



# SUSTAINABILITY HIGHLIGHTS 2024



# Statement from the CEO



**Pioneering sustainable practices is challenging, yet our teams demonstrated resilience and innovation this year.**

Each step in our journey is a step towards a safer, more sustainable future, and it has been very rewarding to see our employees' dedication to creating a lasting, positive impact on our planet and communities.

This year, we achieved several notable milestones, including 14% reduction in Scope 1 and 2 greenhouse gas emissions from our FY20 baseline (excluding our new plant, Ansell Seremban) and the submission of a formal letter of commitment to the Science Based Targets Initiative (SBTi), confirming Ansell's intention to set an end-to-end value chain Net Zero target, making good on our promise to expand net zero targets beyond Scope 1 and 2.

## 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.

We also introduced six products featuring recycled yarn, and received extremely positive customer feedback on our recently launched Ansell Earth platform. This platform offers science-based claims for select products, highlighting the measures we are taking to produce them more sustainably and helping customers make informed product choices.

Pioneering sustainable practices is challenging, yet our teams demonstrated resilience and innovation this year, navigating changes in renewable energy certifications in Malaysia, driving an increased uptake of sustainable fuel wood sourcing standards amongst suppliers in Sri Lanka, and addressing issues with new reverse osmosis systems at our plants.

We also made substantial progress towards creating safe, respectful, and inclusive workplaces. Our ambition to implement a maximum 60-hour work week for production workers across our plants has progressed with now 9 out of 14 plants observing a maximum 60-hour work week. Under our Supplier Management Framework, we raised our performance assessment standards to benchmark our supply chain standards against best practices and emerging issues, and we continued to broaden the coverage and scope of our due diligence activities, enhancing our visibility into employment

**Our ambition to implement a maximum 60-hour work week for production workers across our plants has progressed with now 9 out of 14 plants observing a maximum 60-hour work week.**

practices and working conditions across more of our supply chain. In addition, we implemented Zero Harm, a three-year program empowering Ansell production workers to mitigate injury risks.

Delivering against ambitious sustainability objectives is not straightforward and we will continue to encounter obstacles, however we remain steadfast in our commitment to collaborating with stakeholders to empower people and safeguard our planet for future generations.

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

# Recent awards



Recognised by Morningstar Sustainability as ESG Top-Rated Companies List for 2024  
5th percentile in our Industry (Healthcare)



Awarded EcoVadis Gold Medal in 2024  
Top 5% of companies assessed by EcoVadis  
Top 2% in our industry category\*  
\* EcoVadis classified Ansell in 'other manufacturing n.e.c. (no where else classified)' industry



SEAL Environmental Initiative Award for our SMARTPack™ for surgical gloves  
SEAL Sustainable Product Award for our MICROFLEX® 31-103 compostable glove



Frost & Sullivan recognises Ansell as 2024 Global Company of the Year Award in global healthcare supplies industry



Ansell recognised as 'Sustainability Partner of the Year' by Blackwoods at the 2023 Blackwoods Supplier Awards



Ansell receives SA Health's 2023 Environment, Social, and Governance (ESG) Positive Impact Award



Ansell recognised among Financial Times' Asia Pacific Climate Leaders 2024

# About Ansell

Each day, over 10 million workers in more than 100 countries trust their safety to Ansell brands such as HyFlex®, GAMMEX®, BioClean®, MICROFLEX®, and AlphaTec®. By helping workers and organisations stay two steps ahead of challenges – from workplace safety to work practice sustainability – Ansell is leading the world to a safer future.




[LEARN MORE ↗](#)

Click to see testimonials from:

» Our customers

» Our people



-  Ansell presence
-  Manufacturing facilities
-  Corporate hubs



**15,000+**  
employees in 55+ countries

**14**  
manufacturing sites

**1,000+**  
suppliers in 25+ countries

# 2040 Sustainability Action Plan

## 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 plants**<sup>1</sup>
- **100% of direct suppliers** meet Ansell's labour, health and safety standards ensuring decent work for their workers<sup>2</sup>



### 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 operations**<sup>3</sup>
- **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 and updated 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 highlights

