ASX Announcement

2026 Environmental, Social and Governance Report

31 August 2026 – Ansell Limited (ASX:ANN) has released to the market today its FY26 Environmental, Social and Governance (ESG) Report.

This announcement was authorised for release by the Board of Directors of Ansell Limited.

ENDS

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About Ansell

Ansell (ASX:ANN) is a global leader in safety solutions and an integrated manufacturer of personal protection equipment for healthcare and industrial workplaces. Each day, over 10 million workers in more than 100 countries trust their safety to Ansell brands such as HyFlex, Ringers, MICROFLEX, TouchNTuff, GAMMEX, Kimtech, KleenGuard, and AlphaTec. Driven by a vision to lead the world to a safer future, the company continuously pursues new product and service innovations that predict, prevent, and protect against workplace risk while promoting sustainable sourcing and manufacturing.

Information on Ansell and its products can be found at www.ansell.com. **#AnsellProtects**

Ansell

Environmental, Social and Governance Report 2026

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About this report

This 2026 Environmental, Social and Governance (ESG) Report represents ESG disclosures for Ansell Limited and its subsidiaries (referred to as Ansell or the Group) for the period of 1 July 2025 to 30 June 2026. Unless otherwise stated, all disclosures made within this 2026 ESG Report cover Ansell Limited and the entities it controlled during the reporting period. A full list of entities can be found in our 2026 Annual Report.

This 2026 ESG Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, as detailed in the GRI Index available on our website. The definition of materiality applied in this report reflects the GRI Standards, which consider the organisation's impacts on the economy, environment and people. This differs from the material information lens applied under Australian Accounting Standards Board (AASB) S2 which focuses on information relevant to primary users of general purpose financial reports. Discussion on impacts, risks and opportunities in this report are broader in scope than AASB S2. Climate-related financial disclosures prepared in accordance with AASB S2 are presented in our 2026 Annual Report (pages 137 -164). This 2026 ESG Report does not constitute the Group's AASB S2 disclosure.

In response to evolving mandatory climate reporting requirements, climate-related disclosures in this 2026 ESG Report have been reorganised to improve alignment and consistency with the climate disclosures presented in the Annual Report. These changes also reflect Ansell's ongoing approach to strengthening topic-specific disclosures, KPIs and targets, while continuing to progress our broader sustainability commitments and objectives.

This 2026 ESG Report has been prepared for the same consolidated reporting entity and reporting period as the Group's Consolidated Financial Statements (refer to Note 18 of the Group's FY26 Financial Statements). The currency presented in this report is expressed in United States Dollars (USD) which is the presentation currency of the Group's Consolidated Financial Statements. Amounts are presented in millions (denoted as "m"), unless otherwise stated.

We report on our ESG progress annually. The structure and content of this report were reviewed by members of the Executive Team and by the Board's Sustainability & Risk Committee (SRC), with the Ansell Board providing final approval.

This report may contain forward-looking statements or statements of opinion. These statements can be identified by the use of forward-looking terminology such as 'may', 'will', 'should', 'expect', 'intend', 'anticipate', 'estimate', 'continue', 'assume', or 'forecast' or comparable terminology. These forward-looking statements are current only as at the date of this report. Although Ansell believes these forward-looking statements to be reasonable, they are not certain and involve unknown risks and assumptions (including many that may be outside of the control of Ansell). No representation or warranty (express or implied) is made regarding the accuracy, completeness or reliability of the forward-looking statements or opinion or the assumptions on which either are based. All such information is, by its nature, subject to significant uncertainties outside of the control of the Company. Subject to disclosure requirements, Ansell is under no obligation to update any forward-looking statements contained in this Report.

Acknowledgement of country

We acknowledge and respect the traditional lands and cultures of First Nations peoples in Australia and globally. We pay our respects to Elders past and present and recognise First Nations peoples' longstanding and ongoing spiritual connections to land, sea, community and Country. Appreciation and respect for the rights and cultural heritage of First Nations peoples is essential to the advancement of our societies and our common humanity.

Contacts

To provide feedback or ask questions regarding this report and/or Ansell's sustainability performance, please contact:

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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[1]:

- Annual Report
- Corporate Governance Report
- Labour Rights Report (and Modern Slavery Statement)

↑ *Image caption: Ansell partnered with the Marine Research Foundation (MRF) to support safer ocean cleanup efforts and help combat marine plastic pollution.*

1. *In previous years, Ansell published a separate Sustainability Management Approach Report detailing governance, risk management and sustainability management approaches, including information supporting GRI reporting. From FY26, this information has been incorporated into the ESG Report to provide a more streamlined reporting experience.*

Messages from our leadership

CEO message

Today, as we become your fully integrated protection partner after more than 130 years of leadership in personal protection, sustainability continues to be integral in supporting customers to reduce their environmental impact and improve supply chain traceability while being a trusted partner to respond to new regulations.

In FY26, we continued the strong momentum of Ansell's sustainability programs. We maintained our 5-year trend of reducing emissions, and today 13% of our suppliers[1] by spend have science-based emissions targets. Proudly, our new and upgraded products showcase the forefront of Ansell's innovation with the new TouchNTuff™ 93-800, made from at least 60% bio-based carbon, featuring our first in-market technology for 15 minutes longer acetone resistance and launching the new HyFlex™ Sustainable Cut Resistance Series made with over 50% recycled PET bottles. During the year, we also expanded oversight of higher-risk suppliers and continued efforts to improve labour and safety standards across our value chain.

Our achievements today are a culmination of the consistent dedication and talent of our Ansell people in fulfilling our sustainability commitments. While we are proud of the progress made, sustainability demands continuous improvement, transparency and accountability. We remain focused on delivering against our ambitions and creating long-term value for our customers, employees, shareholders and stakeholders.

Nathalie Ahlström
Managing Director and Chief Executive Officer

Empowering our People

This year we continued to prioritise zero-harm workplaces, reducing our TRIFR to 0.542 (32% reduction from FY25) and strengthening our focus on employee experience, achieving a 70% engagement rate and a 4-point year-over-year increase in our pulse survey that reinforces we are making meaningful progress.

Respecting the Planet

In FY26, we achieved a 36% reduction in our Scope 1 and 2 emissions from our FY20 baseline, driven primarily by a reduction in volume as we made targeted adjustments to inventory levels and our focus on renewables, as we increased utilisation of biomass boilers and continued efficiency projects. We also maintained 9 out of 14 plants achieving our 100% renewable electricity benchmark, and an overall renewable energy mix of 55% (from 50% in FY25). We operationalised our first production line at Ansell India, our first Zero Liquid Discharge plant with a water recycling system of up to 80% and facilities to support renewable energy consumption.

Reimagining our Product

We continually improve the performance of our products with Design4Sustainability principles in mind, enabling competitive differentiation for customers seeking products with proven credentials. We also expanded our RightCycle™ product recycling program to over 254 participating customers to-date. The program now accepts select MICROFLEX and TouchNTuff gloves and AlphaTec coveralls, in addition to Kimtech™ and KleenGuard™ products.

Nathalie Ahlström
Managing Director and Chief Executive Officer

John Marsden
Chief Operations & Supply Chain Officer

Charlotte Doll
Chief Human Resources Officer

Rob Hughes
Chief Product & Marketing Officer

1. Covering purchased goods and services and upstream transportation and distribution have science-based emissions targets.

FY26 key highlights

In FY26, we continued to pioneer the way sustainability and the future of global safety solutions progress hand in hand.

Companywide

No. 1 or 2
position in key segments globally

$2.1
billion in revenue

2025 WorldStar Packaging Award winner in the Medical Device & Pharmaceutical category

2025 World of Safety and Health Asia Award (WSHAsia): Safety and Health Category

People

74%
engagement score in response to survey[1] question: 'I feel like I belong at Ansell.'

32%
reduction in total recordable injury frequency rate (TRIFR) (from FY25 base year)[2]

2,376
hours[3] of training delivered

Planet

36%
reduction in Scope 1 & 2 emissions (from FY20 base year)[4]

58%
sourced renewable electricity in plants

9
manufacturing plants certified to ISO 50001 Energy Management Systems

Product

90%
of new and updated products designed[5] with reduced environmental impact

531
tonnes of used PPE diverted from landfills with RightCycle™

254
end-users diverted used PPE from landfills via RightCycle™

1. FY26 engagement survey is for professional employees to check progress between the biennial group-wide engagement surveys; 2. FY26 base year of 0.795; 3. In FY26, 18 training sessions have been delivered, reaching over 1,000 employees equivalent to 2,376 hours of training; 4. In line with SBTi Corporate Net-Zero Standards and Guidance. FY20 base year 281,661 tCO_2e; 5. Performance is measured according to Design for Sustainability (D4S) principles, only applicable for projects active in the reporting period, when compared with gloves of a similar make.

