


# Labour Rights Report

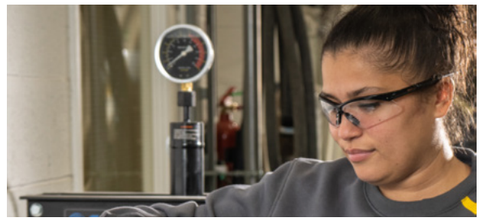
(and Modern Slavery Statement)

# 2026

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↑ Image caption: Employee at Ansell Lanka manufacturing site.

**Ansell's reporting suite**

For further information and context on the topics covered throughout this report, please reference our additional FY26 reports. Ansell's complete reporting suite is available on our website and includes:

- 2026 Annual Report
- 2026 Environmental Social and Governance Report
- 2026 Corporate Governance Statement

**Acknowledgment 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.

**About this Labour Rights Report (and Modern Slavery Statement)**

This report covers actions taken to identify, assess and address modern slavery risks and respect labour rights at Ansell Limited (ABN 89 004 085 330), P.D. Holdings Pty Ltd (ABN 22 006 788 549) and P.D. International Pty Ltd (ABN 68 006 947 057) (together, the Reporting Entities) for the period 1 July 2025 to 30 June 2026, and was released on 31 August 2026. We report on these actions and progress annually. Unless otherwise stated, all disclosures made within this report cover Ansell Limited, the Reporting Entities and the other entities it controlled during the reporting period, a list of which can be found in the Appendices of this Report, page 40. Ansell and its controlled entities operate as an integrated global group under common governance frameworks, policies and management systems. Consultation for the preparation of this report was undertaken through engagement with relevant business functions, regional and operational leaders and other stakeholders responsible for activities conducted by controlled entities.

The structure and content of this report were reviewed and approved by responsible members of the Executive Team and by Board's Sustainability & Risk Committee on behalf of each Reporting Entity.

- This report was prepared in accordance with the criteria set out in the Australian Modern Slavery Act 2018 (the Australian Act), the United Kingdom Modern Slavery Act 2015 (the UK Act), and the California Transparency in Supply Chains Act 2010 (the California Act). The report is also made pursuant to section 11(4)(b)(ii) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2024 (the Canadian Act). The signature in the Statement from the Managing Director and CEO constitutes evidence of approval. It also references the Global Reporting Initiative Standards 2021, as detailed in the GRI index in our 2026 Environmental Social and Governance Report.

# Statement from the Managing Director & CEO

**At Ansell, we are committed to delivering on our vision of leading the world to a safer future. We do this by delivering high-quality, industry-leading products that minimise risk and improve worker performance, created across 58 countries, by 15,000 employees. Customers expect us to live by our values – act with integrity, and conduct our business with transparency and respect – and in turn, we expect the same from every partner we work with, especially our suppliers.**

As we operate in a highly complex global industry with a broad profile of inherent risks, we work to ensure our business principles address these risks and outline the standards we set globally. These principles guide how we create safe, fair and respectful workplaces across our own operations and provide the foundation for how we engage with our business partners. Ansell's Supplier Code of Conduct (SCOC) translates our principles into clear, non-negotiable expectations for all suppliers, their employees, agents and subcontractors. These standards are essential to encourage our suppliers to operate responsibly and ethically.

We believe strongly in collaboration and long-term partnerships. Many of our suppliers have grown with us over decades, and together we have achieved remarkable progress. In these efforts, we recognise there is a shared responsibility to the thousands of workers, communities and environments connected to our global supply chain.

As detailed in this report, in FY26, we completed our transition to Worldwide Responsible Accredited Production (WRAP) audits in our own operations, with 11 out of 14 plants audited and 3 plants had zero findings from their WRAP audits.

WRAP audits are supplemented with Forced Labour Indicator (FLI)[1] audits. We do this to ensure a comprehensive and stringent assessment of the potential risks and indicators of forced labour at our plants. Out of a total of 12 FLI audits to date, we concluded 3 FLI audits at our plants in FY26.

We remain committed to meeting this shared responsibility throughout our labour rights journey. During FY26, as part of our process to further strengthen our baseline risk methodology, we have adopted an updated third-party, data-driven risk intelligence platform. This will be integrated with internal cross-functional insights for an improved understanding of our global supply chain risks. The final scope and rollout is planned for FY27.

1 *FLIs are based on International Labour Organization (ILO) Indicators of Forced Labour (ILO.org).*



↑ Image caption: Ansell CEO, Nathalie Ahlström.

In response to allegations of labour rights violations received in March 2025 involving a smaller-spend supplier in our supply chain, we conducted a review and expanded the scope of our Supplier Management Framework (SMF). As of FY26, all ceramic former suppliers have undergone third-party audits, actively implemented corrective action plans (CAPs), and received ongoing monitoring to support remediation completion and continuous compliance improvement.

Last but not least, training plays a vital role in our efforts to prevent and mitigate labour rights impacts. In FY26, a broad range of trainings were conducted both to upskill operational teams and SMF in-scope suppliers on labour rights topics, as set out in our SCOC.

Looking to the future, we are committed to working together with transparency, accountability and a shared purpose. We aim to inspire the willingness and capabilities in our people, our global supply chain and our industry to uphold labour rights standards, everywhere and for everyone.

**Nathalie Ahlström**
Managing Director and Chief Executive Officer



*The signature of the Managing Director and CEO constitutes evidence of approval.*

# About Ansell

**For more than 130 years, we have been a global leader in safety solutions and an integrated manufacturer of personal protection equipment for healthcare and industrial workplaces.**

Image caption: HyFlex 11-594 gloves and KG Nemesis safety eyewear in use during an automotive aftermarket application.

**10**
billion gloves sold per year

Ansell supplies over 10 billion gloves each year to customers in more than 100 countries, supporting safety, productivity and protection across global workplaces.

**4**
corporate headquarters

Ansell Limited is legally domiciled in Melbourne, Australia and listed on the Australian Securities Exchange (ASX: ANN). Our four corporate headquarters are in Melbourne, Australia; Brussels, Belgium; New Jersey, United States; and Cyberjaya, Malaysia.

**14**
manufacturing facilities

We operate manufacturing facilities in locations such as Sri Lanka, India, Thailand, Portugal and Vietnam.

**21**
warehouses

We have 21 warehouses located globally to distribute Ansell products across our various markets.

**1,000+**
suppliers in 30+ countries

Ansell sources materials and commodities from 1,000+ suppliers in 30+ countries. Our Global Sourcing team selects strategic and key suppliers based on expenditure, criticality to the business and alignment with our core values and operating principles. We also work with third parties that supply select finished goods, predominantly exam and single-use gloves.

**>15,000**
employees in 58 countries

We employ more than 15,000 employees in 58 countries across production and professional services. Our production workforce consists primarily of local employes, with a significant migrant workforce in Malaysia and Thailand.

## Our portfolio

Through trusted brands such as HyFlex™, Ringers™, MICROFLEX™, TouchNTuff™, GAMMEX™, Kimtech™, KleenGuard™, and AlphaTec™, Ansell manufactures and markets personal protective equipment solutions to serve customers across a range of sectors, from hospitals, laboratories and food handling, to industries like oil and gas, manufacturing and warehousing, and chemical and heavy industries. Ansell's broad range of protection solutions includes gloves, sleeves, protective clothing, eyewear and accessories, such as chemical barrier aprons and footwear for dry suits, designed to provide unparalleled quality and protection.

# Our workforce

Our people are the driving force behind every solution we bring to market. Our workforce comprises operational employees, who work in our manufacturing facilities producing the products we sell, and professional employees, who support our operations across functions. We monitor labour-related risks across our workforce and place a particular focus on our migrant operational employees due to the assessment of greater vulnerabilities and higher labour rights-related risks. Migrant operational employees join Ansell through third-party labour agents, with selection and hiring by Ansell, whereas local operational employees are hired directly by Ansell's plant management. The majority of our migrant operational employees are employed at our Thailand and Malaysian plants. We also have a small percentage of contingent employees (independent or third-party employees who have a business contract with Ansell and are hired for a fixed term). Onboarding and introduction to Ansell's policies and procedures are provided to all our workforce.

## OUR WORKFORCE DEMOGRAPHICS

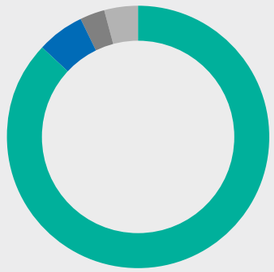
### Position



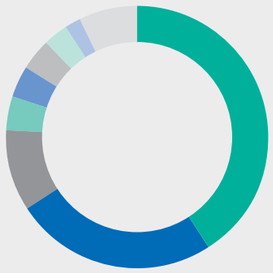

### Gender




### Geographic region

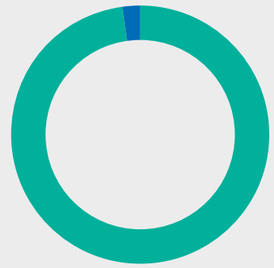



### Number of employees by country

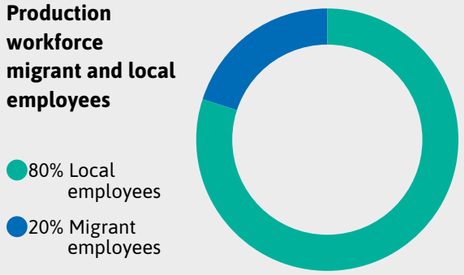



## OUR PRODUCTION WORKFORCE (ANSELL PLANTS)

### Production workforce employees hired directly by Ansell




### Production workforce migrant and local employees






↑ Image caption: Sterile compounding process performed using Kimtech M3 Facemasks, BioClean™ BCAP Goggles, Kimtech G3 Sterile Latex Cleanroom Gloves, and a BioClean BCAS Apron.

# Our sourcing model

Our sourcing model is predominantly based on long-term contractual supplier relationships. We have over 99% of finished goods suppliers, managed by our Global Sourcing team, and over 98% of our direct (Tier 1) material sourcing managed by Global Sourcing team, currently conducted through formal contractual arrangements. To support our operational flexibility, we have a small proportion of purchases (less than 2% of direct materials and less than 1% of finished goods that may occur outside of our long-term arrangements (i.e., engaged on a transactional basis). All of Ansell's suppliers, including those engaged on a transactional basis, are subject to pre-qualification screening and are required to comply with our SCOC. For suppliers operating as traders of raw materials, Ansell requires traders to comply with our SCOC and require the same of their respective manufacturers. When we onboard suppliers onto our SMF, labour rights due diligence, including Self-Assessment Questionnaires (SAQs) and audits, is conducted at the manufacturer level through the trader, who remains accountable as the direct supplier.

## FY26 PRIMARY DIRECT SOURCING LOCATIONS AND KEY PRODUCTS AND SERVICE CATEGORIES

| | Australia | Bangladesh | Belgium | Brazil | Canada | Cambodia | China | France | Germany | Honduras | India | Indonesia | Italy | Japan | Lithuania | Malaysia | Mexico | Netherlands | Norway | Pakistan | Portugal | Singapore | South Korea | Spain | Sri Lanka | Sweden | Taiwan | Thailand | Turkey | United Kingdom | United States | Vietnam |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Chemicals | ✓ | | ✓ | | | | ✓ | ✓ | ✓ | | ✓ | | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ |
| Equipment, machinery and spare parts | ✓ | | ✓ | | ✓ | | ✓ | | | | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | ✓ | ✓ | ✓ | | ✓ | ✓ | | ✓ | | ✓ | ✓ | ✓ |
| Forest products[1] | | | | | | | | | | | ✓ | | | | | | | | | | | | | | ✓ | | | ✓ | | | | |
| Finished goods suppliers | | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ |
| Packaging | | | | | | | ✓ | | | | ✓ | | | | ✓ | ✓ | | ✓ | | | ✓ | ✓ | | | ✓ | ✓ | | ✓ | | | | ✓ |
| Logistics and shipping[2] | ✓ | | ✓ | ✓ | ✓ | | ✓ | | | | ✓ | | | ✓ | ✓ | ✓ | | | | | ✓ | | | | | | ✓ | | | ✓ | ✓ | ✓ |
| Support services[3] | ✓ | | ✓ | | | | ✓ | | | | ✓ | | | | ✓ | ✓ | | | | | ✓ | | | | ✓ | | | ✓ | | | ✓ | ✓ |
| Synthetic latex | | | | ✓ | | | ✓ | | ✓ | | | ✓ | ✓ | | | ✓ | | | | | | | ✓ | | | | | | | | | |
| Utilities | ✓ | | ✓ | | | | ✓ | | | | ✓ | | | | ✓ | ✓ | | | | | ✓ | | | | ✓ | | | ✓ | | | ✓ | ✓ |
| Yarn/Textiles | | | ✓ | | | | ✓ | | ✓ | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | ✓ | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

[1] *Forest products primarily refers to natural rubber latex (NRL), sourced from rubber plantations and processed into latex for use in our manufacturing processes.*

[2] *Location for spend category is based on contracting parties as opposed to operating countries due to the multiple operating jurisdictions of these suppliers.*

[3] *Support services refers to third-party consultants and professional service providers engaged across functions.*

## Our labour rights governance model

Our Board of Directors, CEO and Executive Leadership Team, including relevant Board Committees, have oversight of labour rights issues. We have a number of teams across the business responsible for managing labour rights risks in our operations and supply chain and implementing our labour rights programme led by our people workstream and executed by our Chief Operations and Supply Chain Officer and Chief Human Resources Officer. This shared responsibility structure enhances mutual learning between Ansell teams and supports us to identify risks and regularly review our risk assessment for continuous improvement.

### Ansell Board of Directors (the Board)

Oversees and reviews the management, administration and governance of the company, including Ansell's strategy, targets and performance. This includes oversight of Ansell's approach to human rights and modern slavery. The Board approves Ansell's annual Labour Rights Report, as well as key policies relevant to labour rights, including Ansell's Human Rights Statement.

### Sustainability & Risk Committee (SRC)

Reviews the design and implementation of Ansell's risk management system, including labour rights-related risks, and monitors Ansell's risk profile against risk appetite. Evaluates and monitors the effectiveness and progress of sustainability and labour rights policies, programmes, objectives and targets. Targets are set by the Board with guidance from SRC and updates to targets are made as needed and annually at the SRC. Ultimately, the Board will approve any required updates to targets.

See Sustainability & Risk Committee Charter for committee roles and responsibilities.

### Executive Leadership Team (ELT) Sustainability Council

Consists of the CEO and all members of the ELT and is responsible for overall development and implementation of Ansell's sustainability strategy, including reviewing progress against strategic sustainability objectives and providing regular updates and recommendations to the Board on decisions that require Board oversight and approval. The CEO and relevant members of the ELT are accountable for ESG performance with an ESG metric linked to remuneration.

