



# SUSTAINABILITY REPORT SUMMARY

## 2022

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This summary provides some key highlights from our 2022 Sustainability Report.

[The complete report is available here](#)



# STATEMENT FROM THE CEO

**“For the first time in our history, we have declared sustainability as the foundation of a new purpose fully integrated into our business strategy at Ansell: Thinking of People and Planet First.”**

**Neil Salmon**  
Managing Director and Chief Executive Officer



## ECOVADIS SILVER MEDAL

A STAMP OF EXCELLENCE IN SUSTAINABILITY

ANSELL WAS AWARDED A SILVER MEDAL BY ECOVADIS BASED ON REPORTING DATA FOR FY21, PLACING IT IN

**TOP 25% OF ALL COMPANIES ASSESSED AND THE TOP 6%**

OF MANUFACTURERS WITHIN OUR APPLICABLE INDUSTRY<sup>3</sup>

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

Ansell is committing to science-based reduction targets for Scope 1 & 2 emissions, to achieve Net Zero in line with the ambition of the Paris Agreement to limit global warming to 1.5°. Ansell's long-term decarbonisation strategy encompasses our end-to-end value chain and focuses on shifting to renewable energy sources, product and business model innovation, and reduced reliance on synthetic raw materials. Although we felt we met the science-based criteria for making a net zero commitment including Scope 3 emissions, we have opted not to do this at this stage as we believe we need to do more work to ensure we have substance to the partnerships across the industry necessary to deliver Scope 3 reductions. This work will take time, and we are optimistic about significant progress in FY23.

In addition, we replaced our water intensity reduction targets with new Water Stewardship commitments. Whilst we are proud to have achieved our targets in Year One of our sustainable packaging program and completed third-party certification of five plants as Zero Waste to Landfill, we were not as successful in meeting our greenhouse gas (GHG) emissions and water withdrawals intensity target. Introducing and commercialising innovative technologies is not always straightforward, but I have confidence that our teams will find the way forward. Based on recognised scientific standards and methodologies, we have worked diligently to understand how our products impact the

environment, from cradle to grave. We are applying that knowledge to reduce the impact of our existing product range and embedding these learnings in developing new products, often working closely with partners and suppliers. As a result, we were proud to launch two new products with environmental credentials in FY22: our first compostable glove, MICROFLEX® 31-103, and the HyFlex® 11-842 glove made with a 90% recycled nylon liner.

Ansell's mission is synonymous with safety, which goes for our people as much as our customers. As a result of our overall safety strategy, in FY22, we report a medical treatment injuries (MTI) rate of 0.161, the lowest MTI in ten years. COVID-19 safety remained a priority as we encouraged employees to become vaccinated, and to support this priority, we made vaccines accessible to all Ansell manufacturing employees. As a result, 94% of Ansell's manufacturing workforce have received two COVID-19 vaccinations, and 56% have received a booster vaccination.

We remain committed to eradicating modern slavery and the exploitation of vulnerable worker populations, and in our Sustainability Report we give details of important progress against this objective. Over the past few years, we have implemented numerous measures to identify, curtail, and prevent forced labour within our global third-party supply chain.

While we continue to be proactive in addressing forced labour within Ansell's supply chain and the Malaysian glove industry at large, we recognise that forced labour is unfortunately a profoundly complex issue. The recent deeply troubling allegations made by former workers at one of Ansell's suppliers bring into sharp relief the importance of achieving the substantial industry-wide change we are targeting.

We know that meaningful change requires collaboration across the international community, industry partners, governments, and non-government organisations, and we are committed to

**“Over the past few years, we have implemented numerous measures to identify, curtail, and prevent forced labour within our global third-party supply chain.”**

being part of this solution. It's for this reason that Ansell is proud to be a founding member of the Responsible Glove Alliance (RGA) – a cross-industry collaboration aimed at driving transformational change on labour rights in the Malaysian glove industry.

As Ansell continues to carry out these vital efforts, I extend my gratitude and appreciation to our valued customers and partners, who share our dedication to employee safety and respect for all human rights. For more than 125 years, Ansell has been protecting people and our ambitions today are stronger than ever.

As I have travelled across the Ansell world this past year, I am continuously impressed by our team members' rapid development of expertise in the complex field of sustainability. We have found success by thinking through the fundamental issues of how we need to evolve our business and our technology towards a more sustainable future and bringing in experts to support the process. We are committed to real change with demonstrated benefits to the environment. For example, our Net Zero commitment for Scope 1 & 2 relies to only a minimal degree on offsetting and instead, we are committed to the more complex path of actual reduction in emissions produced. In addition, we have decided not to launch products with dubious claims of biodegradability where, according to our analysis in real-world conditions, these products are more often than not harmful vs beneficial to the environment. Instead, we are working to ensure that any targets we set and claims

we make are aligned with leading international standards such as SBTi Corporate Net Zero Standard, EN 13432, ISO14040 & ISO14044. It's impressive what we have achieved in a relatively short period.

