



Diversity, Equity and Inclusion Policy

Ansell Limited ACN 004 085 330

Adopted by the Board on 13 February 2024

Ansell is a global leader in protection solutions. Every day, more than 14,000 people in 55+ countries design, manufacture, and market Ansell products and services that millions of workers and healthcare professionals rely on to keep safe.

1. Purpose

At Ansell we recognise the value and advantages of having a truly diverse workforce, and we seek to harness these differences through our measures of inclusion and belonging. Ansell recognises that promoting and delivering Diversity Equity & Inclusion in the workplace is an essential aspect of good people management. Ansell seeks to create working environments and cultures where every individual can feel safe and a sense of belonging, and is empowered to achieve their full potential. We encourage employees to bring the whole of themselves to work, where they are truly recognized for their individual contributions and where every individual feels they belong in the company. Diversity is about recognising and valuing the contribution of all our employees from different backgrounds, with different capabilities, perspectives and experiences. Ansell embraces all employee differences including but not limited to, age, gender, ethnicity, race, disability, sexual orientation and cultural background, and seeks to leverage the benefits that our diversity brings to deliver value to our shareholders, customers and the communities in which we operate. Our policy is to fully leverage the diversity of our employees and to practice inclusion, to contribute to the achievement of

Ansell's strategic objectives by:

- (a) Driving business performance and increasing competitiveness
- (b) Establishing Ansell as an employer of choice
- (c) Attracting, recruiting, engaging and developing a diverse team of talented people at Ansell
- (d) Bringing to life Ansell's inclusive culture and core values

2. Principles

Ansell is committed to establishing and maintaining a diverse and inclusive workplace.

Our guiding principles are:

- (a) We strive to create a workplace that embraces diversity and inclusiveness at every level of our organisation.
- (b) We respect and value the unique experiences and perspectives of all our employees.
- (c) We believe that inclusion is more than just a policy or a set of practices; inclusion is a fundamental part of our corporate culture and key to our long- term growth and success.
- (d) We treat co-workers with equity, fairness and respect and will not tolerate any form of discrimination, bullying or harassment based on differences of background or thought.
- (e) We create and ensure fair and equitable people practices, from hiring through to our total reward policies and practices, and foster development and career progression based solely on performance and merit.

3. Practices and Policies

Ansell, in its efforts to achieve a diverse and inclusive workplace environment that is supportive of equality of opportunity and equal access to programs, practices and policies in place covering:

- (a) Recruitment, selection and promotion
- (b) Total reward (compensation and benefits)
- (c) Career development and performance management
- (d) Leadership and Learning
- (e) Talent management and succession planning
- (f) Coaching and Mentoring
- (g) Flexible work practices and hybrid working arrangements
- (h) Global and Regional Employee Diversity Equity and Inclusion Networks

These programs, practices and policies supplement other human resource policies including Ansell's Global Code of Conduct.

4. Local Conditions

This policy must be read in conjunction with, and is subject to, the laws relating to employment, and the responsibilities, if any, of employers and employees in the many local environments in which Ansell operates.

5. Diversity and Inclusion Tracking

Gender diversity is one key part of Ansell's overall diversity strategy. Increasing the representation of women at senior levels is one of Ansell's ongoing priorities. Gender diversity related measurable objectives and the progress being made in achieving them will be reviewed on an annual basis.

Measures of inclusion and engagement (belonging) are tracked through our company wide employee engagement surveys.

Other goals related to inclusion and diversity are driven at the regional or local level, relevant to local teams, and are similarly tracked on an annual basis to ensure progress is being made.

6. Reporting

Information regarding Ansell's Diversity, Equity and Inclusion Policy, strategies and performance will be included in the Ansell Annual Report and Ansell Sustainability Report.

7. Review of Policy

Management will conduct an annual review of this policy and discuss any required changes with the Human Resources Committee. The Committee will recommend any proposed changes to this policy to the Ansell Limited Board for formal adoption.