



SUSTAINABILITY SUMMARY 2021


About Ansell

For more than 125 years, Ansell has delivered advanced protection solutions to millions of people, both at work and at home. Ansell continually invests in the research, development, manufacture and distribution of cutting-edge products and technology, marketed under well-known brands that customers trust. Ansell is a global company employing more than 14,000 people in 58 countries, and a market leader, selling protection solutions to customers in more than 100 countries, operating across two business segments, Industrial and Healthcare.

We are passionate about protecting people, setting ourselves ambitious goals to transform our company, to protect sustainably both employees and the environment we live in

Ansell Protects™




Despite the disruptions of COVID-19, Ansell has delivered exceptional financial results and advanced a very ambitious agenda to expand production and increase automation, while still maintaining our focus on Sustainability.



Magnus Nicolin
Advisor to the Ansell
Board of Directors



SUSTAINABILITY SUMMARY 2021

 <p>Better society</p>	 <p>Better environment</p>	 <p>Better Business</p>
<p>Employees and wider workforce</p> <p>Community</p> <p>Business ethics</p>	<p>Water</p> <p>Energy and carbon</p> <p>Materials & waste</p>	<p>Customers</p> <p>Suppliers</p> <p>Investors</p>
<ul style="list-style-type: none"> • We care about our people and safety is our top priority • We support our communities • We play fair and conduct business ethically 	<ul style="list-style-type: none"> • We use natural resources with care • We work to continually lower our GHG emissions • We respect the local environment 	<ul style="list-style-type: none"> • We provide our customers with safety and productivity solutions • We choose like-minded partners • We reward investors
<ul style="list-style-type: none"> • Labour rights Employee health and safety • Recruitment and engagement • Diversity and inclusion • Community engagement and investment • Business ethics and governance 	<ul style="list-style-type: none"> • Energy and emissions • Responsible supply chains • Water • Climate risk • Operational resource efficiency and waste minimalisation • Environmental impact and compliance 	<ul style="list-style-type: none"> • Innovation and product stewardship • Business continuity and demand response

Supporting Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) comprise 17 goals and 169 targets aimed at addressing many of the world's most pressing challenges. Ansell believes that business should work alongside governments and civil society to drive action to achieve these goals. As part of our FY20 materiality assessment we identified seven Sustainable Development Goals which we consider Ansell is best placed to impact.

 <p>Good health & well-being</p>	<p>Ansell's business is closely tied to healthcare</p>	 <p>Decent work & economic growth</p>	<p>Ansell makes a significant contribution to employment & economic growth in lower and middle income countries</p>	 <p>Climate action</p> <p>Ansell supports the Paris Agreement and is responding to the global threat of climate change</p>
 <p>Clean water & sanitation</p>	<p>Some of Ansell's raw materials and associated manufacturing processes are water intensive</p>	 <p>Reduced inequality</p>	<p>As a global employer, Ansell can help to address inequality.</p>	
 <p>Affordable & clean energy</p>	<p>Ansell has a role to play in energy efficiency and renewables</p>	 <p>Responsible consumption & production</p>	<p>Product stewardship is a recent focus area for Ansell and is strongly correlated to Goal 12</p>	



BETTER SOCIETY

Transforming our safety culture

In FY21, we emphasised the core responsibility of the site leadership teams to minimise and prevent injuries, and extended accountability for environment, health and safety (EHS) beyond our Global EHS team to the Operational Leadership Team, General Managers and Site Managers, as well as non-EHS specialists at our sites. Extending accountability for safety performance beyond the Global EHS team effectively raised safety awareness and encouraged reporting at the sites. This change led to significant increase in the reporting of near miss incidences, resulting in a six-point improvement, our biggest to date, in our near miss frequency rate.



Managing health and safety during COVID-19

In early 2020, we were swift to implement best practice safety measures at our plant in Xiamen, China, and we shared these protocols among our plants and other Ansell locations as the virus spread. Managing health and safety during COVID-19 remained a key focus for us in FY21 with Ansell establishing a 'Cluster Buster' strategy to identify any outbreak or cluster early to facilitate effective intervention to contain the spread of infection and protect at-risk employees



Looking ahead

From Mexico to Malaysia, Ansell has been successful in securing vaccines for employees who wish to be vaccinated. Here, 3,000 workers at our Sri Lanka plants received vaccinations in June 2021. In FY22, we will provide vaccinations to our employees at our manufacturing sites worldwide,

as the vaccines become available either through government authorities or government approved private service providers. We will continue to maintain stringent protocols to keep our employees safe as the battle with COVID-19 is not over.