About Ansell

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

Our healthcare and industrial portfolio

Through trusted brands such as HyFlex™, Ringers™, MICROFLEX™, TouchNTuff™, GAMMEX™, Kimtech™, KleenGuard™, and AlphaTec™, Ansell manufactures and markets PPE 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 vision

Leading the world to a safer future.

Our values

Passion
We have a PASSION for our purpose.

Reliability
We are a RELIABLE partner to our customers.

Integrity
We act with INTEGRITY.

Delivery
We DELIVER what we promise.

Empowerment
We thrive in EMPOWERED, inclusive teams.

Our global footprint

10

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 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 is primarily comprised of local employees, with a significant migrant workforce in Malaysia and Thailand.

ACCELERATING SUSTAINABILITY AT ANSELL

We believe in the urgent need to act today to achieve the fast-approaching sustainability targets of tomorrow. We are accelerating sustainability at Ansell by empowering our people, respecting the planet and reimagining our product.

Image caption: An Ansell employee inspects solar panel infrastructure at India's manufacturing site.

Our sustainability journey

Ansell's sustainability journey has continued to accelerate in the last decade, focusing on decarbonisation, waste reduction and ethical labour practices.

FY2016
We publicly announced Ansell's environmental goals, completed our first human rights assessment at our Asian manufacturing plants and published a formal sustainability update in our Annual Report.

FY2018
We implemented a labour standard management system for our manufacturing plants and established formal targets on emissions and water.

FY2019
We set our Zero Waste to Landfill target, updated our Supplier Code of Conduct (SCOC) and began independent ethics audits at our plants.

FY2020
We established our zero-recruitment fee policy and published our first modern slavery statement and first standalone sustainability report.

FY2021
We enhanced our supplier due diligence process, completed independent ethics audits at owned operations across three countries and announced a portfolio of water, energy and waste reduction projects.

FY2022
We became a founding member of the Responsible Glove Alliance (RGA) and joined Climate Group's RE100 and EP100 initiatives.

FY2023
We joined the UN Global Compact (UNGC), achieved our Zero Waste to Landfill target, conducted our first Global Supplier Summit and launched our new sustainability communication framework, Ansell Earth.

FY2024
We were listed by Sustainalytics as an ESG Top-Rated Company, implemented our three-year Zero Harm Program, submitted our commitment letter to Science Based Targets initiative (SBTi) to set science-based targets and received two SEAL Business Sustainability Awards.

FY2025
Launched the Zero On campaign at all sites to address unsafe behaviours through better communication and training. We acquired Kimberly-Clark's PPE business and RightCycle™. We also added new capabilities and capacity to expand the RightCycle product recycling program.

FY2026
Our commitment to reach net-zero greenhouse gas (GHG) emissions across the value chain by FY2045 were officially validated by the SBTi. We launched 'Ansell Hands & Hearts', our community engagement strategy designed to bring employees together to create meaningful impact. We operationalised a production line at Ansell India, our first Zero Liquid Discharge plant.

Our sustainability strategy

↓ Image caption: MICROFLEX™ 92-134 Versatility.

At Ansell, our commitment to sustainability is reflected in our vision, mission and how we operate across the value chain – from governance and product development to delivery and impact.

Our sustainability approach

We recognise that our business creates both positive and negative environmental and social impacts across our value chain. These are outlined in the table to the right, with our strategic response to mitigating our impacts, and accelerating sustainability at Ansell.

↑ Image caption: An employee sorts materials for proper waste handling at Ansell's Lanka manufacturing site.

Accelerating sustainability at Ansell	Impacts		Our strategic response	
Product Development	• Product design influences life cycle environmental impacts		• Develop product portfolio to support customers' environmental goals	• Improve resource and emissions efficiency through design
Upstream Supply Chain (incl. natural resources)	• Labour rights • Social and community impacts • Scope 3 emissions • Biodiversity and natural capital	• Water use • Energy use • Supplier resource use	• Build supplier capacity to promote labour rights • Confirm alignment (supplier signature) with our Supplier Code of Conduct	• Encourage suppliers to decarbonise • Commit to net zero emissions across value chain by FY45
Manufacturing	• Health and safety • Belonging and inclusion • Social and community impacts • Decent work • Scope 1 and 2 emissions • Biodiversity and natural capital	• Water use • Energy use • Operational waste • Business ethics and corporate governance • Product quality and safety	• Promote employee engagement, career growth, belonging and inclusion and ethical business conduct • Improve resource and emissions efficiency • Expand renewable energy	• Water-efficient processes • Minimise landfill waste • Product quality and safety assessments
Marketing & Sales	• Contribute to global PPE industry and supply	• Business ethics and corporate governance	• Launched Ansell Earth to communicate transparently on validated claims of products with reduced environmental impact	• Promote sustainability best practices • Communicate transparently on product safety and quality, including regulatory compliance
Downstream Supply Chain	• Labour rights in downstream warehousing and distribution suppliers • Scope 3 emissions	• Water use • Supplier resource use	• Build supplier capacity • Confirm alignment (supplier signature) with our Supplier Code of Conduct	• Encourage decarbonisation
Use	• Protection of global industrial and healthcare workers	• Packaging waste	• Provide high-quality PPE	• Deliver longer-lasting products, where applicable
Disposal	• End-of-life product waste to landfill		• Expansion of the RightCycle product recycling program • Educate on recycling	• Commit to net zero emissions across value chain by FY45

ESG governance

Our Board of Directors and management have established a culture of integrity, transparency and accountability that is upheld by everyone at Ansell.

Our core values and commitment to operating in line with the highest legal, moral and ethical standards are also embedded in Ansell's Code of Conduct.

Oversight and governance

Ansell Directors undertake a self-assessment of their individual skills every three years with reference to the Board Skills Matrix, requiring Directors to assess their skills relating to sustainability, including climate change.

In FY26, our Managing Director and Chief Executive Officer (CEO) Neil Salmon decided to retire after 13 years with the company. He joined as Chief Financial Officer (CFO) before being appointed CEO in September 2021. Nathalie Ahlström, with nearly 30 years of international leadership experience, was appointed to succeed Mr. Salmon as CEO. Ms. Ahlström joined Ansell to begin a transition period on 26 January 2026, and subsequently succeeded Mr. Salmon as Managing Director and CEO on 16 February 2026. Following Mr. Salmon's exit as CEO, he continued as a special advisor to our Board and the incoming CEO through to 30 June 2026 to ensure a smooth transition.

For more information on Ansell's approach to governance, committee responsibilities and our board skills matrix, see our 2026 Corporate Governance Statement and pages 138-139 of our 2026 Annual Report. Our Board Committee Charters and corporate policy suite are available via our website.

In FY26, key activities of the Board included:

- The Board received a dedicated briefing on climate governance delivered by a specialist external consultant. In addition, four Directors independently undertook further training on climate-related reporting, both individually and through the boards of other organisations. This included Directors who serve on the Audit & Compliance Committee (ACC) and the SRC.
- The Board was given updates by Group Finance at its December, February, April and June meetings on the status of assessments, judgements, assumptions and disclosures aligned to AASB S2 pillars.
- Oversight and approval of Ansell's first AASB S2 Climate Report.
- Oversight and approval of updates to Ansell's Human Rights Statement and Anti-Bribery & Corruption Policy.
- Oversight and approval of new ESG targets and metrics.
- Oversight and approval of Ansell's newly aligned 2045 Sustainability Plan.
- The release of Ansell's FY26 reporting suite.

← Image caption: Ansell employees at a manufacturing site

Risk management

Ansell conducts an annual assessment of risks and opportunities as part of its business planning and enterprise risk management process, covering both strategic and operational risks and opportunities across the organisation.

This risk assessment is informed by Ansell's Risk Management Framework, with all identified risks benchmarked for significance and appropriately prioritised. All material business risks and associated mitigation actions are recorded in Ansell's Enterprise Risk Dashboard. This dashboard is updated quarterly by the relevant business units (including Global Environment, Health and Safety (GEHS) for climate-related risks) and provides a consolidated view of business risks. The Enterprise Risk Dashboard is reviewed and reported to the SRC.

Any proposed additions, removals, or changes to risks are reviewed through established governance forums, including Risk Management Executive (RME), Quarterly Business Review (QBR) and SRC meetings to ensure ongoing oversight and responsiveness.

← Image caption: Employees connect during a break at the Ansell Kraków office.

Ansell Code of Conduct

Our Code of Conduct embeds our core values and reflects Ansell's commitment to operating under the highest legal, moral and ethical standards. All Ansell employees and Board members are expected to understand and adhere to the Code of Conduct, which sets out expectations on matters including corruption and bribery, human rights, conflicts of interest and social accountability, as well as when and how to seek advice or report concerns. Ansell prohibits political involvement on the company's behalf. In FY26, Ansell did not engage in any lobbying and political finance activities.

Our Code of Conduct is publicly available on our website. Every two years, all email enabled Ansell employees and Directors are required to complete compliance training on the Code of Conduct, with topic specific compliance training delivered in alternate years. Within the last two years, 6,605 professional and production employees completed refresher trainings on the Code of Conduct. We also require targeted employees, selected based on their exposure to potential risks, to complete training covering anti-bribery and corruption policies and procedures.