### Audit & Compliance Committee (ACC)

Reviews Ansell's financial statements and reporting. Oversees Ansell's external auditors, internal audit and controls and reviews internal audit assessments, including labour and social performance.

See Audit & Compliance Committee for committee roles and responsibilities.

### Labour Rights Committee (LRC)

Consists of members of the ELT and functional leads of relevant areas of the business and is responsible for managing modern slavery and labour rights risks in our operations and third-party supply chain. This includes reviewing and identifying opportunities to continuously improve our labour rights and modern slavery management; tracking audit performance, non-compliance follow-up and opportunities for collaboration; and providing recommendations to the CEO and ELT.

### People Workstream[1]

Executed by the Chief Human Resources Officer and the Chief Operations and Supply Chain Officer.

### Supplier Management Framework (SMF) Working Group

The SMF Working Group is an extension of the LRC that is responsible for implementing the labour rights programme in our supply chain and consists of cross-functional teams from Global Sourcing, Quality Assurance (QA), Human Resources (HR) and Operations. Global Sourcing leads the Supplier Management Framework (SMF) Working Group, focused on SMF implementation, supported by QA and Human Resources–Corporate Social Responsibility, who provide expertise in supplier SAQ reviews and new supplier screening, second-party supplier on-site audits. supplier engagement and supplier trainings in respect to labour rights. Due diligence for other sourcing is managed by individual manufacturing plants and local offices. Monthly meetings monitor the progress of the SMF and discuss any topics for escalation to the LRC, such as suppliers who may need to be placed on probation (see page 45).

### Risk Management Executive Committee

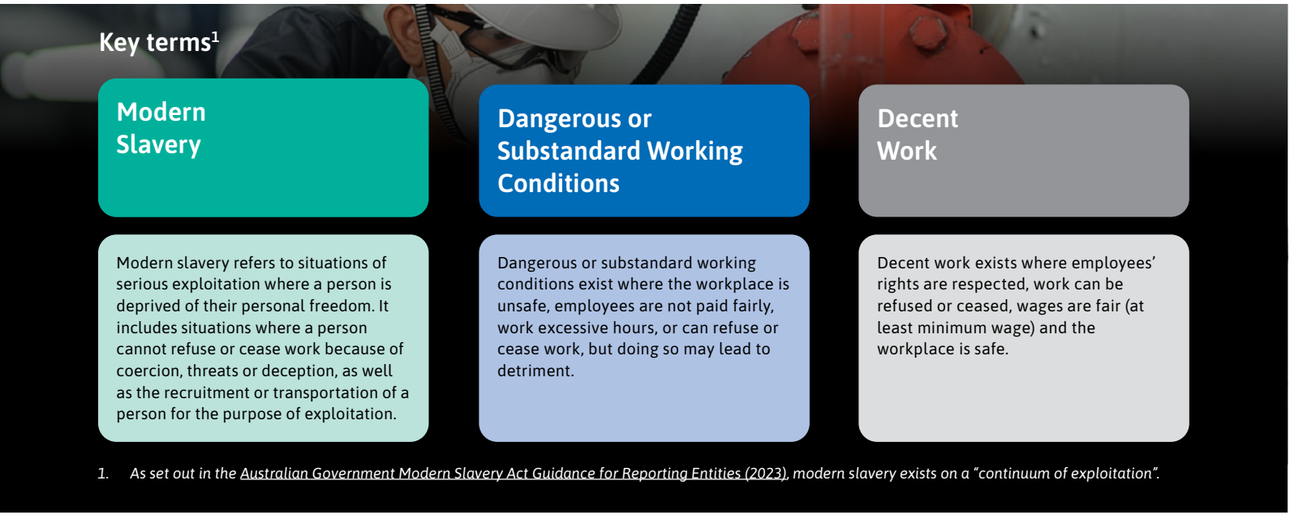
Implementation of our operational labour rights programme is also reported quarterly at the plants' Risk Management Committee meetings, which is chaired by the Chief Operations & Supply Chain Officer, alongside Global HR-CSR and the VP of Human Resources and attended by operational leadership and other plant functions. Operational Leadership and Plant General Managers, are accountable for implementing and monitoring the Labour Standards Management Framework (LSMF) with support and oversight from local HR teams and Global HR-CSR.

[1] *The People Workstream is one of the major components of Ansell's sustainability focus, under which related programs, targets and initiatives are grouped and tracked.*

Image caption: Ansell's Cyberjaya office in Malaysia, one of Ansell's four corporate headquarters.

# Our Policies

Ansell has a range of policies in place to help us manage labour rights in our own operations and in our supply chain. We regularly review our policies to identify opportunities for continuous improvement.



## Key terms[1]

**Modern Slavery**

Modern slavery refers to situations of serious exploitation where a person is deprived of their personal freedom. It includes situations where a person cannot refuse or cease work because of coercion, threats or deception, as well as the recruitment or transportation of a person for the purpose of exploitation.

**Dangerous or Substandard Working Conditions**

Dangerous or substandard working conditions exist where the workplace is unsafe, employees are not paid fairly, work excessive hours, or can refuse or cease work, but doing so may lead to detriment.

**Decent Work**

Decent work exists where employees' rights are respected, work can be refused or ceased, wages are fair (at least minimum wage) and the workplace is safe.

1. *As set out in the Australian Government Modern Slavery Act Guidance for Reporting Entities (2023), modern slavery exists on a "continuum of exploitation".*

# Our approach

As outlined in our Human Rights Statement, Ansell is committed to implementing the UN Guiding Principles on Business and Human Rights (UNGPs) and the ten UN Global Compact (UNGC) Principles, and respects human rights as set out in the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant of Economic, Social and Cultural Rights), and the International Labour Organization (ILO) core Conventions. Our due diligence approach is guided by the UNGPs and OECD Guidelines for Multinational Enterprises on Responsible Business Conduct (OECD Guidelines). We also leverage frameworks such as Ethical Trading Initiative (ETI) Base Code and tools such as the Worldwide Responsible Accredited Production (WRAP) certification and Forced Labour Indicator (FLI) audits to identify, assess and manage labour rights risks in our operations and supply chain. Our labour rights commitments are embedded in our Labour Standards Policy, Code of Conduct and Supplier Code of Conduct (SCOC), which are supplemented by our LSMF and SMF.

| CATEGORY | DOCUMENT | OVERVIEW | POLICY IN ACTION | STATUS |
|---|---|---|---|---|
| **Business-Wide Policies** | Human Rights Statement | Outlines our commitments as an employer and buyer to respect human rights in our operations and supply chain. | This Statement should be read in conjunction with our other supporting policies, including the Ansell Code of Conduct, which sets out what it means to work at Ansell and the standards expected of all colleagues; Ansell's SCOC, which sets out the standards imposed by Ansell on its suppliers; the Ansell Labour Standards Policy; and the Ansell Values. | Reviewed and updated in FY25 |
| | Labour Standards Policy | Defines minimum expectations of Ansell's manufacturing operations and third-party contractors and suppliers on child labour, forced and compulsory labour, health and safety, freedom of association & collective bargaining, non-discrimination, disciplinary and grievance practices, working hours and remuneration. | Codified and enacted through the Code of Conduct, plant Employee Handbooks, and SCOC. Communicated via annual site training. Internal accountability procedures are maintained for employees that fail to comply with Ansell's standards, as outlined in the Policy. Non-compliance with Ansell's standards may result in corrective action, escalation, and disciplinary action. If applicable, termination of employment may be considered. | Reviewed and updated in FY25 |
| | Whistleblower Policy | Describes how stakeholders can raise whistleblower concerns, including relating to labour rights through reporting channels and outlines the protections and commitments provided under the Whistleblower Protection Scheme. Investigation principles are established in the policy and operationalised through the Speak Up / Whistleblower Investigation Standard Operating Procedure. | Communicated via the Code of Conduct and SCOC. It is used for the escalation, investigation, and closure of whistleblower cases within scope. | Reviewed in FY24 |
| | Conflict Minerals Policy | Outlines our approach to sourcing conflict minerals and related procedures, in line with the requirements of the U.S. Dodd-Frank Act and our approach to tin, tantalum, tungsten and gold (3TG) sourcing. | Provisions from this policy are included in the SCOC, which suppliers are required to sign. SMF in-scope suppliers for potential conflict minerals are required to conduct due diligence activities, including a review of the necessity of goods and raw materials sourced that contain conflict minerals, conducting inquiries, and undertaking appropriate action, working with suppliers to rectify any non-compliances, and reassessing our business relationship with them. | Reviewed in FY26 |
| | Belonging and Inclusion Policy | Describes our commitments to belonging and inclusion (B&I). | The B&I Program includes workshops, cultural training and regionally led B&I events. | Reviewed in FY25 |
| **Operational Policies** | Ansell Code of Conduct | Defines minimum expectations of employees, directors, and officers, including ethical conduct, fair employment practices, and the prohibition of child, forced, or involuntary labour. | Communicated during onboarding and through periodic refresher training and reacknowledgement. Compliance is supported through reporting and investigation mechanisms, internal audits and risk assessments. Code violations may result in disciplinary action, including termination. | Reviewed and updated in FY26 |
| | Global Grievance Policy | Describes channels for employees to raise grievances and concerns. | Provided during onboarding; advertised via bulletin boards, town halls, and plant trainings. Guides escalation, close out and remediation of grievances. | Established in FY22 |
| | Workers' Accommodation Policy | Sets out our commitments to providing safe and adequate living conditions for employees in hostels or on-site accommodation, in line with Act 446 and ILO standards. It outlines the standards plants must follow to mitigate the risks of inadequate working and living conditions for employees in accommodation, including addressing overtime, limited breaktimes, freedom of movement, grievance access, fire and safety participation, religious accommodation, fee structures and the CLQ living concept. | Provided to plant managers and employees to establish expectations for employee accommodation; Plants with accommodation sites are required to maintain site-level policies, define accountability, and communicate changes to employees and management; compliance monitored via audit programme, supported by the Workers Accommodation Inspection Checklist. | Reviewed and updated in FY26 |
| **Supply Chain Policies** | Supplier Code of Conduct | Defines minimum expectations of direct suppliers regarding worker treatment, human rights, human trafficking, child labour, forced labour, health and safety, bribery and corruption, and data protection. | Integrated at initial supplier contracting, where direct suppliers sign the SCOC, and reinforced through briefings and engagement activities. | Reviewed and updated in FY26 |
| | Responsible Sourcing Policy | Outlines expectations for suppliers to address supply chain risks including forced labour, child labour, ethical recruitment, human trafficking, coercion, discrimination, environmental protection, and ethical conduct. | In addition to the SCOC, it is integrated into Ansell Sourcing team decisions and SMF in-scope suppliers confirm compliance with requirements and are monitored through the SMF program. | Reviewed and updated in FY25 |

# Stakeholder engagement on labour rights

To drive reform in the PPE manufacturing industry, we engage with a broad range of stakeholders across our value chain, including potentially affected and affected stakeholders such as employees, to support our identification, assessment and management of labour rights risks, including modern slavery risks. Our approach to engagement varies depending on the stakeholder group, as outlined in the table below.

Through engagements with these diverse groups, we support continuous improvement within our operations and across the PPE industry, promoting accountability for ourselves and our key partners.

| STAKEHOLDER | WHY WE ENGAGE ON LABOUR RIGHTS | HOW WE ENGAGE ON LABOUR RIGHTS |
|---|---|---|
| Employees | We listen, consult and take action to create safe and fair work conditions in our operations. | • Training sessions and workshops<br>• Grievance channels (including independent grievance channels such as our Compliance Hotline and Suara Kami and Jing Jia)<br>• Health and well-being activities<br>• Regular meetings with employee committees, employee-appointed representatives and unions<br>• Ansell Code of Conduct<br>• Audits and control self-assessments<br>• Regular meetings<br>• Townhalls<br>• Biennial employee engagement survey |
| Suppliers | We engage with our suppliers to build and maintain long-term relationships, and to enhance visibility into working conditions in their operations. This supports us to identify, assess and prioritise current and potential labour rights risks and impacts, and work with suppliers to strengthen controls and continuously improve the implementation of labour standards across the supply chain. | • Ansell SCOC<br>• Supply chain mapping (engagement with Tier 1 suppliers; extended to Tier 2 for NRL and where intermediaries are used)<br>• Supplier Management Framework (SAQ, second-party audit, third-party audit)<br>• Supplier trainings and briefings |
| Customers | We inform our customers on our labour rights approach, and provide them with updates on identified labour rights issues in our operations and supply chain and our approach to managing these, enabling informed purchasing decisions. | • Reporting<br>• Ansell website<br>• Direct engagement and roadshows<br>• Tenders and customer questionnaires<br>• Ad hoc meetings and special questionnaires on select labour rights topics and risks |
| Investors | We provide accurate and timely information on labour rights risks and management across the value chain to maintain transparency and investor trust. | • Reporting<br>• Ansell website<br>• Annual General Meeting<br>• Investor meetings<br>• Press releases |
| Governments | We engage in dialogue on regulation and legislation across operating and distribution regions. | • Engagement with government representatives at the Responsible Glove Alliance (RGA) annual meeting |
| Employee committees, employee-appointed representatives, and unions | By engaging with employee representatives, we improve labour relations and communication, resolve conflicts, and ensure legal compliance. | • Regular meetings between employee committee representatives, union representatives, employee-appointed representatives and management |
| Civil society organisations and representatives | We recognise the value of civil society organisations in promoting labour rights, and engagement informs our understanding of the labour rights risks and issues in our operations and supply chains and our response to these. | • Reporting<br>• Ansell website<br>• Engagement through industry organisations (e.g., RBA / RGA)<br>• Direct engagement where appropriate |
| Labour rights subject-matter experts | We engage with experts to help us evaluate, adapt and strengthen our labour rights programmes and commitments by seeking specialist advice and support. | • Third-party hotline management<br>• Consultation sessions<br>• Trainings and workshops |
| Industry collaborations | We participate in industry collaborations to support meaningful, industry-wide change and the development of best practices and common standards. | • Founding member of the Responsible Glove Alliance (RGA)<br>• Participation in RGA member discussions<br>• Sharing best practices |





## Engaging with the Responsible Glove Alliance

In FY26, we continued to engage with the Responsible Glove Alliance (RGA) on strengthening labour standards, worker voice and responsible employment practices across the glove sector. RGA's collaborative, multi stakeholder approach supports improved transparency, effective remediation and supplier capability building, which complements Ansell's human rights due diligence and modern slavery risk management processes.