Ansell is committed to upholding safe, respectful and inclusive workplaces to create a workspace where our employees feel they can belong, thrive, and achieve career success



**Less than one injury was recorded for every million hours worked**

0.949 Total Recordable Injury Frequency Rate



**Received 22,000+ ideas from employees on how to make workplaces safer**

145% safety observation engagement rate



**Women hold 50% of the seats on our Board of Directors**

Targeting for women to occupy at least 40% of management positions by 2030

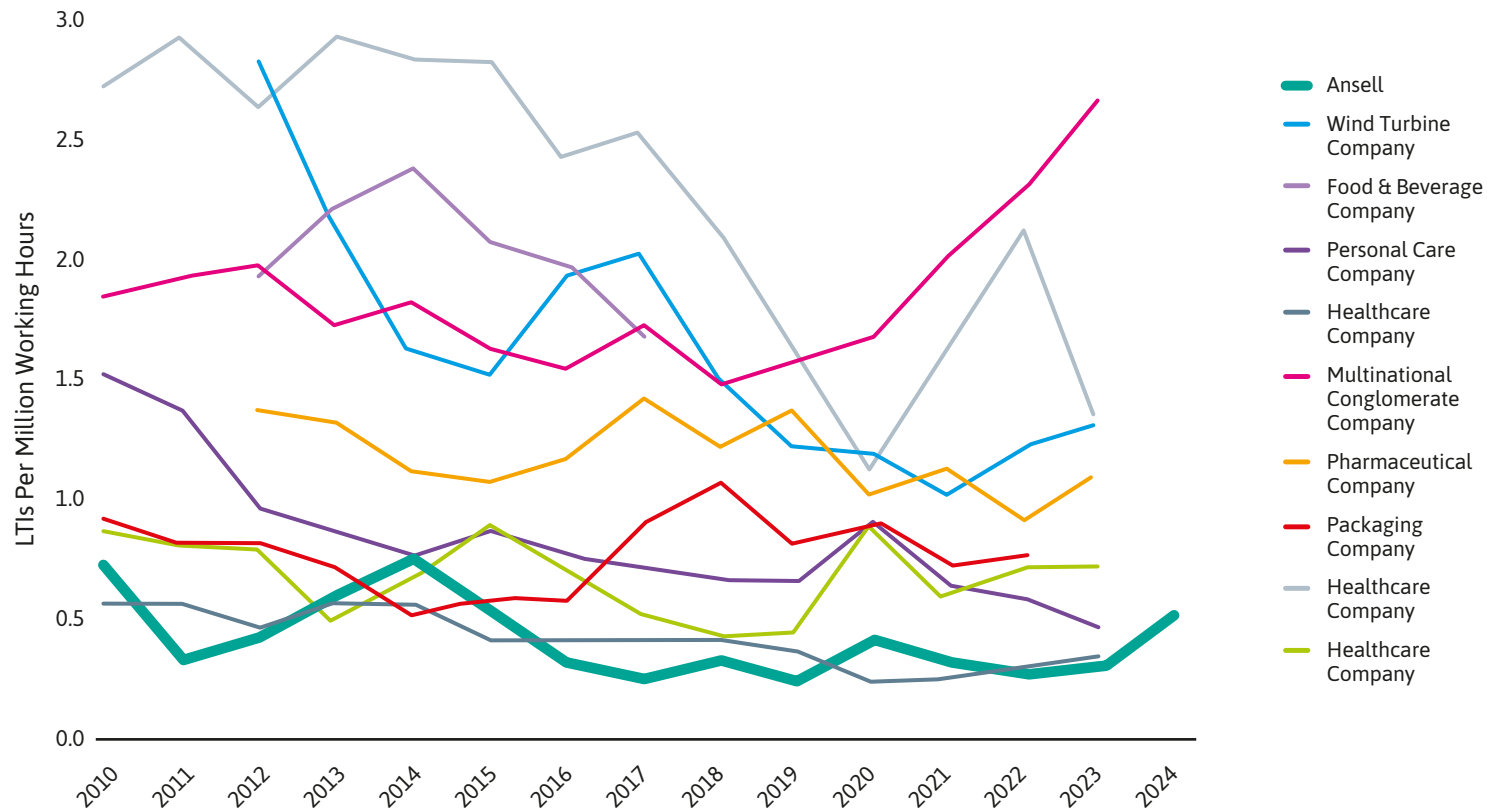


# People – Our operations key achievements



## Safety

**Ansell has a strong safety record and lower lost time injury frequency rates than many comparable global manufacturing leaders.<sup>1</sup>**



1. Ansell data is reported as per our fiscal year 1 July 2023 - 30 June 2024. Peer comparison data is taken from their latest publicly available data for the fiscal year as at 31 December 2023.