It is no small matter that as part of this journey, we are integrating our 14,000+ employees into a culture of sustainability. Using the latest science, innovative thinking, thought leadership and customer insight, we will also require collaboration with our external stakeholders, from customers, suppliers and investors, to make the complex and often difficult changes necessary to turn our sustainability commitment into a reality in which we can all take pride. Our Ansell employees are central to our ability to do business in a more sustainable way and I want to thank all our employees for contributing to creating a safer and better-protected world.

**Neil Salmon**  
Managing Director and Chief Executive Officer

# PEOPLE

Contribution to the UN SDGs



## Labour Rights

Ansell is committed to protecting the rights of workers in our internal operations and third-party supply chain in accordance with the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Core Conventions.

### Our internal operations

Third-party audits of Ansell plants are conducted according to the Sedex Members Ethical Trade Audit (SMETA) four-pillar audit framework, which covers Labour, Health and Safety, Environment and Business Ethics, and is based on the Ethical Trading Initiative (ETI) Base Code and ILO Indicators of Forced Labour. In FY22, seven plants underwent third-party SMETA audits and 87% of total reported non-conformances (NCs) had been closed<sup>1</sup>. From FY23, we will commence unannounced SMETA audits and third-party forced labour assessments (F-11 audits) for selected Ansell plants. F-11 audits are assessed against the ILO Indicators of Forced Labour, focusing specifically on helping identify risks of (or actual instances of) forced labour. F-11 audits will complete the use of SMETA audits and increase our capacity to identify potential adverse human rights impacts.

We uphold a culture based on trust, respect and open dialogue and to promote positive and transparent employer-worker relations. Ansell has a Zero Recruitment Fee Policy and was among the early adopters of recruitment fee remediation (in 2019). To continue to meet leading practice, this year we engaged independent consultant, ELEVATE, to review our recruitment fee remediation program. The review identified that while our initial approach to remediation demonstrated best practices at the time, the financial amounts remediated to some migrant workers are now considered lower than the average reported. As a result, we have provided additional reimbursement to these affected workers to align with current best practice. We have a 'no retaliation' policy to reassure employees that there will be no adverse consequences for reporting concerns in good faith. As part of the updated Global Grievance Policy, we have begun to introduce a new grievance hotline, Suara Kami Hotline, operated through the Responsible Glove Alliance.

Labour rights challenges are systemic in the Malaysian medical products and medical use glove industries, and cannot be solved by a single company in isolation. Therefore, in March 2022 the Responsible Glove Alliance (RGA) was launched, with seven founding members, including Ansell, and the support of the Responsible Business Alliance. The RGA will enable recruitment transformation, collective influence, and the application of due diligence with advanced standards, tools and programs aligned to the UN Guiding Principles on Business and Human Rights.

### Our third-party supply chain

Ansell's Supplier Management Framework (SMF) was established to drive meaningful change in our third-party supply chain. Ansell works with suppliers to monitor and close out NCs following agreed timeframes and requirements. In FY22, 56 audits were completed, covering finished goods suppliers representing more than 90% of our finished goods spend. We are pleased to report that FY22 results shows a reduction in NCs identified during supplier audits. We acknowledge that audits are a snapshot in time. Therefore we use supplier engagement, training and other activities to monitor and manage suppliers' performance.

In line with commentary from the United Nations on Guiding Principle 19 and a recent joint publication by the ILO and the Malaysian Rubber Council<sup>2</sup>, Ansell does not automatically cancel supplier contracts upon the allegation of forced labour. Instead, we choose to provide the supplier with the opportunity to demonstrate a commitment to improve working conditions through meaningful action. However, where we identify suppliers who do not align with our labour standards commitment and are not working in good faith to progress positive change in their labour standards compliance, we review our potential options, including finding alternate sources for our product and terminating the supplier relationship.

The Malaysian glove industry is the primary focus of allegations of adverse labour rights impacts, with risks compounded by high labour intensity and reliance on low-skilled migrant labour. The industry is making progress to address the most salient risks to its vulnerable workforce of migrant workers. Ansell has seen through SMETA audits, top-to-top meetings with suppliers and supplier self-declarations that as of 15 September 2022, Malaysian suppliers representing approximately 94% of Ansell's total finished goods spend, have declared completion of their recruitment fees reimbursement program for currently employed migrant workers (total over US\$25m in reimbursement to more than 16,000 migrant workers in Malaysia).

While we have seen improvement and corrective actions implemented amongst our suppliers, we remain vigilant and continue to support ongoing and systematic change in the industry. In FY23, the audit program will include announced and unannounced SMETA audits and F-11 audits in some instances to focus on these areas to better protect workers' rights.