**RGA focused on supplier capability building, providing practical tools and training to strengthen human rights management systems and support long term compliance.**

**As an active RGA member, we contributed to the continued development of industry wide standards and governance, reinforcing collaborative approaches to labour rights risk in the glove sector.**

**RGA members collaborated to address labour issues at a shared supplier, with the working group now extended to support targeted due diligence with other suppliers in the glove supply chain.**

# Our labour rights due diligence

**Ansell operates in a highly complex global industry in which risks vary greatly depending on factors such as job type, hiring channel, industry and location. In addition, numerous factors and stakeholders – including our company – can influence the overall risk profile of the industry, creating an ever-shifting risk landscape.**

Image caption: Employee from Ansell's Research and Development team.

## Our risk assessment process

We annually reassess our profile of inherent risks – the natural risks we face prior to implementing controls or mitigation strategies – to ensure we are continually evolving our risk management strategies.

We examine risks across our manufacturing facilities and supply chain, as well as the risk ratings of the suppliers that fall within the scope of our SMF, giving us a more granular understanding of risks.

Our annual assessments are informed by internationally recognised standards, including ILO standards and WRAP frameworks. Our risk assessments consider factors such as industry and geography and are focused on identifying and addressing labour rights risks, particularly forced labour risks. These assessments are measured against an inherent risk baseline established in 2020, which considered broader manifestations of modern slavery, including forced labour, child labour, human trafficking and forced marriage. Risk baseline was performed by a third-party with internal inputs. Ongoing risk assessments are performed by internal processes only.

This approach enables us to track progress over time, strengthen controls and continue enhancing our practices to protect workers' rights across our operations and supply chain.

### Strengthening our baseline risk methodology

During FY26, we began the process of further strengthening our baseline risk methodology by adopting updated third-party, data-driven risk intelligence, supplemented by internal cross-functional insights, as we look ahead to finalising scope and rollout in FY27.

Our aim with this transition is to enable access to more current risk insights, supported by ongoing data monitoring and broader global risk inputs. Allowing internal team insights to be integrated alongside external risk scoring to contextualise exposure based on operational knowledge, audit outcomes and sourcing strategy.

These efforts reflect our commitment to continuous improvement in supply chain risk management and to maintaining an up-to-date due diligence framework.




↑ Image caption: Ringers Lite gloves worn by warehouse workers.

## Assessing performance in our own operations

Our comprehensive approach to labour rights performance assessments at manufacturing sites covers the full on-site workforce, including direct local and migrant operational employees and the third-party agencies engaged to provide labour. Sites complete a mandatory and independent biannual Control Self-Assessment (CSA), which requires each plant to proactively assess risk factors linked to hiring practices, operational procedures and the effectiveness of existing controls. Our Global Human Resources-Corporate Social Responsibility (HR-CSR) team evaluates the risk ratings of plants' responses and works with them to recommend additional risk-mitigation procedures or controls. The assessment focuses on identifying risks, evaluating performance, implementing corrective actions and carrying out remediation where appropriate. As a supplement to our audit programme, the CSA has been a useful educational tool to build accountability and shared ownership within plants and support the early identification and resolution of high-risk activities. In FY26, 14 out of 14 plants completed at least one assessment cycle of the CSA.

## Assessing performance in our supply chain

Our supplier performance assessment (including supplier self-assessment questionnaires (SAQs) and second-party or third-party audits (if required) applies a consistent risk rating and escalation process to suppliers that fall within the scope of our SMF. Suppliers are scoped and prioritised based on inherent risk, which considers industry and country risk factors and employee demographics. All 211 SMF in-scope finished goods and raw material suppliers managed by Global Sourcing are assigned a performance rating from A to D (low to high-risk) based on our performance assessment criteria, which includes but is not limited to:

- Assessments and severity of non-conformances (NCs) and issues, such as third-party and second-party audits, SAQ and performance evaluations.
- Inputs from stakeholders and external sources, such as media and NGOs, and regulatory sanctions.

Supplier risk ratings are reviewed annually and sometimes on an ad hoc basis as critical information is received. We use these ratings to encourage suppliers to quickly address high-risk NCs as a matter of priority and to inform our escalation process for high-risk cases.

## Risk and control assessment process overview at own operations

### Identification

**Establish context**

Template for labour risk assessment prepared by Global HR-CSR

▼

**Stakeholder engagement**

Notify stakeholders of upcoming assessment and prepare stakeholders for engagement via interviews, surveys, feedback and support

▼

**Identify risks**

Each plant identifies the presence of modern slavery-related risks by completing the CSA questionnaire

### Evaluation

**Analyse risks**

Analyse the presence of risk factors by reviewing responses and considering controls to determine risk impact and probability

Assign a risk rating to each factor identified

▼

**Evaluate risks**

Prioritise risks with salient human rights impacts and escalate accordingly

### Corrective action and monitoring

**Address risks**

Review and implement relevant controls to effectively reduce risks and correct issues identified

▼

**Monitor and review**

Monitor effectiveness through biannual reassessment

Report outcomes during quarterly Compliance Meetings with Chief Operations & Supply Chain Officer

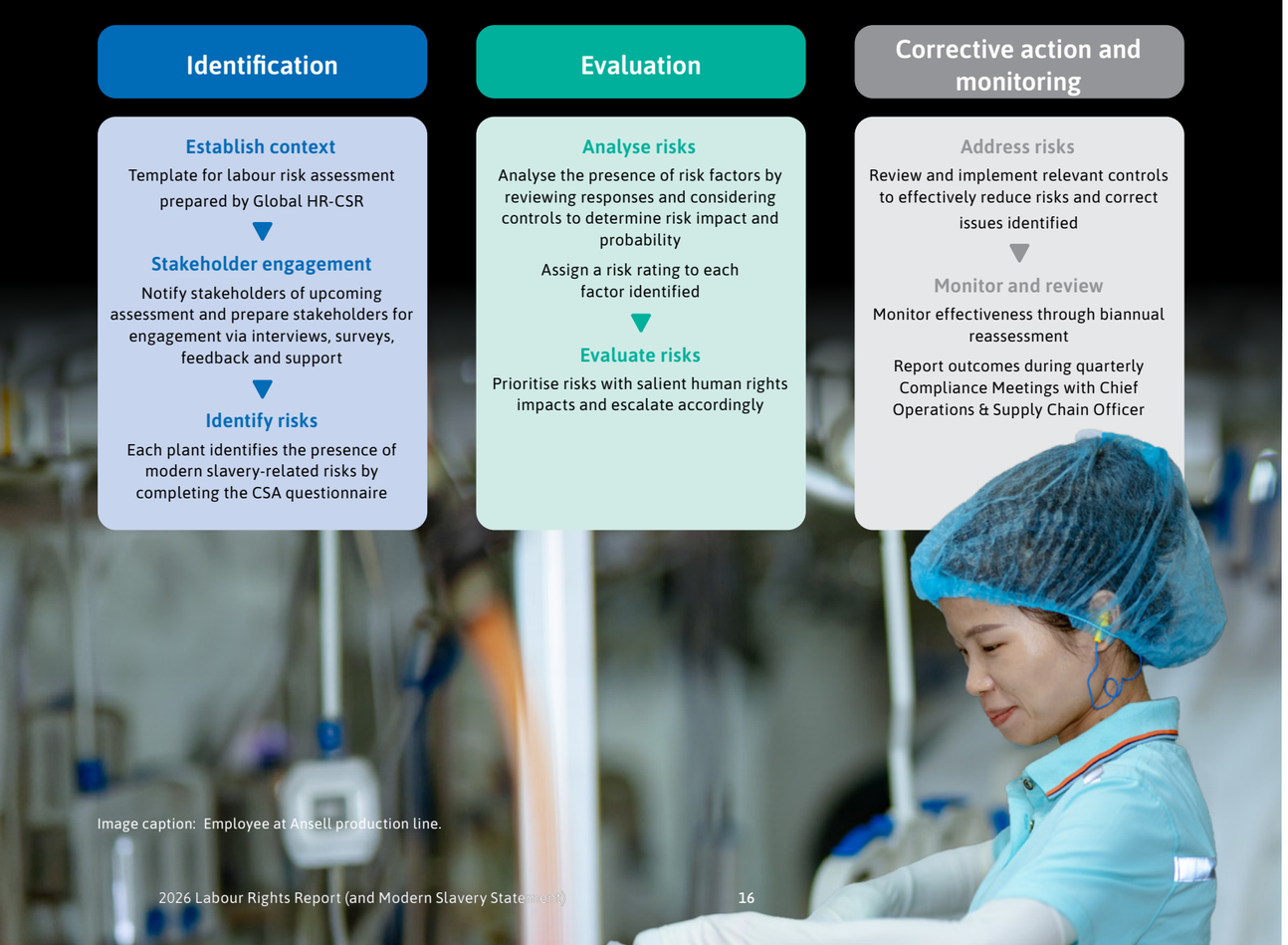


Image caption: Employee at Ansell production line.





↑ Image caption: Employees at Ansell's India manufacturing site carry out maintenance activities on the site's solar panel system.

## Risk exposure by role and hiring channel

Across Ansell's manufacturing operations and supply chain, the roles of employees and workers employed by our supply partners, along with their hiring methods, influence our level of risk.

| ROLE | HIRING CHANNEL | INHERENT RISK FACTORS | POTENTIAL RISK AREAS (SUBJECT TO MONITORING & AUDIT) |
|---|---|---|---|
| **Local and migrant operational employees** | Hired directly and contracted by third-party labour agents | • Employees contracted through third-party labour agents may face increased risk exposure compared to employees hired directly, as Ansell has limited control over the agents' hiring and employment practices. Short-term contracts offered through these agents can also increase the risk of exploitation.<br>• Employees who reside in employer-provided accommodation may also be more vulnerable to exploitation, due to housing being dependent on employment.<br>• Migrant operational employees may face increased vulnerability due to working status, language barriers and lack of access to social protection systems, particularly during their first year of employment in a new country.<br>• Risks may be elevated for low-skilled employees. | • Inconsistent use of grievance mechanisms<br>• Inconsistent application of controls to maintain a safe workplace<br>• Gaps in management system controls for management and oversight of third-party labour agents<br>• Unidentified gaps in labour practices by third-party labour agents |
| **On-site service providers** | Hired by third-party service providers | • Workers hired by third-party service providers include janitorial, catering and security roles, among others.<br>• Workers face increased risk exposure due to Ansell's limited ability to oversee and control third-party service providers' employment practices. | • Inconsistent application of controls to maintain a safe workplace<br>• Lack of implementation of ethical labour practices by third-party service providers to protect employees' rights. |
| **Supply chain workers** | Hired by suppliers | • Working conditions of workers in our supply chain are influenced by lack of transparency and the complexity of industry supply chains.<br>• Labour rights risks are elevated for workers in roles of high labour intensity, low-skilled and/or seasonal labour, such as the suppliers' manufacturing and operational workforce and harvesting roles.<br>• Risks may be elevated where migrant labour or third-party recruitment is prevalent. | • Forced labour<br>• Child labour<br>• Unsafe working conditions<br>• Excessive overtime<br>• Lack of rest days<br>• Substandard accommodation |

## Risk exposure by country and industry

Across our supply chain, levels vary greatly by industry and geographic location. We identify high-risk sourcing categories and industries through annual reviews of supplier risk ratings, along with input from media, NGOs, suppliers, and regulatory and industry bodies.

| CATEGORY | HIGH-RISK SOURCING COUNTRIES | INHERENT RISK FACTORS | POTENTIAL RISK AREAS (SUBJECT TO MONITORING & AUDIT) |
|---|---|---|---|
| **Textiles** | • China<br>• India<br>• Pakistan<br>• Thailand<br>• Malaysia<br>• Sri Lanka<br>• Vietnam | In cotton harvesting and textile production, human rights risks are very high. Factors that drive risk include high labour intensity and reliance on low-skilled and seasonal labour. Textiles may also include some minimal mineral components, such as tungsten, which may pose risks due to opaque intermediaries and links to upstream conflict in the wider industry. | • Forced labour<br>• Child labour<br>• Unsafe working conditions<br>• Excessive overtime |
| **Finished goods (primarily gloves and PPE) for industrial and healthcare** | • China<br>• India<br>• Indonesia<br>• Malaysia<br>• Thailand<br>• Pakistan<br>• Sri Lanka<br>• Vietnam<br>• Bangladesh<br>• Cambodia<br>• Mexico | Healthcare supply manufacturing has been linked to modern slavery and other significant labour rights issues in recent years. Risk factors include high labour intensity, reliance on low-skilled labour, temporary/contract workforce and migrant operational employees. Risks are elevated for migrant operational employees from regions of conflict or political and economic instability. | • Forced labour<br>• Debt bondage<br>• Unsafe working conditions<br>• Excessive overtime<br>• Substandard accommodation |
| **Packaging** | • Malaysia<br>• Thailand<br>• Sri Lanka<br>• China<br>• India<br>• Vietnam | Risk factors in the packaging industry include reliance on low-skilled labour, high labour intensity and high frequency of subcontracting workforce through third-party labour agents. | • Forced labour<br>• Debt bondage<br>• Unsafe working conditions<br>• Excessive overtime |
| **Forest products (mainly natural rubber latex and biomass fuel)** | • Thailand<br>• Sri Lanka<br>• India | Sourcing raw materials such as natural rubber latex involves labour-intensive, seasonal plantation work, often in isolated settings, with children frequently present on family smallholder farms. Opaque intermediaries also elevate supply chain risks. | • Forced labour<br>• Child labour<br>• Unsafe working conditions<br>• Excessive overtime |
| **Ceramic formers** | • Malaysia | In recent years, the ceramic former manufacturing industry has been linked to forced labour. Risk factors include labour intensive, low-skilled work, reliance on migrant labour, high frequency of subcontracting workforce through third-party labour agents and low industry accountability. | • Forced labour<br>• Debt bondage<br>• Unsafe working conditions<br>• Excessive overtime<br>• Substandard accommodation |

## Sector risk factors

As we operate within labour-intensive manufacturing environments, including jurisdictions where overtime management and recruitment practices present heightened risk exposure, certain inherent risks may arise from our manufacturing business model, such as:

- Excessive working hours during periods of peak production.
- Recruitment-related risks in migrant labour-intensive environments.
- Social insurance and wage compliance challenges in jurisdictions with complex regulatory requirements.

In relation to working hours, compressed order lead times and fluctuating demand (common in global supply chains) may increase the risk of excessive overtime at supplier facilities. These risks can arise in multi-buyer production environments where suppliers manage orders from multiple customers simultaneously.