This year, we developed a site-level compliance risk assessment framework covering ethical and corruption risks. Training on the framework was completed in FY26, with assessments to be rolled out in phases from FY27. Our evolved approach reinforces our commitment to good corporate governance and mitigating risks across our sites.

As part of our internal controls to mitigate bribery and corruption risks, approval procedures for transactions, including limits of authority, are embedded in our expense systems. Our internal controls are audited independently by our internal audit function.

Failure to comply with our Code of Conduct, including provisions relating to fair employment and human rights, may result in disciplinary action, up to and including termination, consistent with local law. Individual violations may also subject Ansell and/or its officers to civil and/or criminal liability.

Employees may seek compliance advice from the Compliance Function or relevant Ansell departments. Concerns may also be reported through Ansell's independently managed Compliance Hotline, which is available online and by telephone in multiple local languages. Individuals who report concerns in good faith are protected by Ansell's no retaliation policy. The Compliance Function monitors and investigates reported cases and reports to the Chief Legal Officer and Board. Responsibility for ethical business conduct remains with every Ansell employee.

6,605

professional and production employees completed refresher trainings on the Code of Conduct in the last two years.

Ansell Supplier Code of Conduct

Our SCOC, updated in FY26, is published on our website and formalises our expectation that our suppliers uphold responsible environmental, social and governance practices in line with Ansell's values. A direct link to our compliance hotline is available to our suppliers, their employees, contractors and other stakeholders to report non-compliance with our SCOC, without fear of retaliation. We require all our suppliers to have grievance mechanisms and to undertake remediation where required. For more information on our SCOC, grievance mechanisms and approach to remediation, see our 2026 Labour Rights Report (and Modern Slavery Statement).

↑ Image caption: Nemesis eyewear & Ringers R580 gloves.

Our ESG governance model

Ansell Board of Directors (the Board)
Oversees and reviews the management, administration and governance of the company, including Ansell's strategy, targets and performance.

Sustainability & Risk Committee (SRC)
Oversees the identification, assessment and management of Ansell's risks and opportunities in the enterprise risk management framework. Reviews risks, risk responses and mitigation actions, monitors changes in risk exposure against risk appetite and oversees progress against ESG objectives and targets. Provides guidance and recommendations to the Board.

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

Audit & Compliance Committee (ACC)
Oversees the integrity, accuracy and completeness of Ansell's climate-related financial disclosures, including reporting prepared in accordance with AASB S2. Reviews management's judgments and estimates relating to climate-related matters, oversees internal controls and assurance processes supporting climate reporting and monitors external audit and internal audit activities relevant to climate-related disclosures.

See Audit & Compliance Committee Charter for committee's full roles and responsibilities.

Chief Executive Officer (CEO)
Responsible for the delivery of the strategic direction and achieve the goals determined by the Board, including delivery of climate-related strategy and targets with support from ELT and relevant groups.

Executive Leadership Team (ELT) Sustainability Council
The ELT Sustainability Council, comprising the CEO and all members of the ELT, has management accountability for the identification, prioritisation and management of sustainability-related risks. The ELT Sustainability Council oversees implementation of approved climate and sustainability strategy, including related metrics and targets, and works to integrate climate considerations into business planning, capital allocation and performance management. Individual ELT members also have accountability for specific sustainability and climate-related focus areas relevant to their functions, supporting the integration of climate considerations across the business. The ELT Sustainability Council is required to receive updates relating to climate-related targets at least three times a year.

People Workstream

Labour Rights Committee
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.

Chief Human Resources Officer and Chief Operations and Supply Chain Officer
Executes our People strategy and programmes related to H&S, B&I, community engagement, the operational and supply chain labour programmes and the Supplier Management Framework (SMF) and reports to the ELT, CEO and the Board, overseen by the SRC.

Risk Management Executive (RME)
Progress against established targets, safety programmes, and overall safety performance is monitored by GEHS and systematically reviewed at monthly EHS forums and reported at the quarterly RME meetings. Implementation of our operational labour rights programme is also reported at RME meetings. RME meetings are chaired by the Chief Operations & Supply Chain Officer, led by Head of GEHS and attended by the Operations Leadership Team and global internal functions (e.g., Human Resources (HR)). The meetings are held monthly.

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), HR and Operations. Monthly meetings monitor the progress of the SMF and discuss any topics for escalation to the LRC.

Planet Workstream

Chief Operations & Supply Chain Officer
Manages and monitors delivery of our decarbonisation, water and waste strategies, including our net zero commitment and is responsible for our CDP reporting. Progress is reported to the ELT and Board, overseen by the SRC.

Climate Working Group
The Climate Working Group comprises representatives from finance, risk, corporate governance, sustainability and GEHS and convenes quarterly to maintain oversight of climate- and sustainability-related developments, and monitor new and existing environmental risks.

Risk Management Executive (RME)
Monthly RME meetings monitor climate-related metrics and targets associated with emissions, energy, water and waste, and assess changes in risk exposure, controls and mitigation actions. The day-to-day responsibility of executing strategy, the risk management framework, maintaining controls and appropriate procedures, including those relating to climate and environment management, is driven by GEHS.

Product Workstream

Chief Product & Marketing Officer
Delivers new product innovations, executes our packaging pledge and sustainable product pipeline developments. Partners with customers, suppliers and other stakeholders to develop circularity and end-of-life solutions for reduced environmental impact with oversight from our Chief Product & Marketing Officer, who reports to the CEO, ELT and the Board.

Research & Development (R&D)
Team members from Research & Development are responsible for driving our strategy related to innovation and product stewardship.

Quality Assurance and Regulatory Assurance (QARA) Steering Committee
Annually, we review our quality objectives, with key performance indicators (KPIs) assigned to each objective. These KPIs are monitored monthly by the Regulatory Leadership Team (RLT) and quarterly by the Quality Assurance and Regulatory Assurance Steering Committee. Team members from QA and Regulatory Affairs are responsible for managing, monitoring and reporting our activities across product safety and quality.

Communication & Training Workstream

Chief Product & Marketing Officer
Equips our people with key knowledge on sustainability at Ansell, engages with customers on industry solutions for integrating sustainability into PPE and leads our sustainability communication strategy.

Our material topics

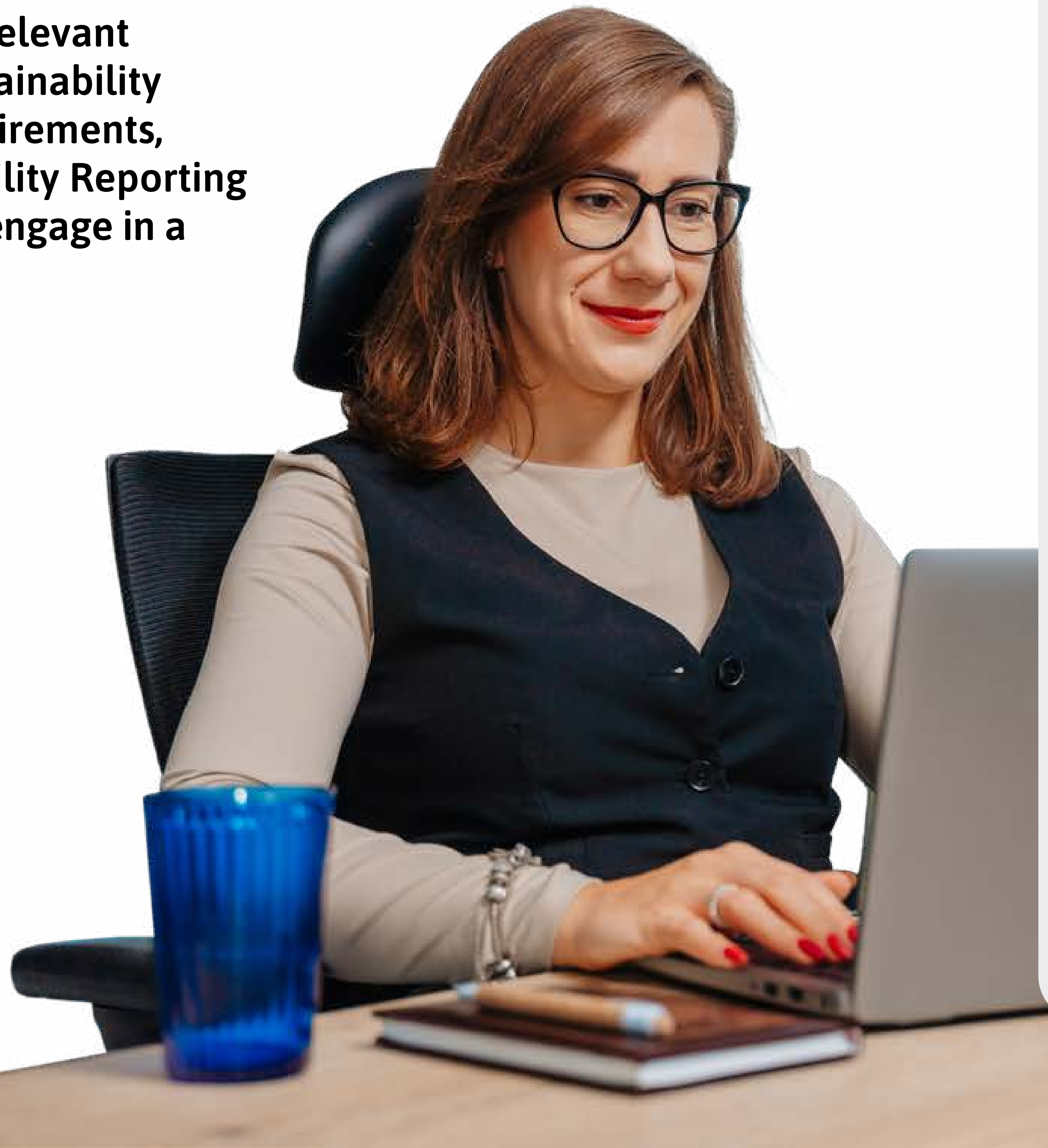
This report has been prepared in accordance with the GRI Standards, reflecting our longstanding commitment to transparent sustainability reporting. Ansell is also monitoring reporting requirements in all relevant regions, including the EU's Corporate Sustainability Reporting Directive (CSRD) reporting requirements, which aligns with the European Sustainability Reporting Standards (ESRS), and the requirement to engage in a double materiality assessment (DMA).