**“We uphold a culture based on trust, respect and open dialogue and to promote positive and transparent employer-worker relations.”**

1. % as of 31 August 2022. Remaining NCs with an 'open' status were primarily due to reporting cut-off dates as follow-up audits to close out non-conformances typically occur three to six months after the original audit.
2. ILO and Malaysian Rubber Council joint publication 'Addressing, preventing and eliminating forced labour in the rubber industry in Malaysia: A practical guide for Malaysian employers' (2022).

Performance Highlights

**LOWEST MTI\* IN 10 YEARS AT 0.161**

\* Medical treatment injury

**Y-O-Y DECREASE IN LTI\* TO 0.051**

\* Lost time injury

**94%**

**OF MANUFACTURING EMPLOYEES RECEIVE TWO COVID-19 VACCINATIONS, 56% HAVE RECEIVED A BOOSTER VACCINATION**

**36.6%** FEMALE REPRESENTATION IN MANAGEMENT

**42.9%** FEMALE REPRESENTATION AMONG NON-EXECUTIVE DIRECTORS

**34.6%** FEMALE REPRESENTATION IN EXECUTIVE LEADERSHIP

**200+**

**ACTIONS TAKEN TO DRIVE IMPROVEMENT FROM THE EMPLOYEE ENGAGEMENT SURVEY**

Employee Health and Safety

Ansell's mission, Ansell Protects, is synonymous with safety, which goes for our people as much as our customers.

Our safety strategy comprises three core elements:

**Transparency** in identifying, reporting, eliminating or controlling, and communicating.

**Accountability** where ownership of safety outcomes is cascaded throughout Ansell.

**Learning and engagement** focusing on underlying competencies to engage staff on safely completing high risk tasks.

The impact of our safety commitment was demonstrated this year, with Ansell recording its lowest medical treatment injury (MTI) rate in 10 years, and recorded improvement in our lost time injury (LTI) rate to 0.051. Gratifyingly, our teams around the world contributed a staggering 10,511 improvement ideas to mitigate near misses, unsafe conditions and unsafe acts, setting a new trend and exceeding last year almost by 50%.

During the year COVID-19 posed a continuing challenge with heightened transmissibility of new variants. We continued with screening, wearing masks, sanitation measures and maintaining social distancing across our plants. We also prioritised making vaccines available to manufacturing employees worldwide.



Engagement

With more than 14,000 employees across 55+ countries, Ansell people form a global and diverse team with a shared passion for what we do and a tremendous commitment to success.

Our vision is that Ansell increasingly becomes the company that talented job seekers look to as their first choice of employer and that those in our employ learn, grow and stay while reaching their full potential. To accomplish this, we have made progress in evolving a workplace culture based on an ever-growing number of opportunities for learning and development, with a focus on leadership.

We measure employee engagement biannually against 17 dimensions. Our recent employee engagement score in FY21 was 70%, and showed improvement across all dimensions, with notable increases in Safety, Brand and Customer Focus.

In FY22, over 200 actions were taken by function and business units and individual teams to drive improvement in these areas. These actions encompass many areas, engaging leadership, agility, talent focus, reward and recognition, empowerment/autonomy, enabling infrastructure, COVID-19 safety, work-life balance and well-being. Applied consistently across Ansell, these actions will help move us closer to our best-in-class goal for FY25.



Diversity and Inclusion

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. Employee-led regional network DE+I groups to set targets and areas of focus

We introduced Global Inclusion eLearning Modules. The first course – Overcoming Implicit Bias – was launched in FY22. ELT also participated in a session focused on Inclusion and Allyship, planned for all employees in FY23.

Communications, activities and awareness building around DE+I significantly increased in FY22. Juneteenth, Pride Month, Black History Month, National Hispanic Heritage Month, LGBTQIA+, World Awareness Day for Autism, Special Olympics volunteerism, RealTalk Forums, newsletters, and a DE+I survey were among the highlights of FY22.

In FY22, we piloted a 6-week Work On Your Terms program, in partnership with a third-party, to help female talent understand where and why they thrive and how to replicate those positive experiences in other areas of their work and life.

With the shift to a broader diversity and inclusion focus, Ansell has not lost sight of its commitment to advancing women at all levels. Ansell will continue its policy of eliminating barriers to diversity, which will further encourage suitable gender diversity throughout the organisation.



Community

When disaster strikes, Ansell provides financial donations and safety protection to support people on the ground in various emergencies.

Here are just a few highlights.

Ukraine donations and employee volunteers

Ansell made its most significant product donations during FY22 to support humanitarian efforts for refugees fleeing Ukraine. Ansell donations reached Caritas, seven hospitals providing maternity, oncology, and regional healthcare services. Employees from our Krakow site also provided volunteer assistance to Ukrainian refugees arriving in Poland.