In line with the UN Guiding Principles on Business & Human Rights, we recognise that:

- A business' actions or omissions can cause or contribute to an adverse human rights impact
- A business can be directly linked to such impacts through its business relationships

At Ansell, we take actions to prevent and mitigate such impacts, and address them when they occur, through:

- Applying risk-based supplier assessment and audit programmes.
- Reviewing overtime trends during audits and monthly monitoring.
- Requiring root cause analysis where excessive overtime is identified.
- Engaging suppliers on production planning and workforce allocation controls.
- Maintaining enhanced monitoring for recurring NCs.

While broader industry dynamics may influence supplier operating environments, we continue to strengthen oversight within our sphere of influence and to reinforce expectations regarding labour practices.

We continue to evaluate opportunities to further integrate responsible purchasing considerations into sourcing decision-making processes.

# Labour rights management in our operations

## Ansell Labour Standards Management System

Our Labour Standards Management System (LSMS) embodies how we manage labour rights across our manufacturing facilities, based on our Labour Standards Policy and Global Code of Conduct (see page 10), which articulate our minimum standards for the protection of labour rights.

Our LSMS sets out how we manage the following four areas:

### 1 Recruitment

- **Verification of employees' age** – We review identity documents to confirm employees are at least 18 years old.
- **Zero retention of identity documents** – We do not retain or store any original personal identification documents, including passports and work permits.
- **Recruitment of prospective employees** – We hire our full-time employees, including migrant and contingent employees, directly. Labour agents are engaged to recruit candidates and are contracted to uphold our ethical recruitment standard and zero recruitment fee policy (see page 10).

### 2 Onboarding

- **Communication of Ansell's policies** – Explanations of working rights and conditions are embedded in employment contracts (in each employee's native language) and Ansell standards and Code of Conduct are reiterated during onboarding.
- **Continual training** – Employees receive introductory job-specific safety training and ongoing skill-specific training as relevant.
- **Additional steps for migrant operational employees** – Migrant operational employees undergo an orientation in their home country to explain our labour rights policies and codes, an arrival interview and a follow-up interview after 3+ months to identify practices not aligned with our standards.

### 3 Engagement and remediation

- **Employee engagement** – We engage with employees through town halls, briefings, employee committees, employee-appointed representatives and unions, HR interactions, and a biennial employee engagement survey. We also collaborate with industry groups and subject-matter consultants on shared remediation solutions.
- **Access to grievance mechanisms** – Our Global Grievance Policy and Whistleblower Policy outline internally and externally managed grievance channels and describe the investigative process to resolve and remediate when a legitimate grievance has occurred. In Malaysia, migrant operational employees in our hostels can also provide feedback directly via QR codes placed at key locations, supporting continuous improvement of accommodation standards.

### 4 Monitoring and reporting

- **Monitoring systems** – Our monitoring systems include internal assessments and audits to track compliance with local laws and our labour standards.
- **Reporting mechanisms** – We collect and report data to senior management via the LRC, HR Leadership Team meetings and Quarterly Compliance Reviews. The Board SRC is informed via quarterly reporting.




↑ Image caption: Employee from the Dipping Operations team at Ansell India.

## Ansell Labour Standards Management Framework

Our operational labour rights approach is enacted through the six pillars of our Labour Standards Management Framework (LSMF). The LSMF is a time-bound implementation framework with targeted focus areas, developed in FY22 to improve and maintain our labour rights management systems, specifically our ongoing operational approach to labour standards across our manufacturing facilities. Since then, our processes and programmes have continuously improved to reflect emerging best practices in our operating landscape. In FY27, we plan to engage with an external labour rights consultancy to review and further evolve our framework.

**Labour standards management framework**

**Stakeholder management & industry participation**
Targeted engagement with stakeholders to leverage their feedback and improve understanding of Ansell's approach.

**Grievance Monitoring**
Strengthen the existing grievance procedure and supplement with trend analysis for consistent feedback.

**Worker Engagement**
Strengthen trust within the workforce and feed worker insights back into the overarching People Sustainability Program.

**Risk Assessment & Monitoring**
Build a risk-informed monitoring plan to ensure risks are surfaced in an accurate and timely manner

**Accountability & Awareness**
Increase accountability and awareness for human rights and social compliance across all levels of employees.

**Policies & Commitments**
Ensure consistency and effectiveness of existing policies (plant level and globally).

# Employee support

## Ethical recruitment of migrant operational employees

Migrant operational employees face heightened vulnerability to labour rights and modern slavery risks due to a number of factors, including language barriers, reduced access to basic human services and social protection systems. As an employer of migrant operational employees, we implement additional steps and controls in our recruitment process to address the specific risks faced by migrant operational employees, including the protection of well-being during employment with Ansell.

Third party labour agents assist Ansell in recruiting migrant operational employees. We set clear requirements for these third-party labour agents relating to labour rights and modern slavery (including relating to recruitment fees and deceptive recruitment practices) and clearly communicate these expectations to agency senior leadership. These requirements are set out in our Zero Recruitment Fee Policy, Labour Standards Policy and SCOC. We require agencies to sign a contract and sign our SCOC.

Our internal risk and control assessment process reviews all third-party agents biannually, and their recruitment practices are evaluated during manufacturing plant audits, including WRAP and FLI audits. By monitoring the practices of third-party agents, we can measure improvements in conduct and assess the transparency of services.

## Three-stage ethical recruitment process

To address the risk of exploitation of potential migrant operational employees during hiring, we have implemented a three-stage ethical recruitment process in which we are assisted by a translator fluent in the employees' native language. We review the process regularly for improvement.

**Home country screening**

Labour agents screen prospective employees in their home country to review details of the job descriptions and hiring criteria.

**Plant operations/human resources interview**

Ansell plant operations and human resources conduct an interview with prospective employees, during which they confirm that labour agents have applied our ethical recruitment practices.

**Pre-departure orientation**

Upon visa approval, Ansell conducts an orientation for newly hired employees in the employee's home country, during which employees asked about the recruitment process including whether they paid recruitment fees. This is followed by a second engagement session at the day of arrival at Ansell sites, and a third engagement three months later.

## Recruitment fee reimbursement

In FY19, Ansell was one of the first organisations in our industry to reimburse migrant operational employees at Malaysian plants who had paid recruitment fees to agents in their home countries. In FY23, Ansell completed an outreach program to remediate recruitment fees incurred by former migrant operational employees at Malaysian plants. We commissioned LRQA to conduct the programme in line with best practices, and to verify our remediation.

In FY26, as part of Ansell's ongoing due diligence, and building on previous reviews, we identified that operational migrant employees hired from Nepal, Bangladesh and Myanmar at the Ansell Seremban plant had paid recruitment fees and related costs. These fees and costs were either not fully remediated by a previous recruitment fee reimbursement program prior to Ansell's acquisition of the plant, or not identified during the onboarding of employees. After identifying the issue during FLI audit last year, Ansell engaged the RBA to undertake an independent investigation. The RBA has made recommendations in relation to reimbursement payments. In line with these recommendations, and in addition to any prior reimbursements or protections already in place, all affected migrant operational employees at Ansell Seremban have received a reimbursement payment in the amount recommended by the RBA. As part of the engagement process, an RBA representative met with employees to explain the reimbursement program, provide written information and employees could ask questions or raise concerns. During FY27, we will work with the RBA to seek to contact former affected employees to arrange reimbursement.

To address the risk of exploitation of potential migrant operational employees during hiring, we have implemented a three-stage ethical recruitment process in which we are assisted by a translator fluent in the employees' native language. We review the process regularly for improvement.

## Managing risks related to voluntary overtime and working hours are not excessive

We implement several measures to ensure that overtime is voluntary and working hours are not excessive, thereby mitigating risks to our employees related to excessive work hours. This includes:

- Early shift planning during the year and investment in additional headcount to prevent excessive overtime hours per employee during periods of high production demand.
- Line manager briefings and trainings on labour rights policies to promote positive workplace practices.
- Monitoring and regular reporting of monthly working hours to Risk Management Executive (RME) quarterly meetings with Plant General Managers and Operational Leads, the ELT and the Board.
- Discussion of incidences of non-compliance to understand and share learnings between plants.
- Regular review of remuneration to help employees avoid excessive work hours due to financial hardship.
- Automated measures, such as upgrading entry and human resources systems to provide additional preventative controls.

## Remuneration and benefits for direct employees

Ansell meets the minimum wage legal requirements in every country where we operate. Annual merit increases are determined through a structured review process that considers multiple inputs, including internal and external equity, inflation, GDP growth, unemployment rates, and prevailing market wage data.

## Housing migrant employees

Our Labour Standards Policy and our Workers' Accommodation Policy require that Ansell-provided accommodation prioritises the well-being, health and safety of our employees. Ansell HR-CSR and plant human resources and safety teams visit living accommodations to verify the validity of buildings and safety certifications and evaluate the quality of amenities and facilities provided to confirm compliance with our standards. Additionally, in line with our processes, third-party accommodation operators are screened and briefed on, and required to sign, our SCOC.

This year, we reviewed and updated our Workers' Accommodation Policy and assessment checklist based on the RBA's accommodation standards and outcomes of an RBA assessment at one of our plants where migrant employees were transferred to Centralised Living Quarters (CLQ) last year. We are committed to continuing to evolve best practice at our sites, with a target to extend RBA assessments to all accommodation sites by end of FY27.

## Employee well-being and health

We recognise employee well-being and health are vital to our operations. Across Ansell, we already have in place many programmes for employees to exercise mind and body and access health screening. For example, in FY26, we provided mental health activities covering topics such as psychological safety in the workplace. Employees can stay active with fitness activities and sports ranging from pickleball to badminton, city runs to treasure hunts, Pilates to volleyball. And with health a number one priority, plants across Ansell have offered medical check-ups, wellness spaces, influenza vaccinations, physiotherapy classes, and awareness on hydration and nutrition. See the ESG Report, page 20 for further information.

## Freedom of association

As of the end of FY26, operational employees at 13 out of 14 plants were covered by employee committees, employee-appointed representatives, unions and / or collective bargaining agreements, representing 95% of all operational employees.

Ansell respects the right to freedom of association and collective bargaining. Without exception, our employees have the right to join or form trade unions of their own choosing and to bargain collectively. We have a Freedom of Association and Collective Bargaining Policy on a site-by-site basis that reflects national laws and draws on our group-wide commitment set out in our Labour Standards Policy. All Ansell migrant employees also have the option to access collective representation.




↑ Image caption: TouchNTuff 93-800.

# Labour rights management in our supply chain

Mitigating risks in our supply chain requires direct collaboration with our suppliers (with a focus on our prioritised suppliers identified as high-risk) and ongoing advocacy for industry-wide change. Our priority is to secure safe and respectful labour conditions by seeking to work with suppliers that uphold strong and ethical employment practices. We have developed several tools and frameworks to further this goal, including our SMF, SCOC and Responsible Sourcing Policy, which set out our requirements to respect and uphold human rights and demonstrate our commitment to ethical sourcing.

## Ansell Supplier Management Framework

Our SMF enables us to engage directly with high-risk suppliers to drive positive changes in the lives of people who work within our value chain. We use our risk-based framework to address systemic issues, establish processes for escalating and encourage their remediation of any identified issues and enable collaboration with our suppliers to enact long-term, meaningful change.

Representing over 90% of Ansell's finished goods and raw material supplier spend managed by Global Sourcing, our SMF has overseen hundreds of suppliers since its establishment in 2021. It helps to continuously evaluate and monitor supplier compliance with our SCOC and helps us to take a risk-based approach to due diligence, assigning appropriate processes to target areas of higher risk across our supply chain and create consistency in our approach to supplier management. One supplier participating in the framework has shared that the regular engagement and insights from our team have supported its continuous improvement in social and labour rights compliance, helping it identify and address gaps in its own processes and grow as a trusted, reliable partner.

Rollout of the SMF follows a multi-wave approach to broaden the scope and coverage of our due diligence activities, informed by a third-party risk assessment undertaken in 2020 which identified key areas of risk in our supply chain (see Appendix: Supplier Management Framework Activities And Implementation Progress). Suppliers are prioritised based on the level of modern slavery risk in their industry or sourcing location, alongside other factors such as their criticality to the business and wider industry risk factors, including exposure to the glove industry. The scope of our SMF is adjusted based on regular review to reflect our evolving understanding of our supply chain risks and we continue to broaden the scope and coverage of our due diligence activities.

After allegations received in March 2025 of labour rights violations in our supply chain, involving a smaller spend supplier, we have reviewed and are currently expanding the scope of our SMF. At the time of the allegations, this supplier of plant-specific equipment fell outside the scope of our SMF, which we have taken actions to remedy in the future for all similar suppliers.




↑ Image caption: HyFlex 11-752 gloves and Nemesis eyewear.

These actions in FY26 led us to maintain close and structured engagement with all ceramic former suppliers, following the onsite assessments that commenced from FY25. Building on these findings, in FY26, we worked closely with suppliers to ensure their continued commitment to our corrective action plans (CAPs), including the timely remediation of identified gaps. Our engagement included regular onsite follow-up visits and periodic catch-up calls to provide guidance, clarify expectations, and monitor progress towards closure. Given that this was the first time ceramic former suppliers were transitioning to third-party social compliance audits, we also provided capability-building support to strengthen their understanding of audit requirements, compliance management systems, and labour rights standards.

As of FY26, we can report all ceramic former suppliers have undergone third-party audits, actively implemented CAPs, and received ongoing monitoring to support remediation completion and continuous compliance improvement. Although ceramic former suppliers have already undergone SMF activities, they will be formally counted in the next phase of the SMF rollout. The issues identified at the ceramic former supplier informed broader improvements to the SMF, including expanding the scope to include additional supplier categories, providing small quantities of materials or equipment (used in the manufacturing process) to our manufacturing operations. The experience also reinforced our existing approach for ongoing monitoring and engagement with suppliers for meaningful worker outcomes.

## Addressing allegations relating to a ceramic former supplier in Malaysia

In March 2025, we were notified of labour rights allegations at a small Malaysian supplier of ceramic formers used in the production of our single use gloves. Allegations included debt bondage through the payment of recruitment fees, underpayment of wages, retention of identity documents, health and safety issues, and unsatisfactory living conditions.

Like all Ansell suppliers, the company subject to the allegations had signed our SCOC. However, the supplier fell outside the scope of our SMF because it was both an indirect supplier and represented less than 0.1% of our global supplier spend.

In working with suppliers that have not met international labour standards or complied with Ansell's SCOC, our approach follows the recommendations of human rights experts working in this field. In the first instance, we seek to work constructively with impacted suppliers to address concerns; only if there is no commitment to improvement evident will we then consider terminating the relationship. Accordingly, when we were notified of the allegations, we chose not to disengage from the supplier.