Evolving our approach

Ansell has a longstanding approach to identifying material environmental, social and governance (ESG) topics, underpinned by GRI-aligned methodology. In preparation for CSRD, we have conducted a DMA which identifies and assesses ESG topics from two perspectives: inside-out (the company's positive and negative impact on society and the environment) and outside-in (the financial risks and opportunities for the company stemming from ESG topics).

This dual lens approach to the evaluation of ESG topics ensures that we equally weight the impact of our environmental, social and ethical responsibilities, in parallel with actions to increase our resilience and profitability as a business.

From October 2024 to March 2025, we performed our first DMA with the guidance of a third-party consultancy. More details are available in our 2025 Annual Report.



FY26 material topics

Our previously established material topics remain in place for FY26 reporting. These comprise 10 material topics, which are underpinned by our sustainability governance and business ethics, and stakeholder engagement and sustainability communications, comprising:

- **Employee health and safety**
- **Labour rights**
- **Belonging, inclusion and employee engagement**
- **Community engagement and investment**
- **Energy and emissions**
- **Climate risk**
- **Biodiversity**
- **Water**
- **Waste**
- **Innovation and product stewardship (inclusive of Product quality and safety)**

More information on each of these material topics including our targets and goals, our impact, our approach, and our progress can be found in the relevant sections of this FY26 ESG Report.

Image caption: Finance professional based at Ansell's Kraków office.

Stakeholder collaboration

At Ansell, collaborating closely with our key stakeholders is integral to our operations. We seek to better understand their priorities and keep them informed about our environmental and social impact and sustainability governance.

Stakeholder engagement

Annually, we engage with our diverse set of stakeholders on a wide range of sustainability topics. Our focus is on communicating transparently and openly, addressing inquiries, fostering meaningful dialogue through various channels and touchpoints and reporting on progress against our sustainability targets.

	Distributor customers	End users	Employees	Shareholders
Key areas of interest	• Business conduct • Business continuity/reliability of supply • Environmental impact and compliance • Labour rights • Pricing • Innovation and product stewardship • Responsible supply chain	• Business continuity/reliability of supply • Environmental impact and compliance • Labour rights • Pricing • Innovation and product stewardship • Responsible supply chain	• Health and safety • Labour rights • Belonging and inclusion • Employee engagement • Financial performance • Community engagement and investment • Climate risk • Environmental impact and compliance	• Financial performance • Climate risk • Environmental impact and compliance • Belonging and inclusion • Health and safety • Labour rights
How we engage	• Customer service interaction • Direct engagement • Marketing • Plant visits • Sales and contract negotiations • Trade shows • Webinars • Website • ESG Report • Labour Rights Report (and Modern Slavery Statement)	• AnsellGUARDIAN™ • Contact through distributors • Customer service interaction • Customer site visits • Marketing • Webinars • Websites • ESG Report • Labour Rights Report (and Modern Slavery Statement)	• Newsletters, posters and emails • Conferences and events • Engagement surveys • Intranet • Town halls • Training • Volunteer and community programmes • ESG Report • Labour Rights Report (and Modern Slavery Statement)	• ASX disclosures • AASB S2/Sustainability Report • Results webcasts • Annual General Meeting • Investor meetings • Press releases

Image caption →
HyFlex 11-800 gloves.

Customer testimonial:

Bunzl Continental Europe

"Our collaboration with Ansell supports the sustainability journey across two key dimensions: progressing towards science-based targets and strengthening data transparency.

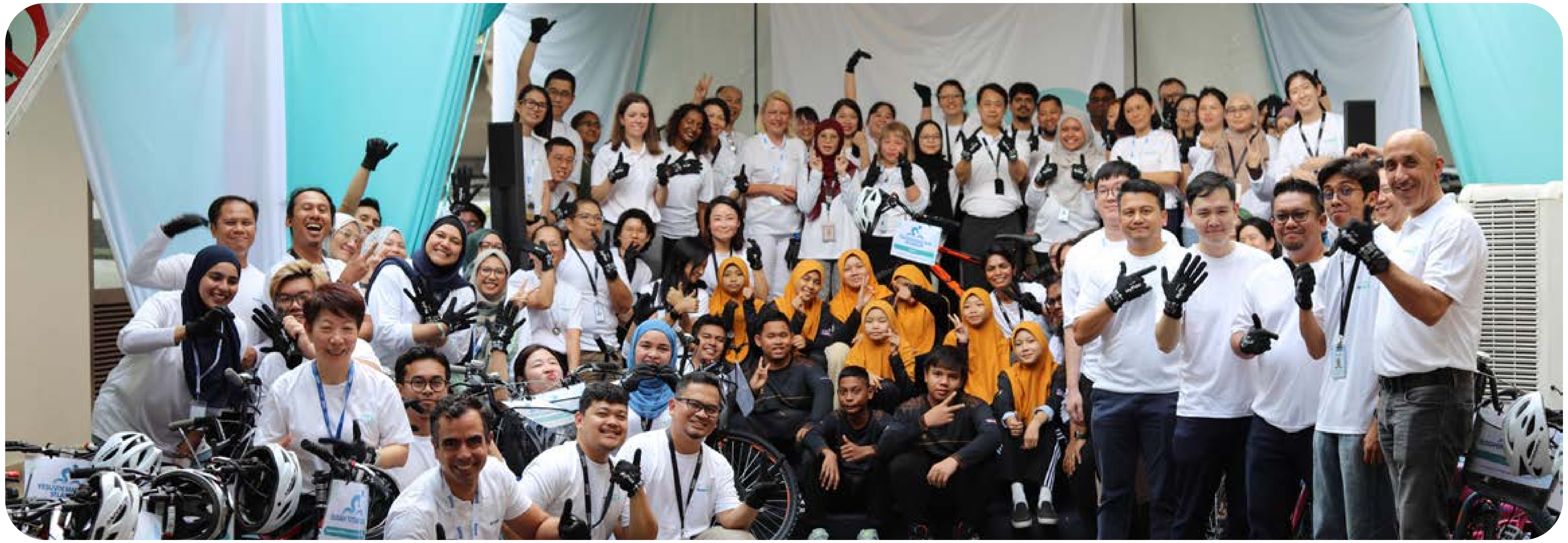
Ansell's net zero ambitions and alignment with the SBTi, combined with their active participation in the Scope 3 Carbon Survey, directly support our Scope 3 programme by providing consistent, comparable data on supplier targets and decarbonisation progress. This alignment is critical to delivering against our science-based commitments.

Ansell supports our data readiness by contributing to a structured approach for tracking supplier ESG performance. This improves transparency, enables consistent evaluation and generates actionable insights across our value chain—particularly for Life Cycle Assessments (LCAs), where reliable supplier data is key to meeting growing customer demand.

Overall, Ansell's proactive engagement—both in aligning with science-based targets and in supporting structured ESG data collection—is a strong example of how suppliers can contribute effectively to advancing sustainability ambitions at scale."