Employee and community outreach in Sri Lanka

Our current priority is the safety and well-being of our 5500+ employees in Sri Lanka. Ansell is providing support to enable Sri Lankan employees and their families to purchase essential items, such as food and medicine.

Operation Smile

Donated examination and surgical gloves to Operation Smile in FY22, helping one of the world's largest volunteer-based organisations provide free, safe surgeries for children born with cleft lips, cleft palates and other facial deformities.



# PLANET

Contribution to the UN SDGs



## New Targets to Accelerate Climate Action

In July 2022, we announced an ambitious decarbonisation strategy which will see Ansell achieve Net Zero by 2040 for our own operations. This long-term reduction target is supported by a science-based mid-term target of 42% reduction in Scope 1 and 2 emissions by 2030, from a FY20 baseline, in line with the ambitions of the Paris Agreement to limit global warming to 1.5 degrees Celsius. Ansell will focus on long-term decarbonisation efforts within its own operations, prior to exploring investing in credible and high-quality off-sets to address any limited residual emissions (less than 10%).

Our ambition for renewable energies and energy efficiencies is to align with the initiatives of RE100 and EP100 to commit to sourcing 100% renewable electricity across our entire operations by 2040, and to commit to energy productivity and implement Energy Management Systems (ISO50001) by 2025.

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



Joined the Renewable Thermal Collaborative – one of the largest coalitions addressing the demand for decarbonisation of thermal energy generation.



Ansell joins CDP Supply Chain Program as the first Lead Member from Oceania.

Scope 3 emissions represent 80% of our total emissions, with end of life treatment and purchased goods representing 80% (FY20 baseline). The complexities in these categories will require ongoing efforts to bring in direct value chain data and integration of life cycle assessment data. Ansell still has a broader ambition for decarbonisation in our value chain. We commit to investigating the following key activities in FY23, which would form the main pillars of our Scope 3 reduction initiatives: (i) aligning to finished goods and raw material suppliers who are also committed to reducing their operational emissions; (ii) low carbon transport and distribution; (iii) reducing the impact at product end of life; (iv) environmentally friendly raw materials.



END OF LIFE TREATMENT AND PURCHASED GOODS & SERVICES REPRESENT

80%

OF OUR SCOPE 3 EMISSIONS (FY20 BASELINE)

↓ 42%

REDUCTION IN SCOPE 1 & 2 EMISSIONS BY 2030

**Performance Highlights**

**45%**  
RENEWABLES IN  
OUR ENERGY MIX

**96%**  
OF WASTE GENERATED\*\*  
WAS DIVERTED FROM LANDFILLS

\*\* From our manufacturing plants

**11%**  
GROWTH IN RENEWABLE  
ELECTRICITY (FROM FY20)

**5**  
PLANTS CERTIFIED AS  
ZERO WASTE TO LANDFILL

**368 GHG**  
EMISSIONS INTENSITY\*

\* MTCO<sub>2</sub>e/ million USD production value

**35%**  
WATER WITHDRAWAL  
REDUCTION BY FY25  
(FY20 BASELINE)

**11.04**  
WATER WITHDRAWALS INTENSITY\*

\* MTCO<sub>2</sub>e/ million USD production value

**FULLY ALIGNED**  
WITH THE RECOMMENDATIONS  
OF THE TASK FORCE FOR CLIMATE-  
RELATED FINANCIAL DISCLOSURES

**Energy and Emissions**

Through dedicated investments, we have focused our renewable energy initiatives across three areas: biomass, solar PV and renewable grid electricity.

In FY22 we established an agreement through the Malaysia Green Electricity Tariff program to source at least 90% of our electricity from renewables at our plants in Malaysia. Currently, 100% renewable grid electricity is used at our plants in Portugal and Lithuania. In addition, we have five High Pressure Hot Water Generators (HWGs) in Sri Lanka and Thailand, which reduce our reliance on fossil fuels. Our investments to date has seen us achieve 45% renewables in our energy mix today.

This year, we faced critical challenges. The economic situation in Sri Lanka disrupted the supply of biomass to the plant, necessitating the use of furnace oil to power our boilers. Due to power cuts in Sri Lanka, we increased the use of our generators and for longer periods of time, which increased our diesel consumption. We are also still working on syncing the use of the old and new biomass boiler in Thailand, which will reduce our dependency on fossil fuel powered boiler at the plant. Also, movement restrictions caused by the COVID-19 pandemic in Malaysia delayed the planned effective dates of Solar PV investments this year.

Starting in FY23, Ansell will engage in a multi-year program with the International Union for Conservation of Nature (IUCN) to assess our biodiversity impacts and dependencies.