Ansell acted swiftly to investigate the situation and engage with the supplier to encourage it to address the issues, in collaboration with the Responsible Glove Alliance (RGA), Responsible Business Alliance (RBA) and another buyer. This engagement included:

- investigating the issues and to reiterate our clear expectations that all suppliers act in accordance with their obligations under our SCOC.
- engaging with the supplier and encouraging a formal recruitment fee investigation by the RBA. This resulted in an agreed repayment plan for recruitment fees to be completed by January 2026, with three repayments made under this plan to date; and
- providing advance payment for orders (covering all FY26 supply requirements) and expedited payments for goods delivered to Ansell to support the company's cash flow and ability to fund the agreed remediation.

This led the supplier to reimburse over US$1 million to its migrant workers for recruitment fees paid.

Despite progress being made, in October 2025, Ansell was informed that the supplier terminated 177 workers on the grounds of refusal to work until worker permit and other alleged issues were resolved and that they would therefore be repatriated to Bangladesh. We promptly expressed our clear view to the supplier that this was not an appropriate course of action in these circumstances. Recognising the additional vulnerability that this loss of income created for these vulnerable workers and their families following their termination by the supplier, we also expressed our expectation that the supplier reinstate these workers. However, following engagement with the supplier in relation to the termination and repatriation of workers, Ansell suspended its supplier relationship with the supplier after determining that the supplier was not demonstrating a commitment to constructively engage on these issues. We continued engagement with the supplier to encourage it to address the issues and to ensure terminated workers' welfare was supported; however, although Ansell had earlier chosen constructive engagement over disengagement, the supplier's actions in terminating the workers and its subsequent failure to take appropriate action ultimately led us to suspend our relationship in November 2025.

In early January 2026, the supplier applied to be wound up. Following this, Ansell continued to work with the RBA and fellow RGA members to support the provision of food and other necessities to the affected former workers given their loss of income, and to help ensure they could return home safely and without incurring any costs. As at the date of this Report, the majority of workers have been repatriated to their home country, while a small number have remained in Malaysia and obtained alternate employment.

We note that a complaint was brought against Ansell to the Australian OECD National Contact Point for Responsible Business Conduct (AusNCP) in relation to the issues at Mediceram. Ansell has actively engaged in the AusNCP's initial assessment process.

While working through the allegations raised in this case, Ansell initiated a broader review of all of our ceramic former suppliers, which identified similar compliance issues across multiple suppliers. This review included on-site inspections, worker accommodation visits, the development of corrective action plans with agreed timelines for reimbursement of recruitment fees and ongoing engagement with management of the suppliers.

In response, we onboarded these suppliers onto our SMF and worked directly with them to remediate the issues identified. Through this process, suppliers completed training, assessments and audits, and an additional US$1.35 million in recruitment fees were reimbursed to over 260 workers. Looking ahead, we remain committed to driving collaborative, industry-aligned efforts that promote worker protection and responsible remediation across the glove supply chain, as we continue to regularly review our SMF to apply learnings and continue to adopt emerging best practices.

## Our Supplier Management Lifecycle

Our Supplier Management Lifecycle is shown right, which sets out the four steps we follow during any supplier engagement and/or termination (where appropriate) following identification of issues. Where suppliers fail to meet international labour standards or our SCOC, we follow core human rights standards, including the UNGPs, and work constructively with them to address concerns. Further to these steps, we aim for continuous improvement in our supply chain management via third-party inherent risk assessment tools and team insights, which support initial risk identification based on country and industry risks. We also check the risk exposure based on the employees' profile (e.g., foreign employee hiring) and glove industry dependency.

Throughout the supplier management lifecycle, we work with suppliers to improve practices and only consider terminating the relationship as a last resort, where there is no meaningful commitment to improvement. In FY26, we discontinued our relationship with four suppliers following prolonged delays and insufficient progress in addressing excessive overtime, rest day violations and inadequate social insurance coverage NCs within an agreed timeframe. These suppliers had been placed under probation due to their 'C' rating, with clear expectations and support, including defined corrective actions and repeated engagement, provided to achieve full compliance, in accordance with our SMF escalation pathways. Where disengagement was required, Ansell provided advance notice and gradually reduced orders to mitigate potential impacts on employees. These actions demonstrate our continued commitment to only working with suppliers who are willing to comply, in full, with our SCOC, which has already led Ansell to discontinue relationships with two suppliers in FY25 and more than 20 suppliers in FY24. We hope this serves as a model for companies in other industries seeking to influence positive employment practices throughout their supply chains.




↑ Image caption: Employees from the Packing Operations team prepare for entry into the controlled production area.

### Supplier identification and selection

All suppliers are evaluated using our Supplier Evaluation Form. In-scope SMF suppliers are also required to complete a supplier SAQ[1]. Both tools are based on our Responsible Sourcing Policy and SCOC. Our SMF Working Group reviews these assessments, with outcomes briefed to relevant leadership. The SAQ assesses suppliers' practices against our SCOC, covering a broad range of typical NCs, and collects information on a supplier's risk profile[2] and controls. We recommend subsequent corrective actions based on supplier responses. High-risk suppliers must undergo an audit approach determined by Ansell, along with completing an SAQ.

Our SMF is being implemented in phases across our supplier base. In FY26, this included onboarding a new phase of raw material suppliers, who are transitioning from SAQ assessment to third-party social compliance audit as part of this rollout. In FY26, all new suppliers are required to achieve an acceptable risk rating based on our SAQ or audit assessment (A or B) and a third-party audit, such as WRAP audits, prior to commencement of commercial activity. Exceptions may be made for suppliers rated C where they demonstrate a clear commitment and a time-bound action plan to address identified gaps, which will be agreed upon in the contract.

### Supplier onboarding

Once selected, during onboarding all suppliers must commit to complying with our SCOC. Ansell requires direct suppliers to certify, through contractual commitments or equivalent onboarding documentation, that materials incorporated into Ansell products comply with applicable laws addressing slavery and human trafficking in the country or countries in which they do business. Additionally, in-scope SMF suppliers must also commit to additional, case-by-case labour rights conditions outlined in their supplier contracts. Following this, we then add the supplier to our SMF tracking system to enable ongoing risk monitoring and management.

**Supplier management life cycle**

### Supplier termination (if required)

We are committed to advancing labour practices with our suppliers through meaningful action. In line with human rights expert recommendations and UNGPs, we do not automatically terminate supplier contracts based on allegations of labour rights violations. We only consider terminating the relationship if there is no evident commitment to improvement.

### Supplier management

Suppliers in scope for our SMF participate in engagement and assessment activities, such as briefings, SAQs, and audits. In FY26, we completed 77 SAQs with our suppliers. Additionally, topic-specific SAQs on responsible recruitment and accommodation are completed by high-risk suppliers prior to undergoing third-party audits for the first time. Performance is monitored using supplier A-D ratings and CAP progress, with updates monitored at SMF Working Group monthly meetings and reported quarterly to the LRC. When labour rights issues are identified, we work constructively with the supplier to address the concerns. We engage with the executive management teams of our existing suppliers, offering to upskill their organisations to develop the knowledge and capabilities needed to meet our expectations, in line with international frameworks (including the UNGPs and OECD Guidelines). When complex labour rights issues arise, they often require extended time to remediate due to multiple stakeholder engagements, second- and third-party investigations[3], and allocation of resources for remediation. Throughout the process, we continually check in with suppliers on the status and progress of corrective actions.

1 *SAQs are based on international frameworks including the ETI Base Code and the ILO, in addition to our SCOC requirements and WRAP audit principles.*

2 *Risk profile questions consider the presence of migrant employees, employees engaged through labour agents, young employees, and employee gender. We require suppliers to provide accurate information and supplemental documentation to verify responses and support early identification of potential issues.*

3 *We conduct second-party audits that align with WRAP frameworks to inform our risk profile with suppliers. They are implemented when suppliers are unable to organise timely third-party audits, when a supplier has been categorised as high-risk or if there is a need to assess allegations received via formal or informal channels. Second-party audits are also used to help a supplier prepare for a third-party audit and as an opportunity for in-person engagement at supplier locations.*

# Our training

As part of our efforts to mitigate labour rights risks and impacts, we conduct training to upskill operational teams and suppliers on modern slavery and human rights-related topics. During FY26, briefings were delivered to relevant Ansell plant staff and SMF in-scope suppliers on labour rights topics, as set out in our SCOC.



↑ Image caption: AlphaTec 4000 CFR used for manufacturing parts handling.

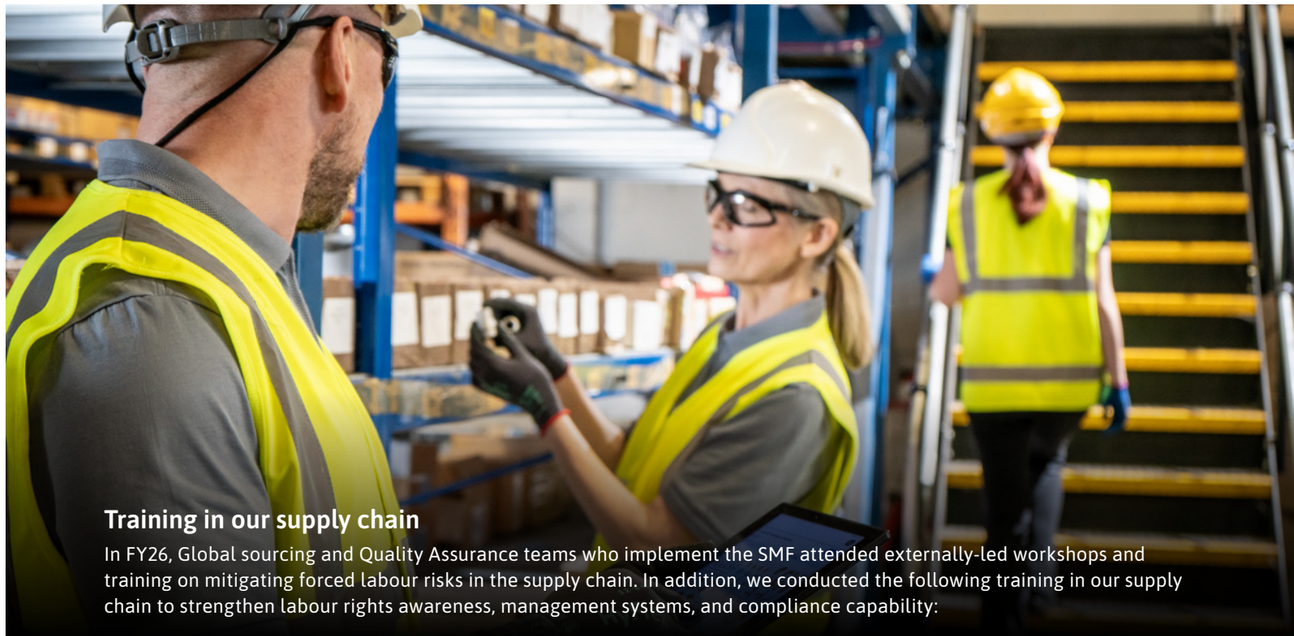
## Training in our own operations

We deliver training in our own operations such as onboarding, annual refresher programmes, and targeted sessions to ensure continuous awareness and alignment with evolving legal and regulatory requirements. We tailor content that is relevant to sector- and supply chain-specific risks, which supports the effective implementation of our human rights and labour management system.

Depending on the topic, either internal Ansell subject-matter experts or external partners deliver training via workshops or briefings, with supporting materials helping to reinforce the understanding and ensure our employees can practically apply the trainings to day-to-day operations.

We periodically review and update our training content based on audit findings, legal and regulatory developments and risk assessments, to ensure ongoing relevance and continuous improvement of all Ansell training programmes.

| TRAINING | GOAL | FORMAT | AUDIENCE | PARTICIPANTS IN FY26 |
|---|---|---|---|---|
| **Orientation** | To ensure new employees are effectively integrated into Ansell's management systems by building early awareness of policies, procedures and expected standards. This training supports consistent compliance and reduces onboarding-related risks. | In-person | Operations employees | 3,849 |
| **WRAP** | To support the implementation of Ansell's ethical trade and responsible sourcing management system by aligning practices with internationally recognised social audit standards. The training enables employees to understand audit requirements, identify and mitigate labour and human rights risks and contribute to continuous improvement in working conditions, health and safety, and business integrity across operations and the supply chain. | In-person | Operations employees | 3,044 |
| **F11 Training (Forced Labour & Modern Slavery Indicators)** | To strengthen Ansell's human rights due diligence system by enabling employees to identify, prevent and report risks related to forced labour and modern slavery, based on internationally recognised indicators. The training supports proactive risk detection, effective remediation and continuous improvement of labour practices across operations and the supply chain. | In-person | Operations employees | 2,338 |
| **Employee Handbook and Grievance Mechanisms Training** | To ensure the effective deployment of Ansell policies and grievance mechanisms by increasing employee awareness of their rights, responsibilities and available reporting channels. The training supports early risk detection, transparency and remediation within the management system. | In-person | Operations employees | 327 |
| **Annual Refresher Training (Code of Conduct & Labour Rights, Law Updates if any)** | To ensure the continuous effectiveness of the company's ethics and labour rights management system by reinforcing the Code of Conduct, key labour standards and any relevant legal updates. The training supports ongoing compliance, strengthens employee awareness of rights and responsibilities and enables the consistent identification and mitigation of emerging risks across operations and the supply chain. | In-person | Operations employees | 1,451 |



## Training in our supply chain

In FY26, Global sourcing and Quality Assurance teams who implement the SMF attended externally-led workshops and training on mitigating forced labour risks in the supply chain. In addition, we conducted the following training in our supply chain to strengthen labour rights awareness, management systems, and compliance capability:

### Level 1 Supplier Management Framework and Supplier Code of Conduct

This online training was delivered by our SMF Working Group to newly in-scope suppliers, with recommended participation from HR, Environment, Health & Safety (EHS), social compliance/QA and senior management. The training provided an overview of our SMF and SCOC, with our subject-matter experts from Global Sourcing and HR sharing real-world implementation experience and advice on key labour rights expectations, focussing on modern slavery (including forced labour) and included a focus on the 11 ILO Forced Labour Indicators; requirements on working hours, ethical recruitment, grievance mechanisms, transparency and audits; plus guidance on implementing management systems, supplier due diligence processes and next steps. We periodically review our training content, tailoring it based on supplier risk profiles, and including content such as knowledge checks (i.e., supplier quizzes) to reinforce understanding. In total, we trained 137 suppliers in FY26.

### Level 2 Working Hours and Social Insurance Compliance Training for China Suppliers

This online training was delivered by our Responsible Sourcing team and QA team to representatives of all our finished goods and raw material suppliers in China (e.g., HR, EHS, social compliance/QA (if applicable) and senior management). The training focused on Ansell's specific requirements on working hours and local law compliance. We shared lessons learned and actions applied at our plants and we also clearly set out our expectations for monthly overtime and social insurance compliance and tracking. In total, we trained 32 suppliers in FY26.