Stakeholder collaboration (continued)

	Local communities	NGOs and activists	Regulators	Suppliers
Key areas of interest	• Community engagement and investment • Environmental impact and compliance	• Labour rights • Responsible supply chain	• Business conduct • Environmental impact and compliance • Health and safety • Labour rights	• Business conduct • Business continuity • Labour rights • Product specifications and quality expectations • Responsible supply chains
How we engage	• Education and healthcare support • Local events • Philanthropic activities • Sponsorships • Volunteer programmes	• Direct engagement • Donations/disaster relief support • Partnerships • ESG Report • Labour Rights Report (and Modern Slavery Statement)	• Annual Report • ESG Report • Modern Slavery Statement • Direct engagement • Participation in business and industry associations	• Audits (including third-party audits) • Direct engagement • Supplier trainings • Supplier events, such as supplier summits • Participation in business and industry associations • Supplier agreements • Supplier Code of Conduct • ESG Report • Labour Rights Report (and Modern Slavery Statement)



← Image caption: Working together beyond the workplace, the Ansell ELT, Cyberjaya leaders, and employees assembled bicycles for donation to children in the community.

The United Nations Sustainable Development Goals

At Ansell, we support the role of business in working alongside governments and civil society to achieve the United Nations Sustainable Development Goals (SDGs). We evaluated our actual and potential negative and positive impacts on the SDGs. From this mapping, we identified seven SDGs that Ansell is best positioned to make a meaningful impact on, as shown mapped here to our material topics.

GOOD HEALTH AND WELL-BEING

We provide hand and body protection solutions to millions of workers and healthcare professionals globally. Innovation drives our business forward and we are focused on developing products that perform better and continue to keep users safe. Our employees' health and well-being are a priority for us.

Material topics: Employee health and safety and Innovation and product stewardship

CLEAN WATER AND SANITATION

Our manufacturing processes and raw materials are water intensive. We continue to reduce our water intensity through efficiency improvements and water recycling.

Material topic: Water

AFFORDABLE AND CLEAN ENERGY

We have a role to play in energy efficiency and renewables. As part of our decarbonisation strategy, we are reducing our reliance on fossil fuels and

shifting to renewable energy.

Material topics: Climate risk and Energy and emissions

DECENT WORK AND ECONOMIC GROWTH

We make a significant contribution to employment and economic growth and promote decent work.

Material topics: Labour rights, Belonging and inclusion and Employee engagement

REDUCED INEQUALITIES

As a global employer, we can help to address inequality.

Material topics: Labour rights, Belonging and inclusion and Employee engagement and Community engagement and investment

RESPONSIBLE CONSUMPTION AND PRODUCTION

Product stewardship is an important area of focus for us. Our actions include reducing the environmental impact of the life cycle of our products and packaging, including our manufacturing operations, while ensuring our products deliver the protection and quality our customers depend on.

Material topic: Innovation and product stewardship

CLIMATE ACTION

We support the Paris Agreement. Beyond our efforts to decarbonise our operations, we are partnering and collaborating with industry and value chain partners to advocate for climate action.

Material topics: Climate risk and Energy and emissions

← Image caption: Operations team members at Ansell India preparing to enter the packing hall.

2045 Sustainability Action Plan

At Ansell, we have set bold and ambitious actions for People, Planet and Product towards 2045 – targets and goals that inspire us to create a safer future with sustainability.

→ *Image caption: Ansell United Kingdom (UK) team volunteer towards conservation efforts at River Lathkill, Peak District National Park in the UK.*

In FY26, we updated our 2045 Sustainability Action Plan to reflect our evolving commitments and progress to date.

People

Safe and respectful workplaces

- Reduce Total Recordable Injury Frequency Rate by 12% by 2030 from FY25[1].
- Achieve a minimum of 150 safety observations per 100 employees annually to mitigate unsafe conditions and acts.
- Make year-on-year progress in implementing 60-hour workweeks across all Ansell plants[2].
- Ensure 100% of direct suppliers meet Ansell's labour, health and safety standards for decent work for their employees by FY27[3].
- Build an inclusive workplace by offering trainings on equal opportunity principles and awareness campaigns, as well as measuring progress and reporting on the global percentage of women in leadership positions.

Supporting communities

- Investing in the communities where we operate through sustained financial and product donations, disaster relief and meaningful employee volunteerism —with year-on-year growth in participation and impact, reported annually.

Planet

Decarbonisation

Net zero target

- Net zero GHG emissions across the value chain by FY45.

Related gross target

- Reduce absolute Scope 1 and Scope 2 emissions by 90% by FY40 from a FY20 base year[5, 6].
- Reduce absolute Scope 3 emissions by 90% by FY45 from a FY22 base year[4, 5].

Milestones or interim targets

- Reduce absolute Scope 1 and Scope 2 GHG emissions by 42% by FY30 from a FY20 base year[6].
- Reduce absolute Scope 3 emissions from fuel and energy-related activities and end-of-life treatment of sold products by 25% by FY30 from a FY22 base year[4].
- Commit that 90% of suppliers by spend (covering purchased goods and services, and upstream transportation and distribution) will have science-based targets in place by FY30.

Initiatives contributing to targets

- Certify all manufacturing plants to ISO 50001 Energy Management Systems by FY28.

Renewable electricity target

- Source 100% renewable electricity in plants by FY40.

Conserve natural resources

- Reduce water withdrawals by 35% by FY27 (from FY20 base year)[7].
- Achieve Zero Waste to Landfill for all manufacturing plants.
- Improved environmental stewardship to reduce depletion and impacts on natural resources.

Product

Material and process innovation

- Design 80% of new and updated products with reduced environmental impact by FY26[8].
- Ensure 100% of packaging material is recyclable, reusable or compostable by FY26[9].

1. *TRIFR target baseline has been updated to FY25 TRIFR of 0.795. Target update reflects changes in internal strategy and improved safety performance in the last year.*
2. *The maximum 60-hour workweeks for operational employees, including regular working hours and voluntary overtime, is informed by the International Labour Organization (ILO) standards on hours of work and weekly rest and the Ethical Trading Initiative (ETI) Base Code 6.*
3. *Suppliers that are in-scope are direct finished goods and raw material suppliers managed by Global Sourcing, and excludes speciality, non-glove products.*
4. *In line with SBTi Corporate Net-Zero Standards and Guidance. FY22 base year 878,947 tCO_2e. Following the acquisition of KCPPE, recalculation of base year currently in progress with SBTi and will be reported in the next fiscal year.*
5. *Ansell prioritises direct emissions reduction, with the use of carbon credits planned only to offset residual emissions after a minimum 90% gross reduction across Scopes 1, 2, and 3 has been achieved. As this is not anticipated before 2030, the approach will be finalised closer to that time to ensure alignment with future best-practice frameworks. When selected, Ansell's portfolio is intended to comprise high-quality credits from schemes based on their credibility and integrity. Ansell will evaluate a mix of credit types, including nature-based to address the final 10% of emissions in achieving the net target.*
6. *In line with SBTi Corporate Net-Zero Standards and Guidance. FY20 base year 281,661 tCO_2e.*
7. *At the time of acquisition, Ansell Seremban had a fully operational RO system and had already achieved the RO water usage target Ansell set for our plants. Therefore, our overall FY20 base year and FY26 metrics for water withdrawals excludes this site.*
8. *Performance is measured according to D4S principles, only applicable for projects active in the reporting period, when compared with gloves of a similar make.*
9. *The metric covers the packaging of Industrial and Healthcare hand protection styles selected for the project based on feasibility and resource factors at the time the project and target were established. Excludes packaging for products that must meet certain unique industry needs that may not be recyclable.*

EMPOWERING OUR PEOPLE

We believe in fostering a culture of safety, wellbeing and belonging. Our workplaces champion inclusion and equal opportunity, benefiting our people and the local communities where we operate.

Image caption: Ansell employee at a manufacturing facility.

FY26 performance at a glance

Image caption: Ansell employee at the Thailand manufacturing site.