**Water**

Our renewed commitment is made up of tiered context-driven 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 by FY25 (FY20 baseline). All plants commit to implement water stewardship activities to achieve the following:

- 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% water withdrawals.

We successfully installed a Reverse Osmosis (RO) project at Ansell Textiles Lanka (ATL) in Seeduwa, Sri Lanka this year, in addition to our first RO facility in our Thailand plant. There were challenges associated with operation of RO in our Thailand plant, as a product required a process change which impacted the amount of water entering the RO. We are working to improve the upstream processes to ensure the RO meets its projected reduction in water withdrawal of 40% at the plant.

In line with our FY21 commitment, evaluations are underway at our Malaysia, Sri Lanka and Portugal plants to implement the RO system.



**Waste minimalisation**

Viewed as a pivotal target towards operational zero, our Zero Waste to Landfill ambition set the bar for what could be accomplished through passion, skill and collaboration.

We are proud of our achievements to date and are currently in the final stages of our zero waste journey, which is supported by 5R principles (refuse, reduce, reuse, repurpose, and then recycle), innovative thinking and the ambition of our people.

This year, three plants in Brazil, Thailand and China were successfully certified by Intertek, an independent third-party, on each plant's achievement of a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria. This is in addition to ATL in Sri Lanka and our plant in Lithuania, which were certified as meeting the target in FY21.

We will continue to conduct independent third-party reviews of our sites against Intertek's Zero Waste to Landfill certification criteria, with the goal of certifying all sites by the end of FY23.



# PRODUCT

Contribution to the UN SDGs



## Ansell's first compostable glove

In FY22, the HGBU developed Ansell's first compostable glove, MICROFLEX® 31-103, made with a renewable bio-based polymer. 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. MICROFLEX® 31-103 offers hand protection with a lower environmental impact compared to gloves made with other synthetic polymers, is made with green electricity at Ansell's Portugal facility, and is packed in compostable polybags. It will first launch in Europe in September 2022 and later extend to North American and Asia Pacific markets.

## Our best multi-purpose gloves, now made green

In FY22, IGBU brought to market our first mechanical glove made from recycled yarn, HyFlex® 11-842. The glove liner is made from 90% recycled nylon, resulting in a recycled content of 30% in the final product. This is equivalent to a carbon footprint reduction of 85g CO<sub>2</sub>eq/pair (from the previous generation). Knowing our unique local footprint, the gloves are coloured using natural dye that is a by-product of Sri Lanka's premium quality tea industry. The gloves are delivered in plastic-free packaging using a newly designed paper band. The pilot design is fully recyclable and is made of responsibly sourced and FSC certified paper. Compared to the U-shaped paper insert and plastic film, the new paper band has 53% less inner packaging material\* to handle and generates 71% less greenhouse gas emissions\*\*.

\* Ansell's LCA, calculated as weight reduction.

\*\* Ansell's LCA, scenario analysis, January 2021.



PRODUCT AND PACKAGING

**+90%**

BIODEGRADATION WITHIN 180 DAYS<sup>^</sup>

MADE WITH **GREEN ELECTRICITY** AT ANSELL'S PORTUGAL FACILITY

MADE WITH **RENEWABLE BIO-BASED POLYMER**

PACKED IN **COMPOSTABLE POLYBAGS**

<sup>^</sup> In industrial composting facilities and are certified as compostable by TUV Austria, meeting EN 13432 standards



GLOVE LINER  
**90%**  
RECYCLED YARN

PILOT PAPER BAND PACKAGING  
**71%**  
REDUCTION IN GHG EMISSIONS<sup>\*\*</sup>

FINAL PRODUCT  
**30%**  
RECYCLED CONTENT

COLOURED USING **NATURAL DYE** THAT IS A BY-PRODUCT OF SRI LANKA'S PREMIUM QUALITY TEA INDUSTRY

<sup>\*\*</sup> Ansell's LCA, scenario analysis, January 2021.

# PRODUCT CONTINUED

Ansell delivers protection solutions that keep our customers safe at work and at home. We never compromise on protection, as Ansell products protect people and planet.

We have an integrated approach to product innovation and product stewardship, combining our work on material selection, supplier selection and material science with considerations of process innovation and scaling innovations for commercial use. We combine our (evolving) understanding of environmental impacts of our products with our knowledge of customers' unmet needs and our differential capabilities to gain insights that then inform our product improvements and new product development.

Over the past two years we have been working to understand how our products impact the environment, from cradle to grave, based on scientific and recognised standards and methodologies. In FY22, we completed large-scale and detailed work to establish the environmental impacts baseline of our products portfolio. Differences in the composition of raw materials (e.g., fossil fuel-based), energy intensity of the manufacturing processes and disposal method of products at end of life resulted in various environmental hot spots for each product. These findings have led us to focus on moving away from fossil-fuel based materials to bio-based content or recycled content materials.