## Respectful workplaces

- All Ansell plants comply with local laws on working hours and rest days as a minimum, and practice at least one rest day within seven days.

## Ansell plant audits

- Conducted eight Sedex Members Ethical Trade Audits (SMETA) 4-Pillar audits to assess Ansell plants' practices across labor rights, health and safety, ethics and the environment.
- Had third party auditors complete an additional four Forced Labour Indicator (FLI) audits to specifically assess compliance with international laws and standards.

## Workplace diversity

- Significant representation of women across all levels of the Company – average 37% .
- Continued progress developing and retaining female talent, including introducing special programs such as 'Work On Your Terms' and 'WeCan'.



## People – Our supply chain and community highlights

Ansell is committed to making a measurable impact by improving workers' lives, combating modern slavery risks, and supporting our communities



**Onboarded more than 350 direct suppliers to our Supplier Management Framework**



**Continued Project Joy program, in which we design and manufacture gloves for workers with differently shaped hands**



**Supported Australian Indigenous Community programs through corporate donations and sales of special edition gloves**





# People – Our supply chain and community key achievements



## Protecting workers in our supply chain

- Over 350 direct suppliers onboarded to Ansell Supplier Management Framework, our responsible sourcing approach to support supply chain transparency and uphold fair working conditions across our supply chain.
- Expanded assessments of labour and safety conditions by completing assessments of raw material suppliers.

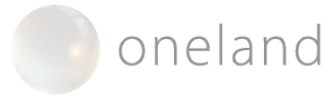
## Responsible Glove Alliance



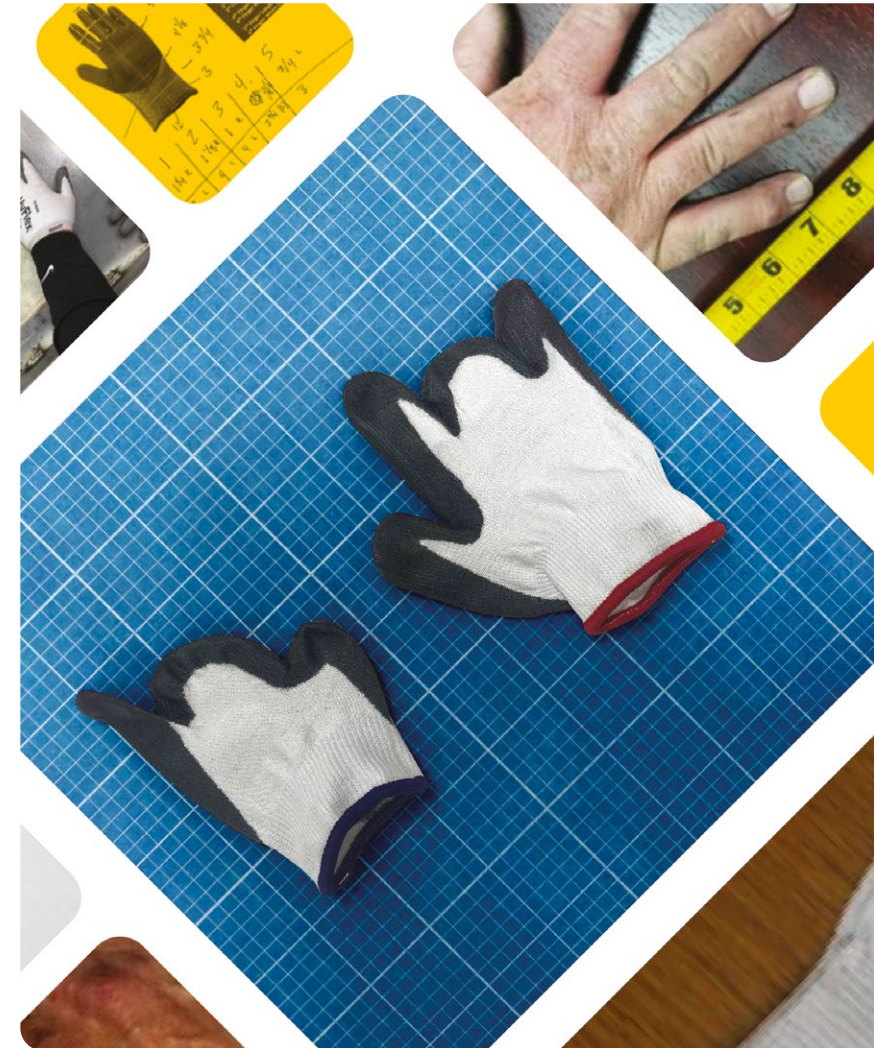
- Collaborated with fellow RGA member companies to progress development of a new approach that aims to improve how labour and safety audits and risk assessments are conducted across the rubber glove manufacturing industry in Malaysia.