People

Reduce Total Recordable Injury Frequency Rate (TRIFR) by 12% by 2030
(from FY25 base year)[1]

FY26 **0.543**

FY25 **0.795**
(base year)

-32%

100% of direct suppliers meet Ansell's labour, health and safety standards for decent work for their employees by FY27[2]

% of in-scope finished goods suppliers are rated A or B

FY26 **90%**

FY25 **90%**

% of in-scope raw material suppliers are rated A or B[3]

FY26 **81%**[4]

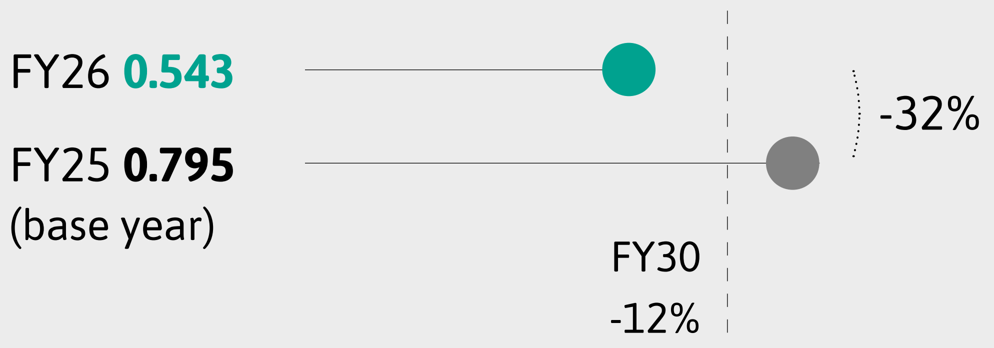
FY25 **85%**

1. *TRIFR target baseline has been updated to FY25 TRIFR of 0.795. Target update reflects changes in internal strategy and improved safety performance in the last year.*
2. *Suppliers that are in-scope are direct finished goods and raw material suppliers managed by Global Sourcing, and excludes speciality, non-glove products.*
3. *Raw material suppliers of packaging, yarn and liners, latex and chemicals.*
4. *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 supplier ratings will be reported in FY27.*

Employee health and safety

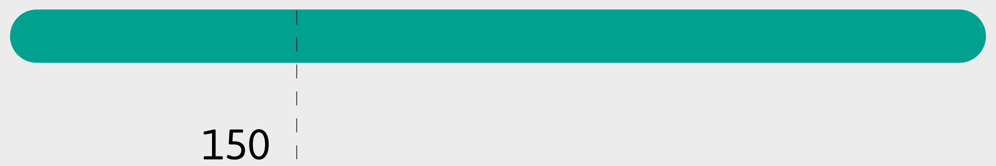
Progress against targets

Reduce TRIFR by 12% by 2030 from FY25[1, 2]



Achieve a minimum of 150 safety observations per 100 employees annually to mitigate unsafe conditions and acts[2]

FY26 **570** safety observations per 100 employees



1. *TRIFR target baseline has been updated to FY25 TRIFR of 0.795.*
2. *Target update reflects changes in internal strategy and improved safety performance in the last year.*

At Ansell, protecting the safety of our employees, contractors and visitors is a collective effort, supported by strong leadership and embedded in daily practice. Our proactive approach focuses on continuous improvement and empowering people to speak up, act responsibly and look out for one another.

Our impact

Many of our employees and supply chain workers operate in manufacturing and industrial environments, where exposure to machinery, chemicals and physical tasks can present a greater risk of occupational H&S impacts.

Our approach

Ansell remains firmly committed to continuous improvement as we pursue our goal of zero workplace accidents. At Ansell, safety is a shared responsibility, and we expect every employee to play a vital role in maintaining a healthy and safe workplace. To reinforce this commitment, we adopt a structured top-down and bottom-up approach to H&S management.

Our H&S approach is guided by our environmental health and safety (EHS) framework, which includes global standards for high-risk tasks (HRTs) and Core standards, establishing the framework of our EHS management system, which covers all employees and contractors. Risk identification and mitigation are embedded in our day-to-day operations, with findings shared promptly across all Ansell sites to ensure consistent assessment and response.

To measure the effectiveness of our H&S management, we monitor performance indicators monthly through our EHS dashboard, which is reported to the ELT and the Board. We also conduct assessments against our HRT procedures.

For governance and oversight see page 12.

Ansell Supplier Code of Conduct and Supplier Management Framework

We influence the implementation of H&S standards through our SCOC. Our SCOC sets our expectation that suppliers protect the health and safety of their workforce. Finished goods and raw material suppliers in-scope for the SMF complete third-party audits and self-assessment questionnaires (SAQs) that allow us to monitor health and safety-related impacts of the suppliers.

Employee engagement

Ansell places strong emphasis on employee engagement in driving EHS excellence. This is enabled through multiple platforms such as site safety committees, targeted engagement programmes, Gemba practices and active leadership involvement across all plant levels. Employees are encouraged to identify hazards and contribute improvement ideas, supported by the integration of the EHS Pillar within the Ansell Production System.

Management systems and standards

Our H&S management system requirements are defined and implemented through our relevant Codes of Practice (COP) documents and HRT standards. These documents continue to meet OHSAS 18001 and ISO 45001, which underpin our existing individual policies. Our management systems adhere to the US Occupational Safety and Health Administration (OSHA) and Australian regulatory requirements.

HRT procedures play a critical role in operational safety by providing clear, task-specific guidelines to effectively reduce risk. The company places the highest priority on the consistent implementation of these procedures across all sites to ensure the protection of people.

All sites undergo annual screening and evaluation to monitor progress. In FY25, Global EHS conducted a comprehensive assessment of implementation maturity, including progress ratings. Building on this foundation, from FY26 onward, Global EHS is guiding sites to implement HRT procedures in a more systematic and effective manner.

Encouragingly, implementation has demonstrated strong process effectiveness and high levels of engagement from plant teams, with consistent adoption observed across all sites. A re-evaluation at the end of FY26 will further measure progress and reinforce continuous improvement in HRT implementation.

← Image caption: Ringers Lite R570 and KG Nemesis gloves.

Our progress

In FY26, we have further strengthened our initiatives towards our ambition of zero harm via a set of six Ansell-wide initiatives, applicable to all our locations.

High-risk task procedure excellence

We have elevated our implementation standards to ensure robust identification, authorisation and control of high-risk activities across our own operations.

Incident elimination daily management system tools

Our aim of 100% adoption of incident elimination daily management system (IE DMS) tools is driving full implementation and disciplined utilisation of IE DMS tools to standardise risk assessment, documentation and management system effectiveness. These tools comprise behaviour observation systems to identify and correct unsafe behaviour, plus quick risk prediction for non-routine tasks, safety triggers for identifying issues in a proactive way and safety maps to more easily visualise hazards and controls. As of FY26, all sites have initiated IE DMS tools, and we are aiming for full implementation by FY27.

Risk hunt programme

In FY26, our risk hunt programme has been a key priority. It aims to systematically identify and mitigate risks across all our machinery and operational activities. This has been implemented by establishing qualified risk assessment teams at each site through comprehensive training led by Global EHS; with a standardised training framework further cascading learning locally to ensure consistent capability building across all our sites. By following this structured approach, our sites have been actively screening operations during FY26 to identify potential hazards. A specific emphasis in the programme was for sites to identify hand-related risks and implement targeted mitigation actions to help eliminate hand injuries.

Overall, the programme has already demonstrated significant improvement in risk visibility, proactive identification of hazards and effective follow-up actions – including a reduction of more than 60% in the specific hand injury category, compared to FY25.

Safety performance reporting

We have been strengthening leading and lagging indicator reporting, improving both the quality and frequency of reporting at department level. This year, we updated both our TRIFR and safety observations targets to better reflect our zero-harm ambition. We exceeded our updated safety observations target, recording 570 observations per 100 employees in FY26, reflecting increased individual employee participation to enhance early risk detection and preventive action. We are also encouraging transparent and timely reporting of first aid (see 'Medical Treatment Injury Rate' on page 60) to enhance employee learning, early intervention and preventive control before escalation to recordable incidents.

From ‘Zero-On’ to ‘People Engagement Programme’

We have been repositioning our Zero-On initiative during FY26, which highlighted individual safety risks as key focuses, and introducing in its place our new People Engagement Programme, which aims to deepen employee understanding, ownership and actively involve all employees in safety expectations and behaviours.

