

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
Planet continued				
Energy and emissions continued				
GRI 302: Energy 2016 continued	302-4 Reduction of energy consumption	N/A	a) to d)	Ansell does not currently have sufficient data to directly attribute the proportion of our energy consumptions reductions to our specific energy efficiency initiatives as we are in the process of establishing a reliable energy consumption baseline through the rollout of ISO 50001-certified Energy Management Systems at our plants. We will continue to roll out this initiative in order to collect and report more complete and reliable data in the future.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2023 Sustainability Report, page 43 2023 CDP Climate Change	-	-
	305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report, page 43 2023 CDP Climate Change	a)	Ansell reports market-based Scope 2 emissions, including in our CDP Climate Change.
	305-3 Other indirect (Scope 3) GHG emissions	2023 Sustainability Report, page 43 2023 CDP Climate Change	b), c) and d)	Ansell calculates and reports Scope 3 omissions covering 80% of its procurement spend in its CDP Climate Change. This report discloses which relevant Scope 3 categories have not yet been calculated or have incomplete information. We will continue to improve our Scope 3 emissions data in the future.
GRI 305: Emissions 2016 continued	305-4 GHG emissions intensity	2023 CDP Climate Change	-	-
	305-5 Reduction of GHG emissions	2023 Sustainability Report, pages 26-29 2023 CDP Climate Change	-	-
Climate risk				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	2022 Sustainability Report (comprehensive TCFD disclosure) 2023 Annual Report, page 40	-	The analysis did not identify any new material risks that are expected to affect the assets and liabilities recognised in Ansell's Financial Statements, see pages 67 to 114 of our 2023 Annual Report.
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2023 Sustainability Management Approach Report, page 21	-	-

GRI content index continued

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
Planet continued				
Biodiversity continued				
GRI 304: Biodiversity 2016 continued	304-2 Significant impacts of activities, products and services on biodiversity	N/A	a) and b)	We do not currently collect this data, or data is incomplete across our different operations. In FY24 we will investigate the feasibility of obtaining this information in the future.
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2023 Sustainability Management Approach Report, page 18	-	-
	303-2 Management of water discharge-related impacts	2023 Sustainability Management Approach Report, page 18 2023 CDP Water Security	iv)	We do not currently collect data related to the omitted component. In FY24 we will investigate the feasibility of obtaining this information in the future. All other disclosure components are reported in our CDP Water Security.
	303-3 Water withdrawal	2023 Sustainability Report, page 18 2023 CDP Water Security	c) i and ii	We do not currently collect data related to the omitted component. In FY24 we will investigate the feasibility of obtaining this information in the future. All other disclosure components are reported in our CDP Water Security.
	303-4 Water discharge	2023 CDP Water Security	b) i and ii, c) i and ii, and d) i, ii and iii	We do not currently collect data related to the omitted component. In FY24 we will investigate the feasibility of obtaining this information in the future. All other disclosure components are reported in our CDP Water Security.
	303-5 Water consumption	2023 CDP Water Security	b) and c)	We do not currently collect data related to the omitted component. In FY24 we will investigate the feasibility of obtaining this information in the future. All other disclosure components are reported in our CDP Water Security.
Operational resource efficiency and waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2023 Sustainability Report, pages 34-35 and 43 2023 Sustainability Management Approach Report, page 18	-	-
	306-2 Management of significant waste-related impacts	2023 Sustainability Report, pages 34-35 and 43 2023 Sustainability Management Approach Report, pages 34-35 and 43	-	-
	306-3 Waste generated	2023 Sustainability Report, pages 34-35 and 43	-	We currently report the total weight of waste generated and we will investigate the feasibility of reporting the breakdown of waste by composition in FY24.
	306-4 Waste diverted from disposal	2023 Sustainability Report, pages 34-35 and 43	b) to d)	We currently report the total weight of waste diverted from disposal and recovery methods. We will investigate the feasibility of reporting breakdown by waste type in the future.

GRI content index continued

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
Planet continued				
Operational resource efficiency and waste continued				
GRI 306: Waste 2020 continued	306-5 Waste directed to disposal	2023 Sustainability Report, pages 34-35 and 43	b) to d)	We currently report the total weight of waste directed to disposal and we will investigate the feasibility of reporting the breakdown of waste by composition, including hazardous and non-hazardous waste in FY24.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	N/A	a)	We are currently investigating these activities under our Scope 3 programs. Currently, suppliers have to adhere to the requirements in our Supplier Code of Conduct. In FY24 we will further investigate establishing and standardising processes relating to our Scope 3 activities.
	308-2 Negative environmental impacts in the supply chain and actions taken	N/A	a) to e)	We do not currently collect this data, or data is incomplete across our different operations. In FY24 we will investigate establishing and standardising processes relating to our Scope 3 activities.
Product				
Innovation and product stewardship				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	N/A	a)	Ansell currently monitors data related to this disclosure at plant-level; however, Ansell currently considers this information confidential. In FY24 we will investigate the feasibility of disclosing this information in the future.
	301-2 Recycled input materials used	N/A	a)	Ansell currently monitors data related to this disclosure at plant-level; however, Ansell currently considers this information confidential. In FY24 we will investigate the feasibility of disclosing this information in the future.
	301-3 Reclaimed products and their packaging materials	2023 Sustainability Report, page 38	a) and b)	We are currently exploring how to improve end-of-life solutions, including product reclamation and related data collection, through our partnerships and key customers. More information on the early stages of these initiatives is on page 38 of our 2023 Sustainability Report. In FY24 we will investigate the feasibility of obtaining this information in the future.
Product quality and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Management Approach Report	-	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2023 Sustainability Management Approach, page 24	-	Ansell assesses 100% of our products for health and safety impacts and to identify improvements. Our ISO 19001:2018 certification verifies compliance with relevant standards.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A	-	To the best of Ansell's knowledge, Ansell is not aware of any instances of significant fines or non-monetary sanctions imposed during the reporting period in relation to non-compliances with laws and regulations.

GRI content index continued

GRI Standard	Disclosure	Location	GRI Requirement(s) Omitted	Additional disclosures and/or explanations for omissions
Product continued				
Product quality and safety continued				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	2023 Sustainability Report, page 40	-	100% of Ansell products have IFUs available on our website, which includes disposal information. Under our new Ansell Earth program, product information will be updated to additionally advise users of our products' environmental and social impacts.
	417-2 Incidents of non-compliance concerning product and service information and labeling and 417-3 Incidents of non-compliance concerning marketing communications	N/A	-	To the best of Ansell's knowledge, Ansell is not aware of any instances of significant fines or non-monetary sanctions imposed during the reporting period in relation to non-compliances with laws and regulations.



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