### WRAP Training

This online training was conducted in collaboration with WRAP, and delivered by WRAP, our Responsible Sourcing team and QA team to representatives from SMF in-scope raw material suppliers (e.g., HR, EHS, social compliance/QA (if applicable) and senior management) covering labour rights, health and safety, grievance mechanisms, customs and security and supply chain transparency. In FY26, we also conducted our first physical WRAP Internal Monitoring Training at the Ansell Cyberjaya office for selected Malaysia suppliers preparing for their WRAP audits. Delivered by WRAP, the training provided practical insights and best practices to strengthen internal monitoring capabilities, compliance management and continuous improvement efforts across our operations. This training aims to provide a WRAP briefing to raw material suppliers who are transitioning from SAQ assessment to third-party social compliance audit, our other existing suppliers who are transitioning from other third-party programmes to WRAP Certification audit, as well as new suppliers who are required to complete a WRAP audit before any commercial engagement. In total, we trained 103 suppliers in FY26.

# Our grievance mechanisms

We recognise that raising workplace concerns can be challenging – particularly when power dynamics are at play. At our Ansell facilities, we are committed to creating an environment where all employees, including those from vulnerable groups such as migrant operational employees, feel safe to speak up. To support this, we offer a range of grievance reporting mechanisms, including secure and anonymous channels. Our no-retaliation policy further reinforces that employees, contingent employees, suppliers and employees of suppliers can raise concerns in good faith without fear of adverse consequences.

## Grievance policies and procedures

Our policies and procedures for grievance mechanisms and investigation are outlined in our Global Grievance Policy and Whistleblower Policy, which covers Ansell employees, including permanent and contingent employees. Grievances are monitored by Global HR-CSR, plant HR and Legal, and details of critical grievances and the status of corrective actions are shared with respective management leadership committees, which are chaired by an ELT member. Procedures for the investigation and closure of grievances raised through third-party hotlines are set by the respective third parties, where confidentiality and anonymity of the grievance raiser is protected (more information below).

## Grievance channels and hotlines

Channels for sharing feedback with human resources are available at each site, including internal options such as Gemba walk, HR Shopfloor Corner, town hall meetings, and emailing or talking to plant managers and supervisors directly.

In addition, Ansell offers the Ansell Compliance Hotline, which is operated by an independent third-party service provider. The hotline can be accessed via QR codes posted throughout each plant and is available to all Ansell stakeholders, including employees, suppliers and contractors. The service is available in multiple languages, and callers may choose to remain anonymous where permitted by local law.

Alternate hotlines, designed to be even more convenient to access for our operational employees, are available at six plants across Malaysia, where we launched the Suara Kami hotline at our Ansell Seremban plant in FY25. In FY26, we also launched a third-party hotline at our Thailand plant. These alternative hotlines are managed by independent provider LRQA and can be accessed through a toll-free phone number, WhatsApp or Facebook Messenger. The hotline was discontinued in China by the external provider due to reduced local demand for the services. Employees continue to have access to the internal mechanisms and our Compliance Hotline.

## Grievance channel outcomes at our operations

Our grievance management process is outlined in the table below:

| GRIEVANCE MECHANISM | INTERNAL MANAGEMENT | EXTERNAL MANAGEMENT | CLOSE-OUT PROCESS |
|---|---|---|---|
| **Internal (Gemba walk, HR shopfloor, email, etc.)** | The grievance is escalated to plant human resources for closer examination. Grievance is assessed as substantiated, partially substantiated, or unsubstantiated, then assigned a description. Plant HR conducts an investigation and identifies relevant actions to be taken. The grievance raiser is notified of planned corrective actions before they are rolled out. | Not applicable for internally managed grievance mechanisms. | Plant HR ensures completion of actions and verifies closure. |
| **Ansell Compliance Hotline** | Complaints are centrally managed by the Ethics & Compliance function and assigned to the Ethics & Compliance Manager or designated case manager in line with the Investigation Standard Operating Procedure (SOP). Where identified as an employee relations matter, cases may be referred to HR or coordinated with Plant HR for fact-finding and remedial actions, under Ethics & Compliance oversight. Where the grievance source cannot be identified, the Ethics & Compliance Manager determines appropriate corrective actions. | The external platform enables the grievance raiser to track the status of the case and to communicate anonymously and confidentially with the case manager throughout the case lifecycle. | Upon case closure, appropriate case updates are communicated to the grievance raiser through the platform. All cases are recorded, tracked, and monitored on the platform by the Ethics & Compliance function to ensure consistent handling and oversight. |
| **External third-party hotline managed by LRQA (called Suara Kami in Malaysia and Jing Jia in Thailand)** | Head of Global HR-CSR, who is not a member of plant management, is notified of the grievance raised by the third party. Head of Global HR-CSR investigates with the plant leadership and recommends corrective actions. | The third party assigns a severity level and description to the grievance raised. The grievance raiser is able to track the status of the case. During close-out, the third party reviews the corrective actions taken, and the grievance raiser can communicate anonymously and confidentially to the third party. | After corrective actions are undertaken, Global HR-CSR records the details and communicates the corrective actions to the third party. The third party reviews the actions taken and verifies acceptance with the grievance raiser before closing the case in the system. Cases are recorded in the system and monitored by Global HR-CSR. |



## Grievance channel outcomes at our operations

We track grievances raised through both the internal mechanisms at the plants and the externally managed grievance channels.

In FY26, 977 grievances were raised through our grievance channels, with 901 cases closed. This increase from prior years is due to improved tracking and recording practices across our plants following supervisory training and the rollout of a Grievance Handling Manual to improve documentation of grievances.

### GRIEVANCE CHANNEL OUTCOMES[1]

| | FY24 | FY25 | | FY26 | |
|---|---|---|---|---|---|
| CATEGORY | NUMBER OF CASES RAISED IN FY24 AND CLOSED AS OF FY25[2] | NUMBER OF CASES RAISED IN FY25[3] | NUMBER OF CASES RAISED IN FY25 AND CLOSED TO DATE | NUMBER OF CASES RAISED IN FY26 | NUMBER OF CASES RAISED IN FY26 AND CLOSED TO DATE[4] |
| Compensation | 5 | 28 | 14 | 141 | 141 |
| Employee relations | 31 | 13 | 5 | 82 | 70 |
| Harassment and discrimination | 18 | 87 | 25 | 104 | 99 |
| Management and leadership | 13 | 21 | 8[3] | 228 | 209 |
| Misuse of authority | 3 | 25 | 6 | 44 | 34 |
| Policy questions, issues or concerns | 7 | 7 | 0 | 36 | 37 |
| Retaliation | 0 | 10 | 3 | 10 | 8 |
| Safety issues and sanitation | 5 | 61 | 21 | 111 | 105 |
| Site facilities and environment | 3 | 5 | 5 | 192 | 173 |
| Workplace violence/threats | 1 | 11 | 2 | 29 | 25 |
| TOTAL | 86 | 268 | 89 | 977 | 901 |

[1] *Grievance channel outcomes for all our internal and external grievance mechanisms as listed on page 35.*

[2] *Depending on when tickets were submitted, resolution of some FY24 cases continued into FY25. As at FY25, all tickets raised in FY24 are closed.*

[3] *FY25 reported values have been restated due to improved recording practices and to include cases closed in FY26.*

[4] *Resolution of FY26 cases will continue into FY27.*



## Supplier grievance management

Our SCOC requires that suppliers offer and maintain effective grievance mechanisms for their workers to encourage reporting without fear of retaliation. For suppliers that are in-scope for our SMF audit programme, audit findings related to grievance mechanisms are reviewed regularly to ensure the timely close out of findings. We also hold awareness sessions for new suppliers or to refresh existing suppliers on the importance of establishing effective grievance mechanisms and share our implementation and investigation approach, as outlined in our Global Grievance Policy. 137 suppliers who were newly onboarded to the SMF in FY26 attended our topic-specific sessions, including the Level 1 SMF and SCOC briefing, covering grievance mechanisms and best practice sharing.

← Image caption: Ringers Lite R570.

# Tracking our effectiveness

**At Ansell, we use self-assessments and third-party audits to better understand, monitor, track and continually improve our effectiveness at mitigating risk within our own operations and supply chain.**




Image caption: Employee from Ansell's Engineering team at Ansell India.

## Own operations: our progress in FY26

Ansell continually assesses our labour rights performance to ensure we uphold and enforce our standards and policies across our own operations.

### Our audit programme

Third-party audits provide an independently assessed point-in-time snapshot of working conditions at Ansell manufacturing plants. These audits are similar in scope to the supplier audits and assess areas including, but not limited to: our operations, accommodation and third-party labour agents; on-site third-party service providers such as security and janitorial services; and third parties managing employee accommodation and transport.

At our operations, our Global HR-CSR team leads engagement with the plants prior to audits. As a result, we have been able to build the skills and accountability processes at our plants and create the opportunity for audits to be viewed as a continuous learning tool.

Audits are led by accredited audit firms, either announced or semi-announced and involving multiple stages, pre-assessments and employee interviews. During FY26, we continued to audit against our new standard introduced in FY25. This prompted scheduled annual WRAP audits for all plants, which are conducted on a semi-announced basis, to measure compliance against the audit standard.

#### WRAP AUDITS

In FY26, we completed our transition from SMETA to WRAP audits, and 11 out of 14 plants completed their first WRAP audits. Overall, 80% of the NCs identified were closed, with corrective actions completed by the plants and verified by the third-party auditor. 10 out of 11 WRAP audited plants received the new 'Certificate of Compliance' (which replaces the previous Platinum and Gold certification from WRAP audits), demonstrating full compliance with WRAP's 12 Principles[1], with 3 plants achieving zero findings from WRAP audits.

We report audit results based on the severity gradings assigned by the auditors in the audit reports, with the exception of NC findings against Ansell's 60-hour work week standard, which are graded as "major".

#### FORCED LABOUR INDICATOR AUDITS

We supplement our WRAP audits with FLI audits, which provide a comprehensive and stringent assessment of the potential risks and indicators of forced labour at our plants. Every plant is required to undertake an FLI audit at least once, with subsequent audits utilised to fulfil customer requirements or on an as-needed basis. During these audits, sites are required to provide evidence to auditors that no indicators of forced labour are present. FLI audits use a red, orange, yellow and green flag system based on the 11 ILO FLIs[2] with the presence of one or more red flags indicating increased risk that requires further investigation and action. In FY26, we conducted 3 FLI audits at our plants for a total of 12 FLI audits to date (at 9 out of 14 plants).

### Working hours

To align with international practices on working hours, we have committed to transitioning all Ansell-operated plants to a maximum 60-hour workweek.[3] During FY26, we continued to progress towards our transition to a maximum 60-hour workweek across all Ansell-operated plants, with the standard adopted at our Shah Alam plant in June 2026. In parallel, we are focused on embedding the standard across our operations and strengthening the controls and monitoring processes to support its effective implementation.

### Control Self-Assessment questionnaire

As a supplement to our audit programme, our mandatory and independent biannual Control Self-Assessment (CSA) has been a useful educational tool to build accountability and shared ownership within plants and support the early identification and resolution of high-risk activities. In FY26, 14 out of 14 plants completed at least one assessment cycle of the CSA.

1 *See https://wrapcompliance.org/en/about/what-we-do/12-principles/*

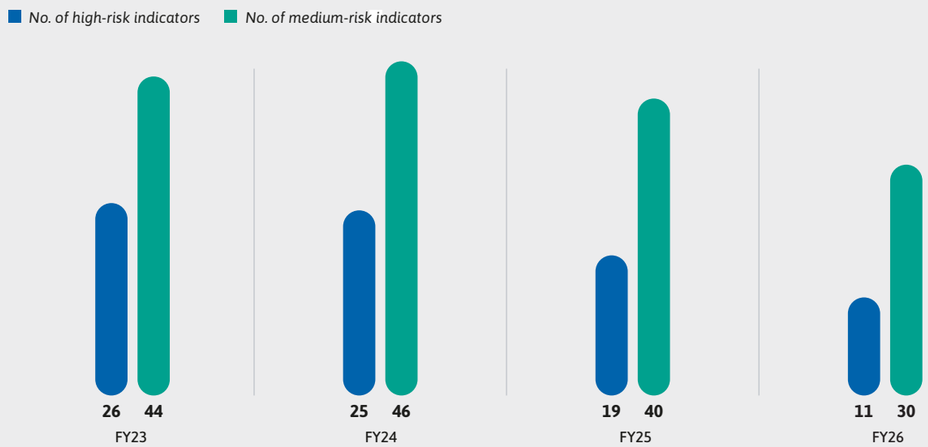
2 *ILO Indicators of Forced Labour (ILO.org).*

3 *The maximum 60-hour workweek for operational employees, including regular working hours and voluntary overtime, is informed by the ILO standards on hours of work and weekly rest, and the ETI Base Code 6.*

### WRAP AUDITS BY GRADING AND CATEGORY




### RESULTS OF RISK AND CONTROL ASSESSMENT OF ANSELL PLANTS




## Supply chain: our progress in FY26

We require high-risk in-scope SMF direct (Tier 1) suppliers to undergo regular third-party audits performed by accredited auditors. Suppliers are required to obtain and maintain WRAP certifications, and Ansell accepts alternative audits with similar credibility and standards to WRAP (full details in our Supplier Code of Conduct). Following the WRAP audit standards, suppliers can undergo announced or semi-announced audits. To support this requirement, we have developed processes to help suppliers prepare for and address issues arising from third-party audits. We first began to develop our audit programme with finished goods suppliers and have expanded the programme to cover in-scope raw material suppliers of packaging, yarn and liners, latex and chemicals categories. On-site service providers that are in-scope for the SMF are assessed through CSAs and are audited as part of our manufacturing plants' third-party audits.

As of FY26, our SMF programme covers 211 in-scope finished goods and raw material suppliers managed by Global Sourcing, representing 90% of finished goods and raw material spend managed by Global Sourcing. This includes 35 suppliers onboarded in FY26, an increase of over 25% in the in-scope supplier base.

In FY26, we are transitioning chemical category suppliers from self-assessment questionnaires to third-party social compliance audits as part of strengthening our due diligence approach. As many suppliers in this category have limited experience with third-party audits and varying levels of audit readiness, we are supporting their transition through capability-building initiatives. This includes preliminary risk assessments using WRAP's Pre-Audit Self-Assessment (PASA), targeted second-party audits to evaluate audit readiness and validate on-site practices and individual supplier engagements to provide clear guidance on remediation actions, reinforce accountability and align on compliance expectations. In parallel, Ansell also engages with WRAP to deliver focused training programmes for selected suppliers, strengthening their understanding of WRAP Principles and supporting effective audit preparation and implementation.