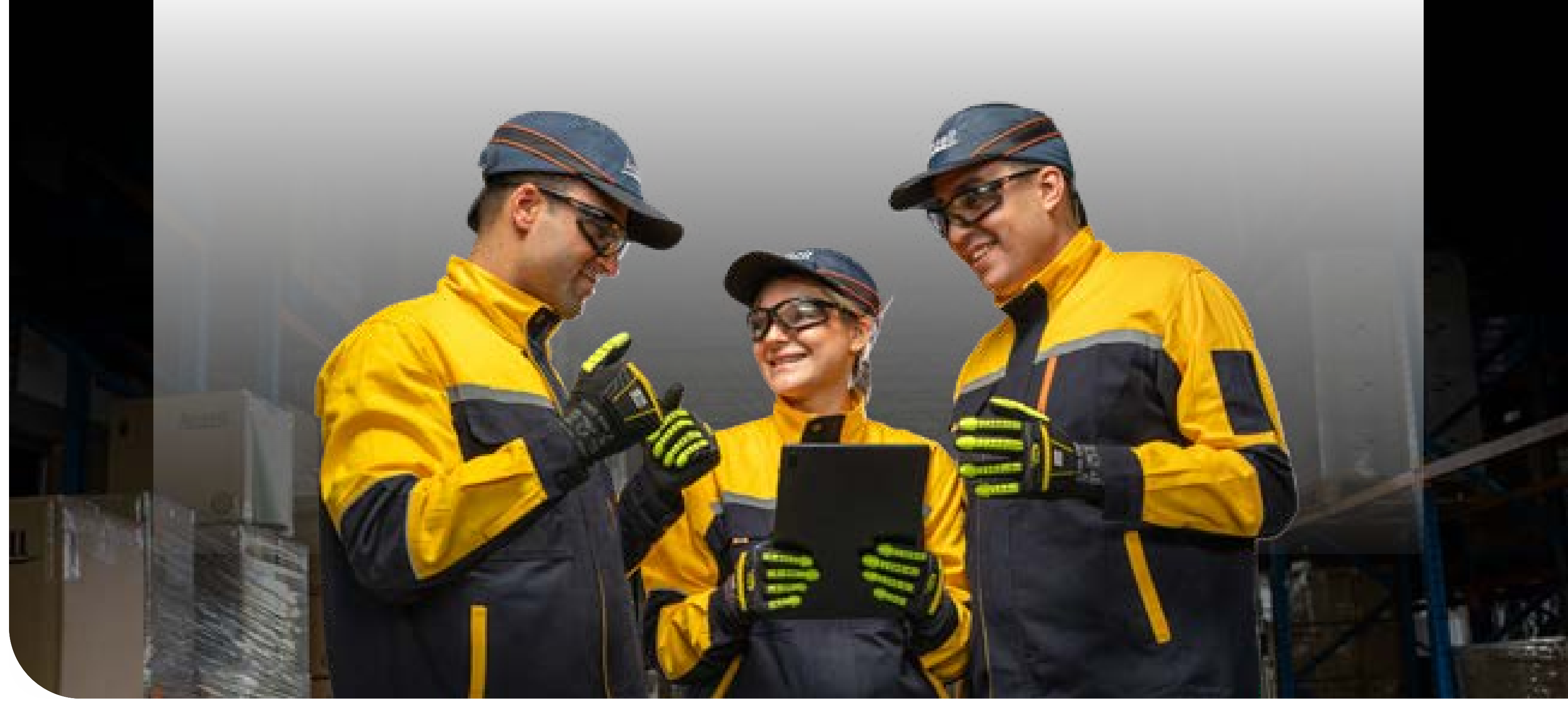
Together, we believe these initiatives will reinforce a proactive, engagement-driven safety culture and provide structured mechanisms to advance our zero-harm ambition into the future.

Strengthening our workforce’s capability

In FY26, our Global EHS prioritised strengthening workforce capability through a structured skill development programme across all sites. The initiative began with a comprehensive skill assessment, forming a strong foundation to identify targeted training needs aligned with global standards and our internal procedures.

Customised training modules, specifically designed for our operations, were delivered by qualified in-house EHS and other department professionals, enabling practical, relevant and high-impact learning. The programme has been highly successful, receiving very positive feedback and strong engagement from our plant teams.

In FY26, 18 training sessions had been delivered, reaching over 1,000 employees equivalent to 2,376 total training hours, exceeding our FY25 training records and demonstrating significant progress in capability building and a strong commitment to operational excellence and safety.



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

Labour rights

Progress against targets

100% of direct suppliers meet Ansell's labour, health and safety standards for decent work for their employees by FY27[1]

In-scope finished goods suppliers are rated A or B

FY26 **90%**

FY25 **90%**

In-scope raw material suppliers[2] are rated A or B

FY26 **81%**[3]

FY25 **85%**

1. Suppliers that are in-scope are direct finished goods and raw material suppliers managed by Global Sourcing, and excludes speciality, non-glove products.
2. Raw material suppliers of packaging, yarn and liners, latex and chemicals.
3. 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 supplier ratings will be reported in FY27.

We operate 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 stakeholders – including our own company – can influence the overall risk profile of the industry, creating an ever-shifting risk landscape.

Our impact

Labour rights pose multiple scenarios for impact on our employees and supply chain workers. We recognise the need, particularly in high-risk procurement categories to remain vigilant to the risks associated with child labour, forced labour and non-compliance with anti-human trafficking laws. At Ansell, respect for labour rights and fair treatment of all individuals involved in our business remain central to how we operate.

Sector risk factors

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 non-conformances (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.

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

← *Image caption: Employees at Ansell's manufacturing site inspecting, folding and packing products.*

Our approach and progress

As outlined in our Human Rights Statement, Ansell is committed to implementing the UNGPs and the ten 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.

We 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, Responsible Sourcing Policy and Supplier Code of Conduct, which are supplemented by our operational and supply chain risk management frameworks.

For more detailed information on our labour rights approach and progress, please refer to our 2026 Labour Rights Report.

Our operations

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 safeguards throughout recruitment and employment to support their wellbeing and protect their rights.

80%

of NCs identified during WRAP audits in FY26 were closed

Audit programme

Third-party audits provide an independently assessed point-in-time snapshot of working conditions at Ansell manufacturing plants. Our primary audit tools are WRAP and FLI to assess several areas, including working conditions across our operations, accommodation, third-party labour agents and service providers. Audits are led by accredited audit firms, can be announced or semi-announced, and involve multiple stages, including pre assessments and employee interviews. In FY26, we completed our transition 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].

We supplement third-party audits with FLI audits to assess forced labour indicators at our plants.

Every plant undergoes an initial FLI audit, with subsequent audits conducted based on our customer requirements or identified needs. 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, including our Sri Lankan plant, which achieved zero findings, for a total of 12 FLI audits to date (at 9 out of 14 plants).

Grievance mechanisms

We recognise that raising workplace concerns can be challenging – particularly when power dynamics are at play. Our policies and procedures for grievance mechanisms and investigation are outlined in our Global Grievance Policy and Whistleblower Policy, which covers Ansell employees and contingent employees. At our Ansell facilities, we are committed to creating an environment where all employees, especially those from vulnerable groups such as migrant operational employees, feel safe to speak up.

To support this, 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 following supervisory training and the rollout of a Grievance Handling Manual. Our no-retaliation policy further reinforces that employees can raise concerns in good faith without fear of adverse consequences. In FY26, we launched a third-party hotline at our Thailand plant. The hotline is managed by independent provider Lloyd's Register Quality Assurance (LRQA) and accessible via a toll-free phone number, WhatsApp and Facebook Messenger. Our hotline was discontinued in China by the external provider due to reduced local demand for the services.

Rollout of the 60-hour workweeks standard

We have committed to transitioning all Ansell-operated plants to maximum 60-hour workweeks in line with international best practice[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.

1. *See 12 principles.*
2. *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 supplier ratings will be reported in FY27.*
3. *The maximum 60-hour workweeks 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.*

Our suppliers

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. All direct suppliers are required to comply with our SCOC. Our SCOC also requires that suppliers offer and maintain effective grievance mechanisms to encourage reporting without fear of retaliation.

Supplier Management Framework

To support implementation of these requirements, we operate a risk-based SMF, which, as of FY26, covers 211 in-scope finished goods and raw material suppliers, representing 90% of finished goods and raw material spend managed by Global Sourcing. The SMF includes supplier audits, corrective action processes, performance ratings and risk assessments designed to support continuous improvement and responsible business practices.

Supplier testimonial:

Behn Meyer Specialties (M) PLT

"Ansell's Supplier Management Framework (SMF) has been instrumental in aligning Behn Meyer's journey toward excellence in labour and human rights, ethics 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."

Image caption → HyFlex 11-427.

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.*
2. *Current year performance excludes raw material suppliers who have been onboarded on to 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 supplier ratings will be reported in FY27.*

Audit programme

We require high-risk, in-scope direct (Tier 1) suppliers under the SMF to undergo regular third-party audits. Our audit programme was initially developed for finished goods suppliers and has since expanded to include in-scope raw material suppliers across packaging, yarn and liners, latex and chemical categories.

In FY26, finished goods suppliers completed 72 audits (70 in FY25) 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) for the first time, 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.

Performance ratings

Supplier performance assessments are also applied to suppliers in scope of the SMF and include criteria such as audit findings, NC severity, self-assessment questionnaires (SAQs), and external inputs. Ratings are reviewed annually or when critical information arises to prioritise corrective actions and escalation. As of FY26, 90% of in-scope finished goods suppliers and 81%[2] of raw material suppliers have achieved an A or B performance rating. 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 audit.

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.

Supplier capability building

As many of our chemical category suppliers have limited experience with third-party audits and varying levels of audit readiness, we have been transitioning these suppliers from SAQs to third-party social compliance audits. These efforts strengthen our due diligence approach and expanding SMF coverage. Support during FY26 includes audit-readiness assessments, targeted second-party audits and supplier engagement to support remediation and strengthen compliance. We also partnered with WRAP to deliver training programmes that support audit preparation and implementation.

In FY26, 137 suppliers who were newly onboarded on the SMF attended our topic-specific sessions, include the Level 1 SMF and SCOC briefing, covering grievance mechanisms and best practice sharing.

Belonging & inclusion, and employee engagement

Progress against targets

Achieved engagement score in response to survey question: 'I feel like I belong at Ansell.'