## Supporting local communities

- Sold more than 370,000 pairs of HyFlex® 11-840, 11-528 and 11-561 gloves in special edition packaging designed by Kirstina McKinlay, a Kamilaroi and Ngarrabul artist. We selected ONELAND as the beneficiary of monetary donations per each pair of gloves sold, as well as additional corporate donations. ONELAND is a non-profit organisation dedicated to building bridges between Indigenous and non-Indigenous communities.
- Designed, manufactured and donated protective gloves for 11 workers with differently shaped hands as part of our Project Joy program.



View a short video of one of the multigenerational Indigenous Dance and Didgeridoo events coordinated with support from ONELAND in FY24



## Planet – Towards Net Zero highlights

Ansell is committed to driving climate-positive initiatives and transitioning to zero-carbon energy solutions



**14% decrease in Scope 1 & 2 GHG emissions from FY20 baseline<sup>1</sup>**



**12 out of 14 plants certified as Zero Waste to Landfill**



**50% renewables in our manufacturing energy mix in FY24**



1. Excludes newly acquired Ansell Seremban plant.

# Planet – Towards Net Zero key achievements

## Energy and emissions

- Focusing renewable energy initiatives across three areas: biomass powered hot water generators, solar photovoltaic (PV) systems, and renewable grid electricity.
- 7 Ansell plants consume 100% renewable energy.
- Achieved ISO 50001 Energy Management certification for Ansell manufacturing facilities in Thailand; Melaka, Malaysia; Biyagama, Sri Lanka; and Portugal.