Our efforts aim to improve supplier awareness, strengthen compliance management systems and support a risk-based expansion of our SMF programme.



↑ Image caption: Employee at Ansell Lanka production line.

**'Ansell's Supplier Management Framework has been instrumental in aligning Behn Meyer's journey toward excellence in labour and human rights, ethical and governance. Ansell's consistent engagement and shared learnings on emerging standards have provided a clear roadmap for us. A standout best practice is Ansell's proactive risk categorisation, which prioritises collaborative remediation that certainly will enable the long-term partnership; we aspire to be Ansell's ideal supplier by internalising these high standards. Looking ahead, we welcome continued guidance on evolving decent work benchmarks, ensuring Behn Meyer remains a trusted, future-ready partner within Ansell's global value chain.'**

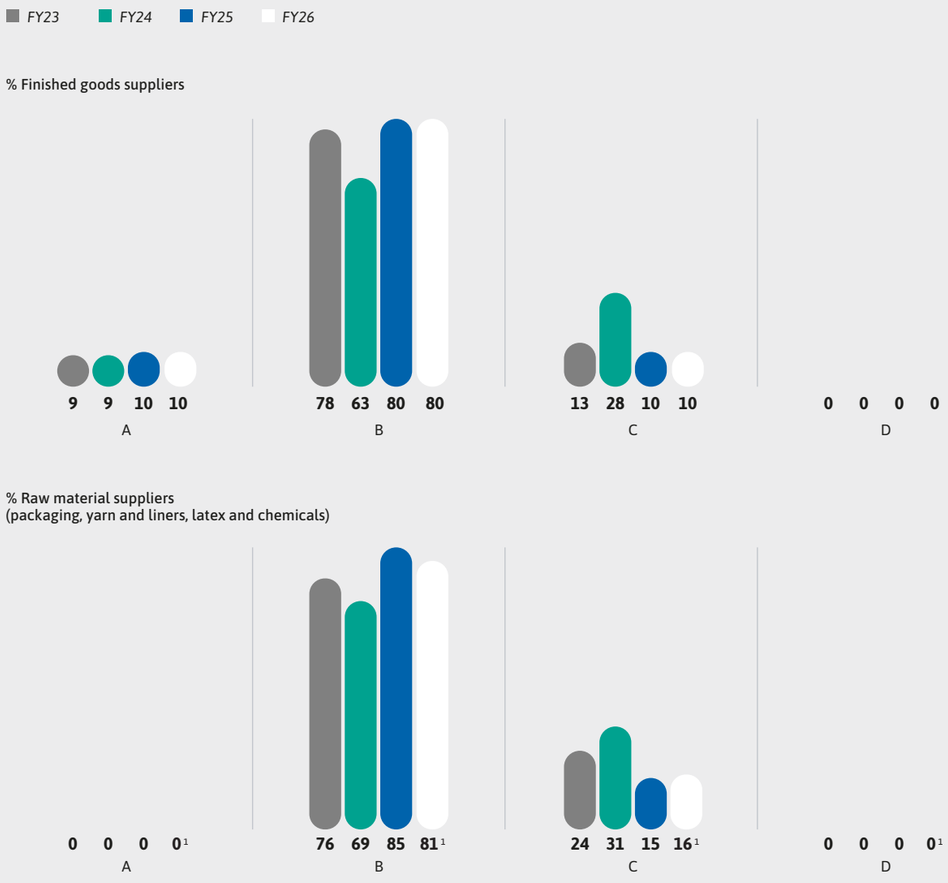
**Behn Meyer Specialties (M) PLT**
Supplier to Ansell

## Performance assessment

Our supplier performance assessment applies a consistent risk rating and escalation process to suppliers that fall within the scope of our SMF. This includes in-scope finished goods and raw material suppliers managed by Global Sourcing and excludes speciality, non-glove products, who are assigned a rating from A to D (low to high-risk) based on our performance assessment criteria, which includes, but is not limited to: the outcomes of risk assessments and severity of NCs and issues identified through third-party audits and SAQs; and inputs from stakeholders and external sources, such as media, NGOs and regulators, including regulatory sanctions.

We review supplier risk ratings annually, and on an ad hoc basis should critical information be received. We use these ratings to encourage suppliers to expedite the closure of high-risk NCs and to inform our escalation process for high-risk cases. To strengthen standards and promote responsible practices across our supply chain, we have set a target of 100% of our direct in-scope suppliers to achieve an A or B rating by FY27[1]. Ratings reflect suppliers' demonstrated compliance with our labour, health and safety expectations, and provision of decent work for their workforce. As of FY26, 90% of in-scope finished goods suppliers and 81% of raw material suppliers have achieved an A or B rating.

**PERCENTAGE (%) OF IN-SCOPE SMF SUPPLIERS RATED A TO D**




1 *Current year performance excludes new raw material suppliers who have been onboarded onto our SMF in FY26 and are at earlier stages of their compliance journey, requiring time to schedule audits, implement corrective actions and complete verification audits. Newly onboarded raw material suppliers ratings will be reported in FY27. 3% of in-scope raw material suppliers (2 suppliers) were unassessed due to non-participation in the engagement and assessment activities under the SMF.*



↑ Image caption: Employee at Ansell performing fabric lamination process.

While the overall proportion of A and B-rated finished goods suppliers remains consistent with last year, our raw material supplier A/B rating decreased slightly, from 85% in FY25 to 81% in FY26. Progress on suppliers rated A or B reflects an expanded assessment population of 20 newly assessed suppliers, and newly introduced verification standards. 15 raw material suppliers were onboarded in FY25, 6 of which underwent WRAP audits for the first time, and completed their first rated assessment in FY26, having been given time to undergo training and prepare for audits. Encouraging progress has been seen among newly onboarded suppliers within one year, with 64% (14 suppliers) of finished goods and raw material suppliers improving from C to A or B rating. Our focus is on supporting their capability development, with all newly onboarded suppliers assessed under our SMF and expected to progress toward an A or B rating through defined corrective action and monitoring processes.

We conduct the following targeted guidance and support to support capability development of suppliers and improve their overall ratings:

1) Onboarding and awareness training on the SCOC and key labour rights expectations.
2) Targeted capability-building programmes for higher-risk suppliers (e.g., working hours, social insurance, ethical recruitment).
3) Audit readiness and certification support to strengthen compliance with third-party.
4) Corrective action management, with defined timelines, follow-up engagement, and escalation where needed.
5) Ongoing monitoring, including periodic data submission and management declarations to reinforce transparency and accountability.

We emphasise continuous improvement, with supplier performance tracked through the SMF rating system, which informs ongoing engagement and sourcing decisions.

## Third-party audits

In FY26, finished goods suppliers completed 72 audits (70[1] in FY25) audits and identified 450 NCs (284[1] in FY25). Raw material suppliers completed 35 audits in FY26 (32[1] in FY25) with 455 NCs identified compared to 241[1] in FY25. The decrease in number of audits is due to some suppliers being subject to a two-year audit period based on their compliance history and delays experienced by others as they transition to WRAP audits, working to build awareness and preparedness under the new requirements.

The increase in NCs identified in FY26 was influenced by several factors. During the year, a number of suppliers underwent WRAP audits for the first time, including suppliers previously assessed against other audit standards and suppliers receiving their first social compliance audit. As part of the transition to the WRAP audit standard, suppliers were also assessed against WRAP's security-related assessment under C-TPAT (Customs-Trade Partnership Against Terrorism), which accounted for approximately 20% of audit findings.

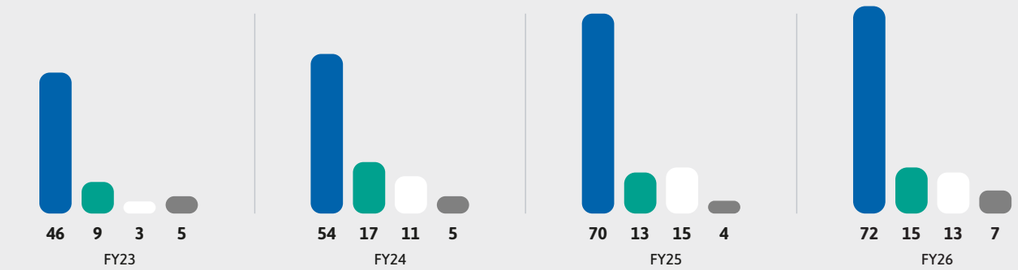
Comparability with prior years is also affected by differences between audit standards. WRAP applies a different audit methodology to previously used frameworks and may identify findings differently, which can influence the number of NCs reported. As a result, the average number of NCs identified per audit increased from 5 in FY25 to 8 in FY26.

We require follow-up audits by independent third-party auditors to verify suppliers' corrective actions and close out NCs. Follow-up audits are typically conducted 6 to 12 months after the initial audit, depending on the severity and number of findings, to provide suppliers with sufficient time to implement corrective actions.

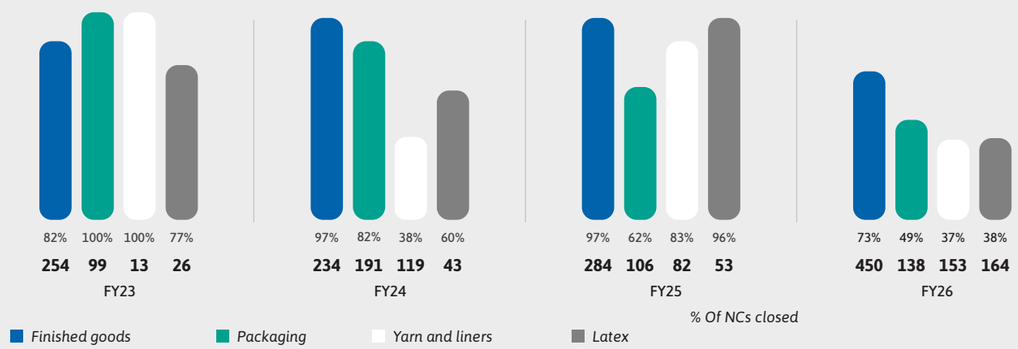
The closeout rate for NCs identified in FY26 audits was 57%. As many audits were completed in the latter part of FY26, a number of suppliers remain within the agreed corrective action and verification period and have not yet undergone follow-up audits. Learnings from the implementation of the programme will inform future supplier onboarding and the continued expansion of SMF coverage.

1 *FY25 figures have been restated to reflect the most complete data available, including updated audit tracking from packaging and yarn suppliers and the addition of new suppliers to the SMF.*

**NUMBER OF SUPPLIER AUDITS COMPLETED**




**NUMBER OF IDENTIFIED AND % CLOSED NCS FROM SUPPLIERS' AUDITS**




*NCs shown are those identified during audits completed within the fiscal year. When NCs from a previous year are not closed, they are reviewed the next full audit by the auditor. If still not closed, the NC is raised again during the audit. Therefore, it is possible to have repeated NCs at each audit.*

*The FY26 closeout rate is primarily due to reporting cutoff, as follow-up audits from suppliers are scheduled in FY27.*

*FY25 values in this year's report have been updated to include all FY25 audits reports from suppliers that were received after reporting cutoff.*

## Advancing risk management in challenging compliance areas

Our experience navigating the challenges of working time and benefits in our own plants has given us the knowledge to engage with our suppliers on recurring issues. We take a targeted approach, engaging and supporting willing suppliers as follows:

- Targeted Level 2 trainings: Our SMF working team and subject matter experts, including Group HR-CSR, deliver trainings to select higher-risk suppliers. The trainings focus on strengthening and implementing management systems covering management system setup, employee and supervisor training, and internal audit and monitoring mechanisms.
- Monthly tracking and document check: We introduced an enhanced monthly monitoring tracker requiring suppliers to formally declare accurate and honest disclosure and confirm that internal management systems are functioning effectively. Senior management's acknowledgement is required to strengthen accountability. Progress is verified through independent audits, including employee interviews to validate consistency between reported and actual practice, and cross-verification of records, such as attendance records and payroll documentation, and social insurance contribution records. Our structured monitoring approach aims to act as an early warning mechanism, providing visibility and reducing the risk of recurring non-compliance.

The above reflects Ansell's continuous improvement model. We recognise that sustained compliance, particularly in jurisdictions with stringent legal limits, requires ongoing system strengthening and behavioural change, rather than a one-time intervention.

For example, during our on-site second-party audits with a group of new suppliers onboarded in FY26 and based in Malaysia, India and Thailand, second-party audits conducted by Ansell identified NCs in employee accommodation. This is a common challenge for suppliers at an early stage of their labour rights journey, where systems and awareness are still developing.

As a solution, we offered a practical, partnership-based approach. Through onsite assessments at employee accommodation facilities, we identified critical NCs, including invalid accommodation certificates, facilities not meeting local safety standards and inadequate hygiene conditions. We then provided targeted, one-to-one guidance on regulatory requirements and improvement actions. We supported suppliers in obtaining relevant accommodation and fire safety certifications under applicable local regulations and conducted follow-up reviews to verify remediation progress. Where appropriate, employee interviews were conducted during our visits to validate improvements and gain additional insight into employees' lived experiences.



↑ Image caption: Ansell employees carrying out routine operational activities.

83% (five out of six) of the new suppliers demonstrated meaningful improvements within six months, based on the corrective action timeframe referenced in the RBA Specialty Validated Assessment Program (SVAP) assessment methodology used during our second-party audits. These included obtaining relevant approvals (such as Malaysia's Certificate of Accommodation (COA)), improving accommodation standards through proper bedding, lockers, cooking areas, handwashing facilities, cleanliness and strengthening safety measures through fire equipment, electrical repairs, emergency preparedness and first aid provisions. Progress was verified through follow-up reviews, with corrective actions also assessed by third-party auditors.

The remaining supplier continues to progress its remediation plan. However, completion has been delayed due to challenges in securing compliant accommodation and obtaining required approvals from relevant authorities. The supplier remains committed to completing the remediation actions and is actively working with stakeholders to resolve the outstanding issues.

This highlights that systemic challenges are best addressed through engagement, capability building and sustained follow-ups.

## EU Deforestation Regulation (EUDR)

In FY26, we took significant steps to achieve compliance with the EU Deforestation Regulation (EUDR) for natural rubber latex (NRL) traceability ahead of the regulation's enforcement, which is scheduled for December 2026.

To support this effort, we invested in software for deforestation risk analysis and legality assessments, enabling us to collect geolocation data and harvest dates from suppliers for each plot of land where NRL is produced.