Our product stewardship approach is based on the principles of 'Design for Sustainability', which draws on the UN SDGs, the ISO Framework and the US Federal Trade Commission – Guides for the Use of Environmental Marketing Claims. The criteria are applied in a 'stage-gate' approach for new product development that considers the life cycle of the product. This approach has already proven effective, with some concepts not progressing based on their projected environmental impacts. All new and existing Ansell products continue to be compliant with the most stringent material regulations in the world, such as the REACH framework and Proposition 65.



Ansell's examination and surgical glove dispensers and outer shipper cartons are recyclable and made with at least 70% recycled paperboard.

## Packaging achievements in FY22



Polybag made from bio-blend material\*

**+90%**  
BIODEGRADATION  
WITHIN 180 DAYS



Digitisation of IFU in NA/LAC regions

**↓55g**  
OF CO<sub>2</sub>e PER SHIPPER CASE



IFU right-sizing in EMEA/APAC

**↓43%**  
PAPER USE



Completed Phase 1 of standardisation and optimisation of shipper case dimensions

**↓3.5%**  
SHIPPING VOLUME



Pilot launch of plastic-free packaging (paper band)

**↓53%** **↓71%**  
INNER PACKAGING MATERIAL GHG EMISSIONS GENERATED

## Ansell's Packaging Pledge

This year we finalised Ansell's packaging pledge:

**Every packaging choice is guided by scientific research to minimise our environmental impact while maintaining our superior quality that protects people and products.**

### USE PHASE

#### Choices for use

Driving minimal use and application of packaging from inception to delivery to end-user.



Reduce plastic and paper packaging use by 2026.



All paper-based packaging made with recycled content where performance and product specifications allow.

### DISPOSAL PHASE

#### Choices for end of life cycle

Driving environmentally friendly disposal after packaging fulfils protection, transportation and information functions.



100% of packaging material is recyclable, reusable or compostable by 2026.



Zero packaging waste from our manufacturing locations sent to landfill by 2023.

\* Achieving +90% biodegradation within 180 days in industrial composting facilities and is certified compostable by TUV Austria, meeting EN13432 standards.

# LEADING THE WAY IN PROTECTING WORKERS IN ELECTRIC VEHICLE MANUFACTURING

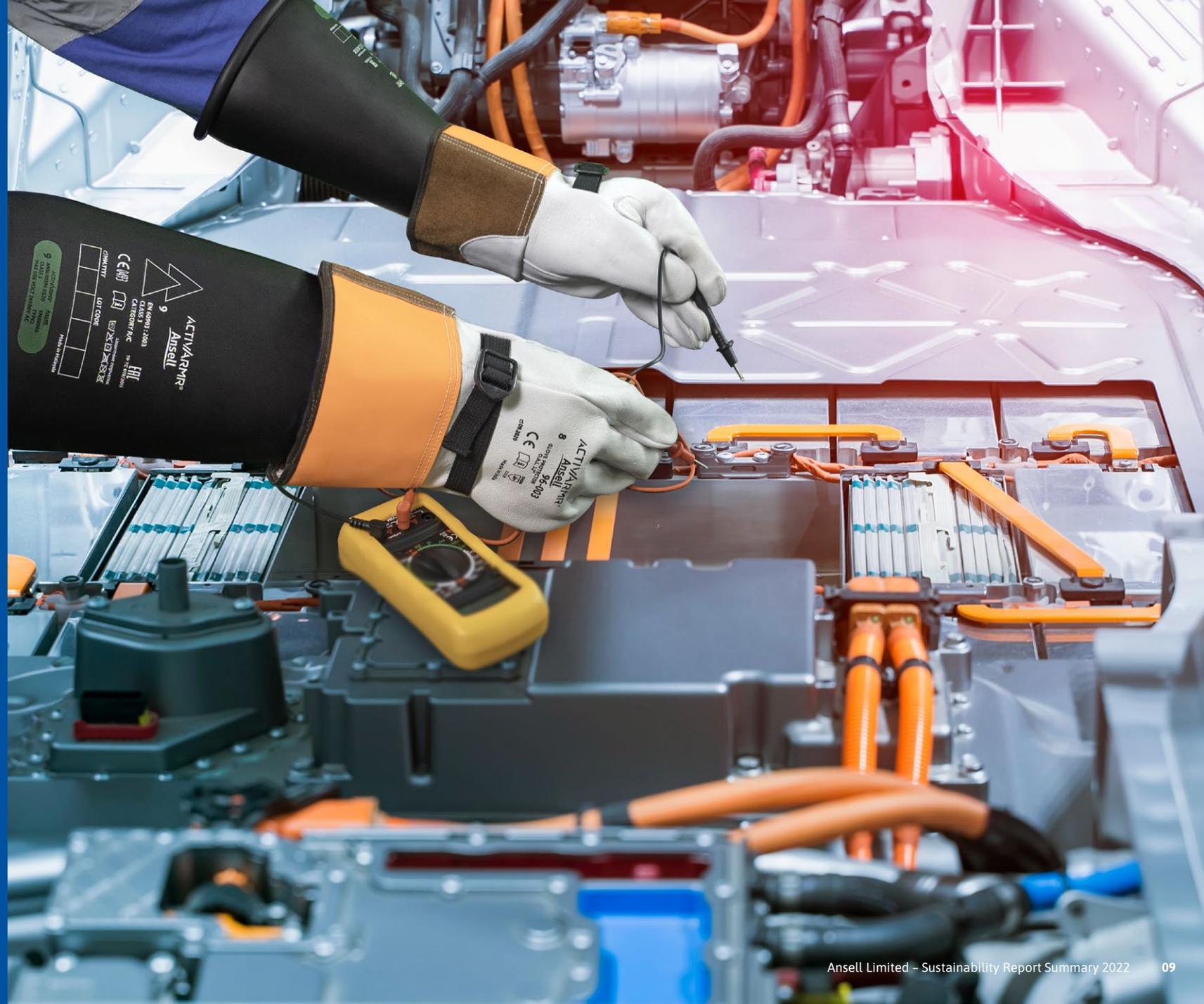
Global sales of electric vehicles (EVs) are rising rapidly thanks in part to an increased interest in the reduction of fossil fuel use by environmentally-conscious consumers. In using energy storage systems such as lithium-ion batteries, these vehicles present a set of safety risks that necessitate the use of specific types of PPE.