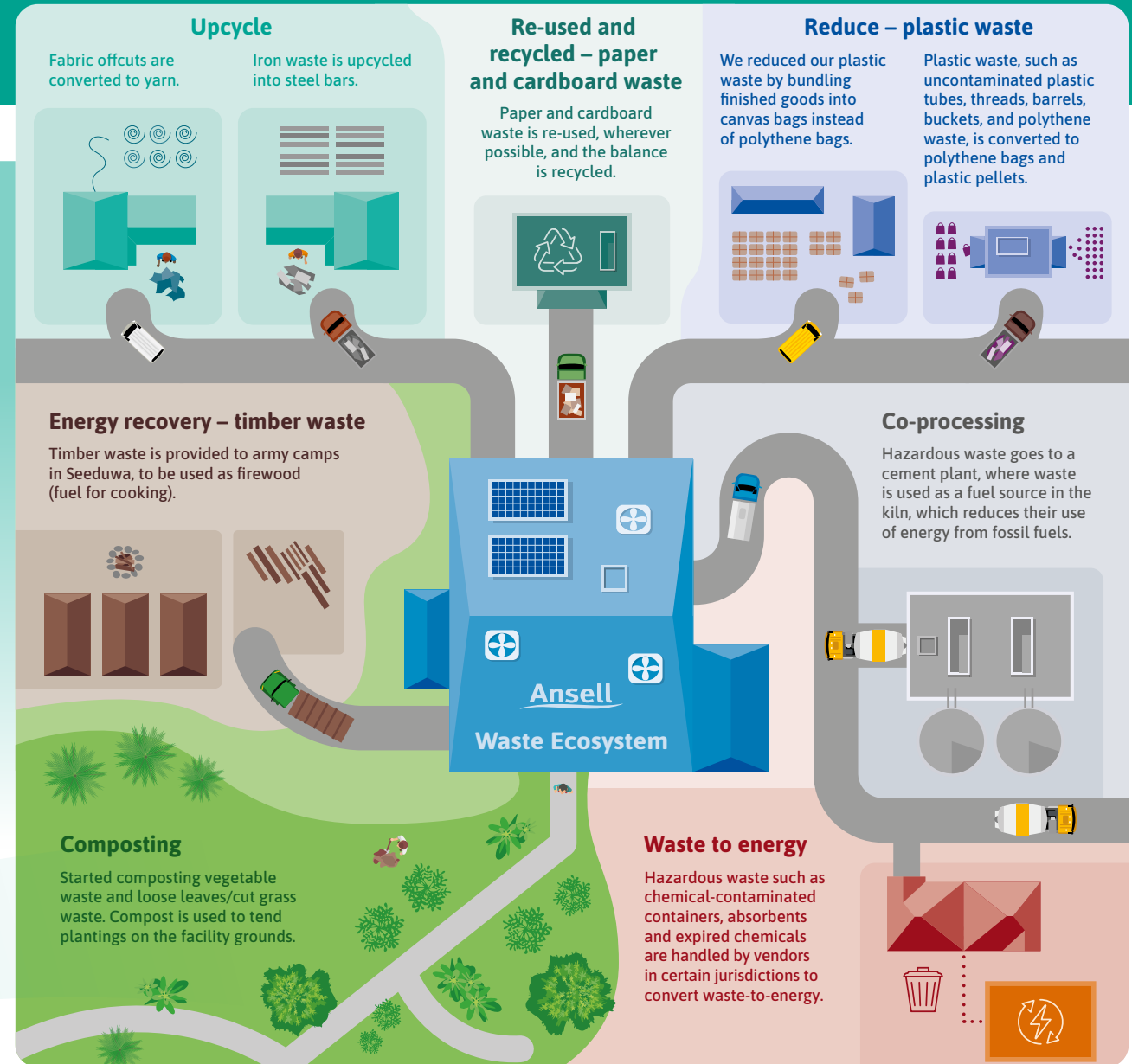
## Value chain Net Zero targets

- Submitted letter of commitment to the Science Based Targets Initiative (SBTi), confirming our intention to set Scope 3 near and long-term science-based reduction targets.
- Onboarded 73 direct suppliers from finished goods, raw materials and logistics categories onto Carbon Disclosure Project (CDP) Supply Chain Program, used to monitor supplier performance.

## Achievements in sustainable biomass

- Ansell technical experts were part of a United Nations Development Programme funded project to develop a sustainable fuel wood sourcing standard, launching SLS 1551:2016, the Sustainable Produced Fuel Wood Certification standard 2016.
- Today, all woodchip suppliers to our plant Ansell Lanka in Sri Lanka are certified.

### Ansell's waste ecosystem for Zero Waste to Landfill operations



## Planet – Product and packaging highlights

Ansell continuously explores new innovations and material technologies in product and packaging that minimise our products' impact on the planet