Building on existing audits and supplier engagements, we deepened our work across the NRL supply chain by educating suppliers on deforestation and its risks, securing sources of compliant NRL and ensuring traceability of NRL in our finished goods.

# Appendix


| | |
|---|---|
| Modern Slavery Statement | p.41 |
| Consolidated list of entities | p.43-44 |
| Supplier Management Framework | p.45 |
| Ansell's risk rating and escalation process for third-party suppliers | p.45 |


Image caption: Metal fabrication work performed with HyFlex 11-594 hand protection and KG Calico® protective eyewear.



## Modern Slavery Statement

This Labour Rights Report (and Modern Slavery Statement) was prepared in accordance with the criteria set out in the Australian Modern Slavery Act 2018 (Australian Act), the United Kingdom Modern Slavery Act 2015 (UK Act), the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2024 (Canadian Act) and the California Transparency in Supply Chains Act 2010 (California Act). The report was approved for the entities listed below by the governing body of Ansell Limited.

In relation to the Australian Act, Ansell Limited has made this statement according to sections 14 and 16 of the Australian Act. The statement applies to the following Reporting Entities:

- Ansell Limited (ABN 89 004 085 330)
- P.D. Holdings Pty Ltd (ABN 22 006 788 549) and
- P.D. International Pty Ltd (ABN 68 006 947 057)

A reference to Ansell or we or us or our is a reference to the above reporting entities collectively or individually as the context requires.

Management and personnel from all Reporting Entities have worked together on the activities described in this statement, as well as the drafting of the statement itself.

As noted above, the Boards of each Reporting Entity have approved this statement.

| AUSTRALIAN ACT | UK ACT | CANADIAN ACT | PAGE REFERENCES |
|---|---|---|---|
| Identify the reporting entity. Describe the reporting entity's structure, operations and supply chain. | Organisation's structure, its business and its supply chains. | Entity's structure, activities and supply chains. | p. 1, 5, 43, 44 |
| Entity's structure, activities and supply chains. | Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk. | Parts of entity's business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk. | p. 14-19 |
| Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls. | Parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk. | Parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk. | p. 14-19 |

| AUSTRALIAN ACT | UK ACT | CANADIAN ACT | PAGE REFERENCES |
|---|---|---|---|
| Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes. | Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff. | Steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.<br>Entity's policies and due diligence processes in relation to forced labour and child labour.<br>Training provided to employees on forced labour and child labour.<br>Any measures taken to remediate any forced labour or child labour.<br>Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains. | p.10-11, 14-31, 45 |
| Describe how the reporting entity assesses the effectiveness of such actions. | Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate. | How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains. | p.32-39 |
| Describe the process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement. | Not applicable. | Not applicable. | Page 2 |
| The statement is approved by the principal governing body of the entity and is signed by a responsible member of the entity. | If the organisation is a body corporate other than a limited liability partnership, must be approved by the board of directors (or equivalent management body) and signed by a director (or equivalent). | The report must be approved by the governing body of the entity, if any, that controls each entity included in the report. | p.2-3 |
| Include any other information that the reporting entity, or the entity giving the statement, considers relevant. | Not applicable. | Not applicable. | p.45 |



## Consolidated list of entities

The report was approved for the entities listed below by the governing body of Ansell Limited.

| | | BENEFICIAL INTEREST | |
|---|---|---|---|
| | COUNTRY OF INCORPORATION | 2026% | 2025% |
| Ansell Limited | Australia | 100 | 100 |
| Ansell Healthcare Japan Co., Ltd. | Japan* | 100 | 100 |
| BNG Battery Technologies Pty. Ltd. | Australia | 100 | 100 |
| Corrvas Insurance Pty. Ltd. | Australia | 100 | 100 |
| Dunlop Olympic Manufacturing Pty. Ltd. | Australia | 100 | 100 |
| FGDP Pty. Ltd. | Australia | 100 | 100 |
| Nucleus Ltd. | Australia | 100 | 100 |
| Lifetec Project Pty. Ltd. | Australia | 100 | 100 |
| Medical TPLC Pty. Ltd. | Australia | 100 | 100 |
| N &T Pty. Ltd. | Australia | 100 | 100 |
| Nucleus Trading Pte. Ltd. | Singapore* | 100 | 100 |
| THLD Ltd. | Australia | 100 | 100 |
| TNC Holdings Pte. Ltd. | Singapore* | 100 | 100 |
| TPLC Pty. Ltd. | Australia | 100 | 100 |
| Olympic General Products Pty. Ltd. | Australia | 100 | 100 |
| Pacific Dunlop Finance Pty. Ltd. | Australia | 100 | 100 |
| Ansell (Shanghai) Management Co., Ltd. | China* | 100 | 100 |
| Ansell (Shanghai) Commercial and Trading Co., Ltd. | China* | 100 | 100 |
| P.D. Holdings Pty. Ltd. | Australia | 100 | 100 |
| P.D. International Pty. Ltd. | Australia | 100 | 100 |
| Ansell Canada Inc. | Canada* | 100 | 100 |
| Ansell Commercial Mexico S.A. de C.V. | Mexico* | 100 | 100 |
| Ansell Colombia SAS | Colombia* | 100 | 100 |
| Ansell Global Services (Pvt) Limited | Sri Lanka* | 100 | 100 |
| Ansell Global Trading Center (Malaysia) Sdn. Bhd. | Malaysia* | 100 | 100 |
| Ansell Lanka (Pvt.) Ltd. | Sri Lanka* | 100 | 100 |
| Ansell MEA Trading FZE | UAE* | 100 | 100 |
| Ansell Peru S.A.C | Peru* | 100 | 100 |
| Ansell Protective Solutions Singapore Pte. Ltd. | Singapore* | 100 | 100 |
| Ansell Sterile Solutions Pvt Ltd | India* | 100 | 100 |
| Ansell Services (Asia) Sdn. Bhd. | Malaysia* | 100 | 100 |
| Ansell (Kulim) Sdn. Bhd. | Malaysia* | 100 | 100 |
| Ansell N.P. Sdn. Bhd. | Malaysia* | 75 | 75 |
| Ansell Malaysia Sdn. Bhd. | Malaysia* | 75 | 75 |
| Ansell Seremban Sdn. Bhd. | Malaysia* | 100 | 100 |
| Hercules Equipamentos de Protecao LTDA | Brazil* | 100 | 100 |
| Ansell Brazil LTDA | Brazil* | 100 | 100 |
| Ansell Textiles Lanka (Pvt.) Ltd. | Sri Lanka* | 100 | 100 |
| Ansell (Thailand) Ltd. | Thailand* | 100 | 100 |
| Ansell US Group Holdings Pty. Ltd. | Australia | 100 | 100 |
| Ansell USA LLC | USA* | 100 | 100 |
| Ansell USA Inc. | USA* | 100 | 100 |
| Ansell Edmont Industrial de Mexico S.A. de C.V. | Mexico* | 100 | 100 |
| Pacific Dunlop Holdings (USA) LLC | USA* | 100 | 100 |
| Barriersafe Solutions International, Inc. | USA* | 100 | 100 |
| Ansell Healthcare Products LLC | USA* | 100 | 100 |
| Ansell Sandel Medical Solutions LLC | USA* | 100 | 100 |
| Ansell Liquid Asset Holdings LLC | USA* | 100 | 100 |
| Pacific Chloride Inc. | USA* | 100 | 100 |
| Pacific Dunlop Holdings LLC | USA* | 100 | 100 |
| TPLC Holdings Inc. | USA* | 100 | 100 |
| Accufix Research Institute Inc. | USA* | 100 | 100 |
| Cotac Corporation | USA* | 100 | 100 |
| Pacific Dunlop Finance Company | USA* | 100 | 100 |

| | COUNTRY OF INCORPORATION | 2026% | 2025% |
|---|---|---|---|
| Comercializadora Ansell Chile Limitada | Chile* | 100 | 100 |
| Corrvas Insurance (Singapore) Pte. Ltd. | Singapore* | 100 | 100 |
| Global Industrial Estates (Pvt) Ltd | Sri Lanka* | 49 (b) | - |
| Global Industrial Hub (Pvt) Ltd | Sri Lanka* | 49 (b) | - |
| Ansell (U.K.) Limited | U.K.* | 100 | 100 |
| Ansell Healthcare Europe N.V. | Belgium* | 100 | 100 |
| Ansell GmbH | Germany* | 100 | 100 |
| Ansell Italy S.r.l. | Italy* | 100 | 100 |
| Ansell Medikal Urunler Ithalat Ihracat Uretim ve Ticaret A.S. | Turkey* | 100 | 100 |
| Ansell Norway AS | Norway* | 100 | 100 |
| Ansell Protective Solutions AB | Sweden* | 100 | 100 |
| Ansell Protective Solutions Lithuania UAB | Lithuania* | 100 | 100 |
| Ansell S.A. | France* | 100 | 100 |
| Ansell Services Poland Sp. Z o.o. | Poland* | 100 | 100 |
| Ansell Spain SL (Sociedad de Responsabilidad Limitada) | Spain* | 100 | 100 |
| Comasec SAS | France* | 100 | 100 |
| Ansell Industrial & Specialty Gloves Malaysia Sdn. Bhd. | Malaysia* | 100 | 100 |
| Ansell Portugal – Industrial Gloves, Sociedade Unipessoal, Lda | Portugal* | 100 | 100 |
| Ansell Korea Co. Ltd. | South Korea* | 100 | 100 |
| Ansell Vina Co., Ltd. | Vietnam* | 100 | 100 |
| Ansell Xiamen Limited | China* | 100 | 100 |
| Ansell Microgard Xiamen Limited | China* | 100 | 100 |
| Nitritex Limited | U.K.* | 100 | 100 |
| Nitritex (M) Sdn. Bhd. | Malaysia* | 100 | 100 |
| Pacific Dunlop Holdings (Singapore) Pte. Ltd. | Singapore* | 100 | 100 |
| Ansell India Protective Products Pvt. Ltd. | India* | 100 | 100 |
| Ansell (Hong Kong) Limited. | Hong Kong* | 100 | 100 |
| PDOCB Pty. Ltd. | Australia | 100 | 100 |
| PD Licensing Pty. Ltd. | Australia | 100 | 100 |
| Siteprints Pty. Ltd. | Australia | 100 | 100 |
| The Distribution Group Holdings Pty. Ltd. | Australia | 100 | 100 |
| The Distribution Group Pty. Ltd. | Australia | 100 | 100 |
| The Distribution Trust | Australia | 100 (a) | 100 (a) |
| Xelo Pty. Ltd. | Australia | 100 | 100 |
| Xelo Sacof Pty. Ltd. | Australia | 100 | 100 |

** Subsidiaries incorporated outside Australia carry on business in those countries.*

*(a) The trustee of The Distribution Trust is The Distribution Group Pty. Ltd. The beneficiary of the trust is Ansell Limited.*

*(b) The Group has controlling rights over Global Industrial Estate (Pvt) Ltd and Global Industrial Hub (Pvt) Ltd. Refer to Note 20 for details.*

*The following previously wholly owned subsidiaries ceased to be subsidiaries of the Group during the year:*

- *Ansell (Middle East) DMCC (dissolved)*
- *Ansell Protective Products Limited (dissolved)*
- *Ansell Perry de Mexico S.A. de C.V. (disposed of through a share sales)*

## Supplier Management Framework activities and implementation progress

| | WAVE 1 | WAVE 2 | WAVE 3 |
|---|---|---|---|
| **Categories of in-scope suppliers** | 1A: Finished goods from high-risk countries<br>1B: Recruitment agents, packaging, NRL and support services such as cleaning, facilities management and security services | 2A: Liners, non-cotton textiles and yarns, neoprene, synthetic latex from high-risk sourcing countries<br>2B: All other sourcing from high-risk countries | All other in-scope sourcing from low-risk countries |
| **Engagement** | • Awareness briefings<br>• Industry-specific groups for ethical supply chains<br>• Top-to-top engagement<br>• Ongoing monitoring performance engagement and training | • Awareness briefings<br>• Top-to-top engagement<br>• Ongoing monitoring performance engagement and training | • Awareness briefings |
| **Assessment** | • Third-party audits<br>• Second-party audits<br>• Self-assessment questionnaires | • Third-party audits<br>• Self-assessment questionnaires | We currently require assessment activities for high-risk suppliers and monitor voluntary assessment submissions for Wave 3 suppliers |
| **Status (by % spend coverage)** | 1A:<br>100% engagement<br>100% assessment<br>1B:<br>100% engagement<br>90% assessment | 2A:<br>100% engagement<br>99% assessment<br>2B:<br>100% engagement<br>99% assessment | 3:<br>100% engagement |

In-scope chemicals suppliers are currently monitored under Wave 2B category. We are in the process of completing initial risk assessments and analysis to onboard the next categories into this wave to expand our SMF base coverage.

## Ansell's risk rating and escalation process for third-party suppliers

| | ASSIGNED RISK RATING | | | |
|---|---|---|---|---|
| **INDUSTRY** | **A (LOW)** | **B (MEDIUM)** | **C (MEDIUM-HIGH)** | **D (HIGH)** |
| **Approval to trade** | Approved to trade. | Approved to trade. | Conditional approval based on action plan to close NCs.[1] | Closeout of action plan required in a stipulated time period, otherwise supplier will be suspended. |
| **Terms of approval** | Supplier remains on approved purchasing list. | Supplier remains on approved purchasing list, unless no improvement is shown. | Automatically under probation for up to 12 months. | Automatically under probation for up to 6 months, followed by sanctions if no improvement is shown. |
| **Monitoring and engagement** | Continue to monitor the supplier. | Monitor the supplier for improvement, and downgrade to C if no improvement is shown after 12 months. | Supplier is informed of risk rating and discussion is initiated on commitment and time-bound action plan. Monitor supplier for improvement, and downgrade to D if no action is taken. | Supplier is informed of risk rating, and discussion is initiated to gain commitment to a time-bound action plan. Contract will be terminated if no improvement, and immediate sanction is activated if severe NC is found.[2] |
| **Escalation to senior management** | Regular updates to LRC. | Notify Vice President of Global Procurement and the business unit and regular updates to LRC. | Inform Chief Officer of Operations & Supply Chain, CFO, and LRC members. Continue regular updates to LRC. | Immediately inform Chief Officer of Operations & Supply Chain and CEO, who will call emergency LRC. |

[1] *A non-conformance (NC) is a lack of compliance with Ansell requirements as guided by the SMETA 4-Pillar framework, ETI Base Code and ILO.*

[2] *Findings of zero-tolerance, severe NC or regulatory sanctions would immediately downgrade the supplier to D and escalate to the LRC. A zero-tolerance finding includes evidence of human trafficking or modern slavery, including forced or child labour.*


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