An industry-leading EV manufacturer faced the challenge of doing fine detail work on their battery products (over 50V units). The PPE they were using offered little dexterity or comfort, so team members faced challenges in performing the necessary tasks.

By further understanding the manufacturer's needs, the Ansell team continued the partnership by innovating the next generation of lighter-weight electrical protection for better fit, comfort, and performance. These ActivArm® electrical protection gloves fit the manufacturer's needs and are now helping to protect their workers. Ansell has partnered with this manufacturer to also supply a wide range of solutions across the portfolio, protecting against a diverse set of workplace hazards, including cut, abrasion, and chemical risks, and helping to protect workers in Facilities, Maintenance, and Battery Assembly applications so that they can perform their jobs safely in this fast-growing sector of Automotive production.

Thinking of people and planet first

**Ansell Protects™**



# SOLVING COMPLEX, MULTI-HAZARD SAFETY ISSUES WITH BATTERY PRODUCTION

Innovation in battery technology is evolving and delivering rapid capacity expansion to serve the increasing demand for EVs. This has created new, unique and complex safety challenges, with workers requiring protection from multiple hazards.

A leading European EV battery innovator and manufacturer specialised in lithium-ion technology required a thorough revision of their safety needs to ensure worker protection against chemical, thermal and electrical shock hazards.

Leveraging AnsellGUARDIAN™ risk assessment-based PPE selection methodology and supported by our Chemical Technical Expert Team on an ongoing basis, this EV battery technology leader has selected AlphaTec®, MICROFLEX® and ActivArmr® PPE product solutions to ensure worker safety and protection.

Thinking of people and planet first

**Ansell Protects™**



# GOVERNANCE

Our Corporate Governance Framework enshrines Ansell's culture of integrity, accountability and transparency. Board-level and executive committees oversee our approach to sustainability, and ensure a cohesive and robust governance framework. Regarding labour rights, the Board's Sustainability & Risk Committee and the CEO and Executive Leadership Team regularly review reporting on labour rights issues.

Employees are trained on our values and Code of Conduct to achieve the highest legal, moral and ethical standards throughout our business:



**OVER 200**  
MANAGERS TRAINED ON  
CULTURE OF ETHICAL  
DECISION-MAKING

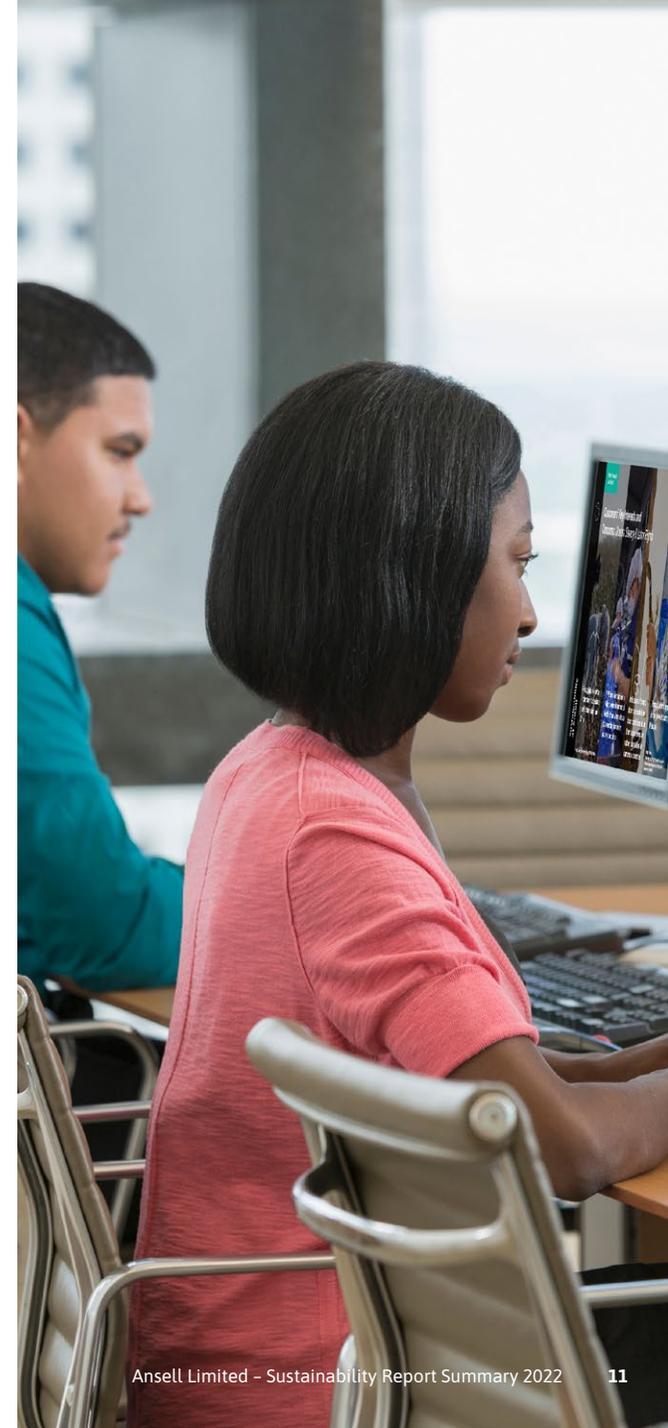


**OVER 4,000**  
PRODUCTION EMPLOYEES  
RECEIVED REFRESHER  
COURSE ON GLOBAL  
CODE OF CONDUCT



**OVER 3,000**  
PROFESSIONAL-LEVEL  
EMPLOYEES COMPLETED  
TRAINING ON GLOBAL  
NAVIGATING CONFLICT  
OF INTEREST

Board oversight of sustainability risks and opportunities	<b>Ansell Board of Directors</b> Responsible for overseeing and reviewing the management, administration and governance of the Company, including overseeing Ansell's strategic direction.	
	<b>Sustainability &amp; Risk Committee (SRC)</b> Reviews the design and implementation of Ansell's risk management system, and the effectiveness of Ansell's sustainability policies and programs.	<b>Audit &amp; Compliance Committee (ACC)</b> Reviews Ansell's financial statements, including ensuring disclosures are in alignment with the recommendations of the TCFD.
Management's role in assessing and managing sustainability risks and opportunities	<b>CEO &amp; Executive Leadership Team</b> Acting through its Sustainability Council, the CEO & ELT are responsible and accountable for overall development and implementation of Ansell's sustainability strategy. The CEO and ELT provide regular updates to the Board on progress against strategic sustainability objectives and make recommendations on major decisions that require Board oversight and approval.	
	<b>Labour Rights Committee</b> Consisting of a core group of ELT who are responsible for management of modern slavery and labour rights risks for our supply chain.	
<b>Sustainability workstreams</b>	<b>ELT member accountable</b>	
<b>People</b>	Chief Human Resources Officer & SVP of Operations and Global Supply Chain	Responsible for executing our People Sustainability Strategy, and executes programs related to safety & health, diversity & inclusion, Labour Standards Management Framework, Supplier Management Framework, and community engagement.
<b>Planet</b>	SVP of Operations and Global Supply Chain	Responsible for executing our environment strategies. This workstream executes our decarbonisation strategy, and is responsible for our CDP and TCFD reporting.
<b>Product</b>	President of IGBU and President of HGBU	Responsible for delivering new product innovations, executing against our packaging pledge and pipeline development of products designed for sustainability. And for partnering with customers, suppliers and other relevant stakeholders in developing circularity and end of life solutions for reduced environmental impact.
<b>Sustainability communications and training</b>	Chief Commercial Officers	Equips our people with the right knowledge on sustainability at Ansell, engage with customers on industry solutions for sustainable PPE, and develops our sustainability communication strategy.



Thinking of people and planet first  
**Ansell Protects™**

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