**Updated product designs to reduce environmental impact**



**Redesigned 6 mechanical glove styles with recycled yarn material**



**Expanded efforts to reduce use of plastics across all packaging**

# Planet – Product and packaging key achievements



## Redesigned 6 products that sold >29 million units in FY24 to incorporate recycled yarn

### HyFlex® 11-800

Made of

**49%**  
recycled yarn<sup>2</sup>  
**24.9%**<sup>3</sup>  
GHG emission  
reduction (CO<sub>2</sub>e)



### HyFlex® 11-738

Made of

**26%**  
recycled yarn<sup>2</sup>  
**9%**<sup>3</sup>  
GHG emission  
reduction (CO<sub>2</sub>e)



### HyFlex® 11-250

Made of

**38%**  
recycled yarn<sup>2</sup> **22%**<sup>4</sup>  
GHG emission  
reduction (CO<sub>2</sub>e)



### HyFlex® 11-251

Made of

**36%**  
recycled yarn<sup>2</sup> **20%**<sup>4</sup>  
GHG emission  
reduction (CO<sub>2</sub>e)



### HyFlex® 11-280

Made of

**21%**  
recycled yarn<sup>2</sup> **8%**<sup>4</sup>  
GHG emission  
reduction (CO<sub>2</sub>e)



### HyFlex® 11-281

Made of

**19%**  
recycled yarn<sup>2</sup> **7%**<sup>4</sup>  
GHG emission  
reduction (CO<sub>2</sub>e)



## Packaging achievements

### Healthcare segment

- SMARTPack™ rolled-out for sterile cleanroom PPE products: AccuTech® 91-225 and TouchNTuff® 73-701.

#### Reduced plastic materials in packaging

**56%**  
reduction in the amount  
of plastic used in the  
pouch<sup>5</sup>

#### Improving recyclability of packaging

Shipper cases are **100%**  
recyclable Both the pouch and  
its inner and outer  
bags can be recycled  
because they are  
**manufactured using  
HDPE or LDPE<sup>6</sup>**

### Industrial segment

**47%**  
reduction in the amount of paper  
used in packaging<sup>7</sup>

**43%**  
reduction in the amount of plastic  
used in packaging<sup>7</sup>

#### Benefits of paper bands for mechanical gloves

**60%+**  
of our styles are certified with FSC paper band packaging

Our paper band designs achieve:

**70%+**  
reduction in materials<sup>8</sup> **82%**  
reduction in GHG emissions<sup>8</sup>



## Coming Soon – RightCycle™!

- Ansell continuously explores possible alternative end-of-life solutions for customers. As the result of our recent acquisition of Kimberly-Clark Professional's PPE business, our customers will have access to the RightCycle™ Program beginning in FY25, a large-scale program for recycling non-hazardous PPE waste.
- Since its inception in 2011, more than 1,000 customers across 11 countries have diverted over 4.5 million pounds of PPE waste using RightCycle™.



1. All these Life Cycle Assessments (LCAs) have been critically reviewed by a third-party auditor.
2. As a percentage of glove total weight.
3. Based on size 9.
4. Based on size 18" wide.
5. Based on comparison to Life Cycle assessments conducted on inventory in 2022.
6. Always check your local recyclable status of HDPE and LDPE as these plastic materials may not be considered suitable for recycling in your country.
7. Annual improvement results against the FY20 baseline are calculated based on the annualised impact of changes implemented within the relevant fiscal year.
8. Reductions in primary packaging of 12 pair bundles when compared to previous packaging.

# Ansell: Thinking of People and Planet first

A leader in the industry, Ansell products are created for a safe and better-protected world.

LEARN MORE ↗

Click to learn about our journey to Net Zero and our sustainability efforts.



Click above to view a short video on Ansell's aim of Net Zero emissions by 2040.

Follow us on social media for further updates on our sustainability journey.