[Read more about our healthcare efforts](#)



Managing labour rights in our supply chain

Our approach

Our commitment to respecting human rights extends to our supply chain and is communicated through our Supplier Code of Conduct as we seek to engage with suppliers who do the same. In addition, we continue to implement and enhance our due diligence process to mitigate and monitor risks of modern slavery in our supply chain. This includes activities during supplier selection and on-going supplier performance monitoring.

Collaboration

Many labour rights challenges, particularly those facing the medical products and medical use glove industry, cannot be solved in isolation. Therefore, this year, we have increased our focus on collaboration and are actively investing in the following partnerships:

Diversity & inclusion

We have evolved our approach to diversity and inclusion, moving from a primary focus on gender diversity and representation of women at all levels of our business, to a broader focus on inclusion for all and valuing different perspectives on our business in FY20.

Employee Engagement

94%

Employee response rate (12,780)

70%

Of employees engaged

500+

Employees comments

Making a difference



Ansell donates \$100,000 to UNICEF in India to deliver protective products to healthcare workers



Ansell's migrant worker housing greatly exceeds the minimal housing standards



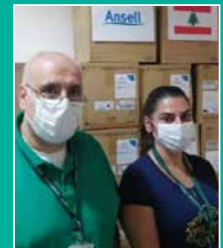
Completion of migrant worker recruitment fee reimbursement program



Ansell Turkey donated over 1,000 pairs of HyFlex® gloves to rescuers in Izmir



On Hands On with HyFlex® Day a Ansell employees help local communities around the world



Ansell helped the Lebanese Red cross provide critical products to hospitals after the explosion

[Read more about our healthcare efforts](#)



BETTER ENVIRONMENT

Our perspective

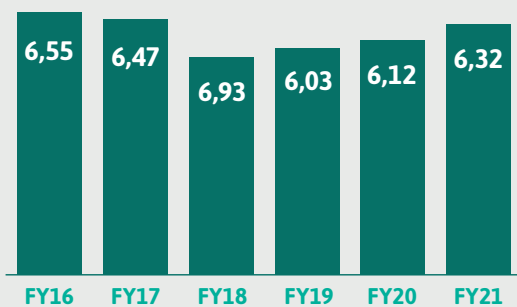
As a leader in its industry, Ansell supports the transition to a zero-carbon future in line with the Paris Agreement goals while remaining a reliable supplier resilient to and providing personal protection from physical impacts of climate change. In FY22 we will complete our deep-dive analysis of climate impacts to understand the financial consequences and determine materiality. Beyond FY22, we look to continuous assessments and disclosure of our exposure to climate impacts and their implications on our financial statements.

Energy and emissions

Our performance

Goal: Continuous improvement to identify and implement energy reduction and efficiency opportunities to support our GHG target.

Energy intensity
(mmbtu/million USD production value (,000)*)



Our approach

We are currently undertaking detailed work to establish a strategy by which Ansell would be able to commit to significant longer term reduction in our carbon footprint, in line with the Paris Agreement. In FY21, Ansell engaged a consultancy to complete a Scope 3 inventory and refine an approach to reduce or eliminate sources of emissions within our operations. This foundational work also includes reviewing our current intensity and absolute targets and screening opportunities for impact across our value chain. The outcomes of these studies allows us to commence work on developing a roadmap to net zero. We are on track to present our conclusions and recommendations for Board and Executive Leadership Team review in FY22.

Our overall energy consumption increased by 17% in FY21 due to a sustained increase in production volumes driven by increased market share and business growth, and expanded production capacities with commissioning of new plants and plant expansions. As part of our \$23m portfolio of water, energy, and waste projects, we aim to convert our energy sources into renewables, where feasible.

Operational resource efficiency and waste

A credible achievement and learnings shared

The ambition, teamwork and creativity of our people drove the progress at our plants in Lithuania and Seeduwa, Sri Lanka to accomplish the Zero Waste to Landfill goal two years earlier than the target year.

By FY21, both plants were successfully certified by Intertek, an independent third-party on each sites' achievement of a waste to landfill diversion rate exceeding 99%, against Intertek's Zero Waste to Landfill certification criteria.



