



Sustainability Report Summary 2023



Statement from the CEO



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. Our **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, followed by a 15-point tracking report listing key performance indicators against our targets for People and Planet. 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 our 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 Sustainalytics, 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 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

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

Reporting suite

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

- 2023 Sustainability Report
- 2023 Labour Rights Report (and Modern Slavery Statement)
- 2023 Annual Report



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 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).

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.¹



Map key

- Ansell presence
- Manufacturing facilities
- Corporate hubs

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 gloves², clean and sterile gloves and garments, and consumables.



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.



MICROFLEX[®] TouchNTuff[®] MICRO-TOUCH[®] SANDEL[®] GAMMEX[®]

ENCORE[®] MEDI-GRIP[®] BioClean[®] Primus[®]

HyFlex[®] AlphaTec[®] ACTIVARMR[®]



EDGE[®] inteliforz

1. Non-financial data related to Ansell Seremban is not reported in FY23 due to its acquisition part-way through the financial year (unless otherwise stated).

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

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 highlighted in this Summary, with full details reported in our [2023 Sustainability Report](#).

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**

Product

We create products for a safer and better protected world



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



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.

People – Our Operations

To create products for a safer and better protected world, we need to be a recognised leader for safe, respectful and inclusive workplaces in our industry.

Goals

10%

reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030

Each operational employee

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

At least

40% women

representation in all levels by 2030

Year on year progress in implementing

60-hour work week

across all Ansell plants¹

Progress & Highlights

14% increase in Lost Time Injury (0.059)

43% decrease in Medical Treatment Injury (0.092)

90% safety observation engagement rate

39.4% at Manager to Associate Director

31.4% at Director to VP

28.6% in Executive Leadership

44% on Board of Directors

8 out of 14 plants are observing and practicing maximum 60-hour work-weeks

Key Programs

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 this year 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.**

Respectful workplaces

- 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.
- Building our approach to labour rights, we **strengthened our monitoring program to include 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.



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

People – Our Supply Chain and Community

To create products for a safer and better protected world, we need to be a recognised leader for safe, respectful and inclusive workplaces in our industry.

Goals

100%

of direct suppliers meet Ansell's labour, health and safety standards ensuring decent work for their workers by 2027¹

Responding to the needs of communities

with product donations, disaster relief, and employee volunteerism

Progress & Highlights

Over 85% of finished goods suppliers (Wave 1) are now rated 'A' or 'B', and meet Ansell's labour, health and safety standards

Key Programs

Protecting supply chain

- 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.
- 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**.

Supporting communities

- **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.



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

Planet – Zero Carbon Future

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



1. Decrease in GHG emissions primarily due to lower production volumes during the year.
2. Two new plants are Ansell Seremban, Malaysia and Ansell Kovai, India.
3. 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.
4. Criteria established by the Indian Green Building Council in 2001.
5. 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.

Goals

Net Zero emissions
for our operations by 2040

Progress & Highlights

16% decrease in Scope 1 & 2 GHG emissions¹

100%

renewable electricity by 2040

29% renewable electricity

Certified Energy Management Systems

by 2028

ATL, Sri Lanka is the first ISO 50001 certified plant

Value chain partnerships
and policy advocacy

Joined Climate Group's RE100 & EP100

ZWL

for all manufacturing plants

All manufacturing plants have achieved ZWL, except two new plants²

35%

reduction in water withdrawals by 2025

3% increase in water withdrawals³

Reduce depletion and impacts
on natural resources

Engaged with the IUCN on investigating biodiversity impacts

Use less fossil materials
and more recycled and bio-based content materials

Completed projects planned for this year to reduce environmental impacts of selected products

Key Programs

Energy & emissions

- Malaysian plants shifted to renewable sources of electricity as we established an agreement through the Malaysia Green Electricity Tariff program.

51% renewables in our energy mix today (thermal and electricity)

Renewable electricity
100% at 3 plants **90%+** at 2 plants

Green features of our new Kovai plant

- Our **newest plant in Kovai, Tamil Nadu** in India will supply the world's fast-growing Surgical and Life Sciences market.
- Designed to meet the 'Platinum level' requirements of the Indian Green Building Certification.⁴
- Once at full operational capacity, we aim to recycle at least 90% of water used and further reduce liquid discharge.
- Solar energy infrastructure installed will generate over 1 million kWh of energy.

Products designed with sustainability

- Moved the manufacturing of our, **AlphaTec® 37-175**, to a newer and more energy efficient production line, resulting in more than **30% decrease in GHG emissions per pair**.
- **Continuous achievement** at selected lines manufacturing our healthcare products, resulting in the following:



16% Reduction of electrical energy used during manufacturing

48% of water savings per line

- With recycling company, **Recnorec**, we processed different types of Ansell protection gloves into pallets recycling collection boxes.
- **Our first compostable glove, MICROFLEX 31-103®⁵** can be mixed with the customer's food waste and sent to an industrial composting facility.



Planet – New Product and Packaging Launches

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

Goals

By 2026

80%

of our new products are designed with reduced environmental impact

Packaging goal:

100%

of packaging material is recyclable, reusable or compostable by 2026

Progress & Highlights

70% of new products are designed with reduced environmental impact

Industrial packaging:

46% less paper use

35% less plastic use

96% of packaging material is made from recyclable materials

Grade A-AAA Recyclability Certification on the Ansell SMART Pack™ for surgical gloves¹

Key Programs

New product launches

- '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.



- Launch of new single-use products that incorporate bio-based materials in FY24.

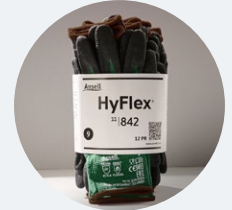
Ansell Earth – Building substantiated sustainability claims for our products

- Ansell Earth** is a framework built on five product life cycle pillars: material, manufacturing, packaging, use, and end of use.
- Under each pillar, we've established different categories of claims that highlight our sustainable practices.
- By providing transparent and substantiated sustainability claims, we empower our customers to select high-quality PPE options that align with their environmental values.



New paper band designs hit the market

- The new packing is plastic-free by replacing the previous plastic-coated U-shaped paper insert and polybag.²
- 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**.



Ansell SMART Pack™ unlocks new milestone

- Highest recyclability certification** by Institut Cyclos-HTP (CHI), confirming a **A-AAA** rating
- SMART Pack™ wins **'2022 Best Product/Service' award in the Sustainability Category** by World of Safety & Health Asia.
- 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**.



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

2. Currently implemented for 38% of eligible inhouse styles in Ansell's mechanical portfolio, and will be implemented for all remaining eligible inhouse styles and majority of outsource styles in our mechanical portfolio in FY24.

Ansell

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