## Browse our 2024 Annual Reporting Suite:



Sustainability Report 2024



Sustainability Management Approach Report 2024



Annual Report 2024



Corporate Governance Statement 2024



Labour Rights Report (and Modern Slavery Statement) 2024

# Appendices

## Tracking against our Sustainability Action Plan

People		
Safe and Respectful Workplace		
Target	KPI Progress	Our actions during the year
10% reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030 (FY23 baseline)	<ul style="list-style-type: none"> <li>0.949 TRIFR in FY24 (130% increase from FY23: 0.413 TRIFR)</li> </ul>	Ansell has low injury and accident rates, and a long-term trend of consistent improvement. Progress stalled, however, in FY23 and FY24 when rates reverted to those seen in earlier years. Increases were largely due to changes at four plants, including the newly acquired Ansell Seremban, which had a higher accident rate that impacted overall figures. New safety protocols at the site led to over 66% reduction in accidents in FY24. Ansell will only be satisfied with zero accidents and we have applied FY24 lessons learned to improve future performance.
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"> <li>145% safety observation engagement rate</li> </ul>	Our performance more than tripled from our FY21 baseline as we emphasised engagement on-site. This year, we set a new target of 150 ideas for every 100 employees as we continue to foster employee engagement and accountability in the next few years, including through safety tools such as APS and SOTERIA.
Year-on-year progress in implementing 60-hour work weeks across all Ansell plants <sup>1</sup>	<ul style="list-style-type: none"> <li>9 out of 14 plants are observing and practicing maximum 60-hour work weeks</li> </ul>	This year, both of our plants in Sri Lanka have implemented new shift schedules and monitoring to observe maximum 60-hour work weeks <sup>1</sup> . In the meantime, all Ansell plants are in compliance with local laws on working hours and rest days, and practice at least one rest day within seven days.
100% of direct suppliers meet Ansell's labour, health and safety standards ensuring decent work for their workers by 2027 <sup>2</sup>	<ul style="list-style-type: none"> <li>72% of in-scope finished goods suppliers are rated 'A' or 'B'</li> <li>69% of in-scope raw material suppliers (packaging, yarn and liners, latex and chemicals) are rated 'B'</li> </ul>	We measure the compliance of our suppliers against Ansell standards based on suppliers achieving an 'A' or 'B' rating through performance assessments as part of our Supplier Management Framework. This year we raised our standards for 'A' and 'B' rated suppliers, as we continuously benchmark our supply chain standards against best practices and emerging issues. The result is a re-categorisation of some suppliers from 'A' and 'B' to 'C' risk ratings.
Promoting a diverse and inclusive workplace: At least 40% women representation in all levels by 2030	<p>Representation of women:</p> <ul style="list-style-type: none"> <li>40% at Manager to Associate Director</li> <li>35% at Director to VP</li> <li>22% in Executive Leadership</li> <li>50% on Board of Directors</li> </ul>	Female representation has improved in FY24 at the Associate Director, Director and Vice President (VP) levels – each approaching or achieving the 40% target. We look to sustain our momentum by ensuring a balanced slate of candidates for open positions and focusing efforts on retaining and developing our female talent with programs such as Work on Your Terms and WeCan.

Supporting Communities		
Target	KPI Progress	
Responding to the needs of communities with financial and product donations, disaster relief, and employee volunteerism	<ul style="list-style-type: none"> <li>Monetary and product donations to areas of conflict and stricken by natural disasters</li> <li>Project Joy gloves made for 11 workers with differently shaped hands</li> <li>Australian Indigenous Program: Sold 377,558 pairs of gloves in special edition indigenous packaging styles, with monetary donations from each pair of gloves plus additional corporate donations, contributing to funding Indigenous community programs</li> </ul>	