BETTER ENVIRONMENT

Water

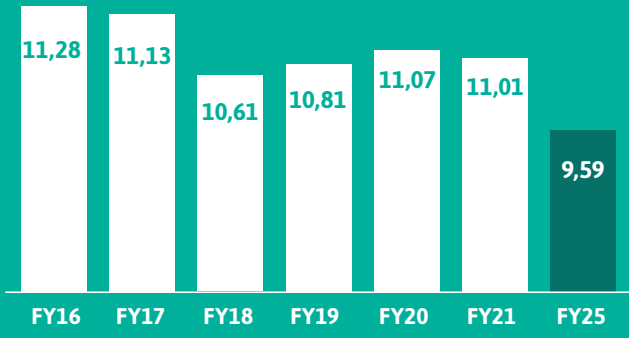
Our approach

In FY21 our water withdrawal increased by 13% as compared to FY20 due to the surge in production volumes due to COVID-19, which emphasized requests for healthcare products, such as single-use gloves, which consume a higher portion of water during production. One of the key projects to influence water withdrawal reduction efforts is the commissioning of the Reverse Osmosis (RO) facilities, as part of our project portfolio. In FY21, Ansell's first large scale RO treatment facility was installed in Thailand, with future investments being planned in Malaysia and Sri Lanka in FY22. Once completed, these projects will result in a 35% reduction of Ansell's total water withdrawals.

Our performance

Goal: 15% intensity reduction in water withdrawal measured in m³/SM production value, below the FY16 baseline by the end of FY25.

Water intensity (m3/million USD production value (000)*)



Additional activities

Solar

In FY21 we installed solar photovoltaic systems (PV) at our plants in Thailand.



Purchased Electricity

In FY21 we achieved 100% electricity use from renewable sources in our Lithuania plant



Biomass

Ansell uses biomass to fuel High Pressure Hot Water Generators (HWGs) in Sri Lanka



Reforestation

We support the positive benefits to the rain forest ecosystem while reducing carbon emissions.





BETTER BUSINESS

Our approach

Sound governance is core to achieving sustainability in business. We believe that our approach to sustainability and its governance will become a differentiator for Ansell in the market. Sustainability is increasingly integrated into Ansell and sits across all functions, with senior level responsibility for driving progress. This year, we reviewed the function of our Sustainability Governance structure to represent how we execute our sustainability strategy.



Innovation and product stewardship

Sustainable Packaging at Ansell

Ansell's packaging protects the product functionality essential to end users across industry and healthcare sectors. Packaging includes information about relevant regulatory product-related aspects. Despite its important functionality, single use packaging is disposed of at the moment of end use, creating waste that our customers need to handle within their respective local waste management schemes. Packaging is a relevant element of the products' life cycle with multiple opportunities for product environmental footprint reduction.

Every packaging choice to be science and life cycle assessment based to minimize environmental impact to keep our planet safe while protecting our products that keep people safe.

Inner dispenser boxes

Recyclable packaging, made with recycled materials

Paper components

Instructions for Use (IFU) or other paper inserts – recyclable on the market and with varied degree of recycled content.

Plastic inner packaging

Made out of Polyethylene or its variants (PE, LDPE, HDPE) – classified as recyclable material.

Shipper cases

Cardboard used for shipper cases and inner boxes – recyclable on the market and with varied degree of recycled content.

Life Cycle Assessments

During FY21 we conducted Life Cycle Assessment (LCA) screenings on the environmental impact of multiple products from our 2 Global Business Units, which includes carbon footprint and water footprint. We identified the environmental hotspots across our product portfolio and established a baseline understanding of our current product and packaging footprint. This will enable us to develop a more strategic approach to reducing our impacts from product design, packaging, sourcing and production, through to the end of life of our products. Our approach to LCA was guided by the ISO14040 and ISO 14044 standards. The science driven Life Cycle Assessment approach also enables us to compare different products and their environmental impact – from cradle (raw materials) to grave (end of life disposal or recycling).

BETTER BUSINESS



Sustainability governance structure

Board oversight of sustainability risks and opportunities

Ansell Board of Directors

Sustainability & Risk Committee

Audit & Compliance Committee

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

Sustainability Council

Sustainability Workstreams

Sustainability Communications & Training

People

Operations Footprint

Product

Each workstream is sponsored by an ELT member to drive accountability

Innovation Partnerships

Innovation happens when we work together, and in FY22, we leveraged the power of collaboration by establishing new technology partnerships with raw material suppliers, universities and other businesses, adopting an open innovation approach. This resulted in increasing to twenty the number of active Non-Disclosure Agreements (NDAs) dedicated to exploring circular economy solutions.



Exploring waste-to-energy co-processing with Geocycle



Safety in connected workplaces through technology-enabled innovative solutions



Evolution of our cut protection innovation towards lighter and more durable gloves



Replacing virgin polyester with recycled yarn in our IGBU gloves

[Download the full 2021 Sustainability Report](#)