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

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

# Appendices continued

## Tracking against our Sustainability Action Plan

Planet		
Zero Carbon Future		
Target	KPI Progress	Our actions during the year
Net Zero emissions for our operations by 2040 (2020 baseline)	<ul style="list-style-type: none"> <li>14% and 6% decrease in Scope 1 &amp; 2 GHG emissions from restated<sup>1</sup> baseline FY20 and FY23 respectively (excluding Ansell Seremban)</li> <li>64,332MTCO<sub>2</sub>e emissions generated from Ansell Seremban, was added to our inventory in FY24, contributing 26% to our total Scope 1 and 2 GHG emissions (250,784MTCO<sub>2</sub>e)</li> </ul>	Decarbonisation efforts and a decrease in production drove continued reductions in emissions, with 50% renewables in our energy mix today (excluding Ansell Seremban). FY24 results were tempered by the inclusion of Ansell Seremban in our reporting boundary this year, as the plant is yet to adopt our decarbonisation approach. We are in the process of conducting feasibility studies and preparing investment plans at the plant.
Reduce dependence on fossil fuels: 100% renewable electricity by 2040	<ul style="list-style-type: none"> <li>31% renewable electricity (excluding Ansell Seremban)</li> <li>29% renewable electricity (including Ansell Seremban)</li> </ul>	When Malaysia's Green Electricity Tariff was reinstated in May 2024, after a brief suspension, Ansell re-subscribed for a lower volume and purchased additional energy attribute certificates from Malaysia in the form of International Renewable Energy Certificates, ensuring that four plants in Malaysia continue to consume 100% renewable electricity. Including these plants, a total of 7 Ansell plants consume 100% renewable electricity.
Process efficiency: All manufacturing plants to have certified Energy Management Systems (ISO 50001) by 2028	<ul style="list-style-type: none"> <li>4 out of 14 plants are now certified ISO50001</li> </ul>	Certified three plants in Thailand, Portugal and Melaka in Malaysia in FY24, in addition to our first plant certified in FY23, Ansell Textiles Lanka in Sri Lanka.
Value chain partnerships and policy advocacy for climate and advancing for transition to zero carbon future	<ul style="list-style-type: none"> <li>Formally committed to the SBTi to set science-based net zero targets for our value chain</li> </ul>	Scope 3 represents over 80% of our total GHG emissions. Ansell is actively conducting studies, collaborating with suppliers, and evaluating product lifecycles to establish Scope 3 targets.
Zero Waste to Landfill (ZWL) for all manufacturing plants	<ul style="list-style-type: none"> <li>Maintained 12 of our 14 plants as certified ZWL (2 new plants not yet certified)</li> </ul>	Today, 99.8% of waste generated at Ansell certified plants are diverted from landfill <sup>3</sup> . We are currently implementing our waste management approach in Ansell Seremban. For Ansell Kovai, we will commence its certification process once the plant becomes fully operational.
By 2026, 80% of our new and updated products are designed with reduced environmental impact <sup>2</sup>	<ul style="list-style-type: none"> <li>60% of new and updated products are designed with reduced environmental impact<sup>2</sup></li> </ul>	Redesigned six styles, totaling more than 29 million units in sales, to incorporate recycled yarns.
Packaging goal: 100% of packaging material is recyclable, reusable or compostable by 2026	<ul style="list-style-type: none"> <li>97% of industrial and 100% of healthcare segments' outer case and inner dispenser packaging is recyclable, excluding plastic packaging required to protect product sterility or particulate cleanliness</li> </ul>	We continue to roll-out paper band packaging for mechanical gloves, now accomplishing Forest Stewardship Council (FSC) certification for 67.4% of our styles. This year we reconfigured our SMARTPack™ for sterile cleanroom PPE gloves.
Conserve Natural Resources		
Target	KPI Progress	Our actions during the year
Reduce water withdrawals by 35% by 2027 (2020 baseline) <sup>4</sup>	<ul style="list-style-type: none"> <li>13% increase in water withdrawals from baseline FY20<sup>4</sup></li> <li>0.27% decrease in water withdrawals from FY23<sup>4</sup></li> </ul>	Delays in operationalising Reverse Osmosis (RO) facilities resulted in increased water withdrawals from our FY20 baseline. While we are working to activate these RO systems in FY25, our target has been extended to 2027 to address these challenges. Ansell Seremban has a fully operational RO facility which already provides 24% of the plant's water needs. Our water stewardship goals focus on high water stress areas. Since Ansell Seremban has already achieved targets set for our other plants, our overall FY20 baseline for water withdrawals and our reduction target will continue to exclude Seremban.
Improved environmental stewardship to reduce depletion and impacts on natural resources	<ul style="list-style-type: none"> <li>100% sustainable biomass sourced for our high-pressure hot water generators (HWGs) in Sri Lanka</li> </ul>	Ansell worked with UNDP to launch Sri Lanka's first Sustainable Produced Fuel Wood Certification standard (SLS 1551:2016) in 2016. Today, all woodchip suppliers to our plant Ansell Lanka are certified.

1. In accordance with Annex D of ISO 14064-1:2018, Ansell restated our FY20-FY23 reported Scope 1 & 2 emissions to reclassify anthropogenic emissions from our biomass consumption, previously reported separately as biogenic emissions. The emissions factors associated with biogenic emissions have been updated to reflect the factors in IPCC's Sixth Assessment Report (AR6).

2. Made using less fossil-based material and more recycled or bio-based material when compared with gloves of a similar make.

3. FY24 waste metrics excludes Ansell Seremban and Ansell Kovai.

4. FY24 water metrics excludes Ansell Seremban.



# Ansell

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