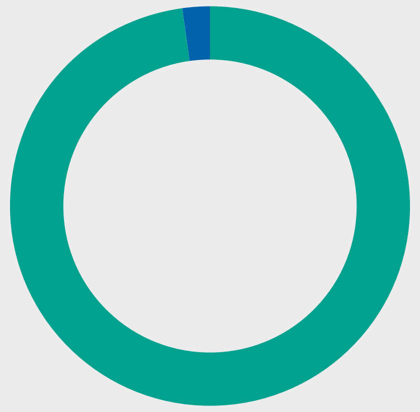
FY26 **74%**[1]

FY25 **71%**

Our workforce

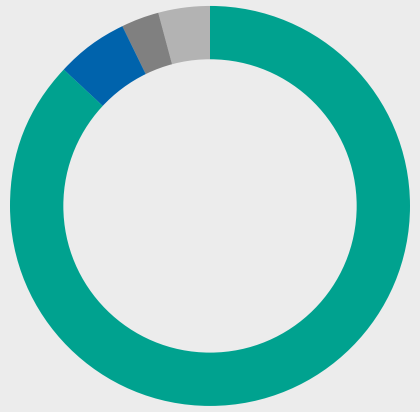
Position

- **98%** Full-time
- **2%** Contingent



Geographic region

- **87%** Asia Pacific
- **6%** Europe, Middle East and Africa
- **3%** Latin America and the Caribbean
- **4%** North America



Gender

- **51%** Male
- **49%** Female

1. *FY26 engagement survey is for professional employees to check progress between the biennial group-wide engagement surveys.*

We are striving to foster a workplace where respect, belonging and inclusion are a part of our culture, every day. This helps us attract, develop and retain people who are committed to thriving in their futures at Ansell. By empowering people, we benefit from those who embrace Ansell's innovative, entrepreneurial mindset for success.

Our impact

We are proud of the many positive impacts working at Ansell brings to our employees. These include our proactive engagement via surveys, ongoing training and development opportunities, and our channels that promote open dialogue (including grievances). We also recognise that discrimination and work-related stress can have a negative impact on our employees, and we continually seek ways to ensure our workplace is welcoming, respectful and champions wellbeing.

Our approach

We are proud of the positive impact working at Ansell has on our employees, supported by tangible actions and deliberate investments. This includes proactive listening through regular engagement surveys, access to ongoing training and development opportunities and clear channels that enable open, transparent dialogue - including formal grievance mechanisms.

We also actively provide programmes and resources designed to support inclusion and wellbeing - recognising that risks such as discrimination and work-related stress can impact the employee experience. We continue to strengthen these offerings to ensure our workplace is welcoming, respectful and equipped to support our people's wellbeing in meaningful, practical ways.

Ansell Belonging & Inclusion approach

We are committed to building a workplace where everyone feels a genuine sense of belonging. Our Belonging & Inclusion (B&I) Policy continues to guide how we approach continual improvement across the employee lifecycle. It sets out B&I practices, tracking and reporting requirements expected across Ansell. While also supporting accountability, reporting and alignment with our Code of Conduct, enabling regional B&I groups to implement local initiatives. Our commitments in the policy reflect all areas of the employee experience at Ansell, including talent acquisition, career and skill development and performance management.

Aligned to our B&I policy, our Vision, Mission and PRIDE values reinforce our shared sense of purpose, empowering colleagues to feel respected and able to bring their whole selves to work. We encourage and welcome a range of perspectives and ways of working together, building a workforce that better reflects the geographies and customers we serve, where everyone feels inspired to thrive as one team.

Globally, employees participate virtually and in person at annual B&I events. At the regional level, we empower teams to develop locally appropriate B&I and engagement actions.

Ansell Learning & Development strategy

Our Learning & Development (L&D) strategy is designed to enable the business's long-term growth plans and create career development opportunities and internal mobility. By having access to relevant, high-impact content – refreshed annually on employee feedback and our business priorities – we support, and benefit from, the development of real-world business capabilities while accelerating professional growth and on-the-job learning, including the promotion of internal leadership talent.

Our approach is guided by the 70/20/10 learning philosophy, balancing experiential learning (70%), learning from others through mentoring and collaboration (20%) and formal learning (10%). This blended model embeds learning into daily work and supports a high-impact, growth-oriented learning culture across Ansell.

← Image caption: Employees at Ansell India during a break.

Learning at Ansell is structured around a clear, enterprise-aligned portfolio designed to build the capabilities that drive strategy execution while unlocking colleague growth. This includes foundational programmes that equip employees with essential skills, functional excellence to deepen business and technical expertise and strategic capabilities that enable execution of key enterprise priorities.

We also invest in leadership development to strengthen our pipeline of people leaders and provide targeted talent accelerators to support career mobility and succession readiness. Together, these offerings ensure consistent, high-quality learning experiences globally, with a deliberate focus on building capability in critical roles that are most closely aligned to our strategic ambitions.

We use our performance management and employee career progression processes to support employee career goals. Every employee receives formalised performance reviews. Professional employees complete two check-ins during the year and an annual review (inclusive of career development conversations). At a minimum, production employees receive annual performance feedback. These reviews support ongoing development conversations, informing individual learning priorities, supporting career progression and capability building across Ansell.

For governance and oversight see page 12.

Image caption → Employees during a break at the Ansell site.

Employee engagement

By focusing on employee engagement, we foster a culture that drives performance, retention and shared success. We conduct a biennial, all-employee engagement survey to measure engagement and evaluate employee perceptions across a range of work experience factors, helping to continuously improve the work environment at Ansell. The results offer valuable insights, supplemented by our monitoring of informal feedback channels from employees related to specific initiatives (e.g., trainings and performance mentoring programmes). Additionally, our employees share feedback via our internally managed channels, such as our HR Shopfloor Corner, and our externally managed channels, such as hotlines. We also conduct a pulse survey, in the alternating year to our engagement survey, for our professional employees only. Together, these surveys help us to identify areas for employee engagement focus and continual improvement.

Our progress

Belonging & Inclusion a year in progress

We are committed to advancing inclusive leadership and fostering a culture that supports equal opportunity across all levels of the organisation. In FY26, our global B&I networks were activated through global campaigns, including our Minds of All Kinds, International Women's Day and Pride campaign.

Ansell celebrates International Woman's Day annually, with FY26 initiatives centered on the theme of Give to Gain: Flourish, reflecting our belief that investing in others strengthens our team's collective impact. This year's programme spanned e-learning modules focused on inclusion and collaboration, local activities hosted by our Regional B&I Networks and a #GiveToGain community campaign.

New for FY26, we launched a five-part e-learning series accessible at Ansell University for our people managers. The series focused on building their B&I collaboration and innovation skills to foster inclusive teams. The success of the new Ansell University e-learnings has built momentum for Ansell employees to approach their interactions with a more intentional and inclusive mindset, helping to shape a culture where, together, we thrive beyond limits.

400+

colleagues joined our expert-led Real Talk Webinar titled "Fearless Teams in Action – Leveraging Psychological Safety"

↓ Image caption: Ansell Portugal employees connect through an outdoor wellbeing activity during International Women's Day celebrations.

Psychological safety: Minds of all kinds

During FY26, Ansell advanced its commitment to B&I through the second edition of its global neurodivergence and thinking styles campaign, focused on strengthening psychological safety. Over 400 colleagues joined our expert-led Real Talk Webinar titled “Fearless Teams in Action – Leveraging Psychological Safety”, on building psychologically safe teams, gaining practical strategies to foster respectful dialogue, inclusion and belonging. Our regional networks brought the message to life through interactive events and talks on neurodiversity. Globally, this campaign sparked meaningful conversations and the sharing of personal stories. This reinforced psychological safety as a daily practice and encouraged openness to diverse minds – unlocking neuro-inclusive creativity, collaboration and courage.

Supporting employee learning and growth

Our L&D strategy puts people’s growth at the heart of our business, executed by our new centralised Global L&D Centre of Excellence that aligns learning with business priorities and future capability needs. We blend experiential, collaborative and formal learning to structured, high-impact programmes that also foster career development, internal mobility and the advancement of critical skills and leadership talent.

Our mentorship programmes continued in FY26, with a fourth cohort of mentees at our operations, called Rise@Ansell, and several well-received learning opportunities, including our B&I learning initiatives, and our ongoing access to LinkedIn Learning. Over 1,900 employees during FY26 made use of our LinkedIn offerings, with the online platform offering over 20,000 up-to-date courses in areas such as business, technology, marketing, leadership and inclusion, available in multiple languages and supported by virtual learning sessions for professional staff.

Mentoring+Program: Rise@Ansell

A newly rebranded edition of our Global Operations Mentoring+ Program launched in FY26 – Rise@Ansell. As the cornerstone of our talent development strategy, it empowers high-potential individuals and strengthens our leadership pipeline. Close to 40 mentees embarked on the program, supported by 40 dedicated and inspiring mentors. Building on FY25, this marks an enrollment increase of 81% (from 22 to close to 40 mentees), including colleagues from our Operations team. Ansell’s investment in the significant expansion of the program demonstrates our commitment to people’s development and empowerment and preparing tomorrow’s future-ready leadership. Notably, three alumni from our FY25 cohort were mentors in FY26, exemplifying our ‘Learn-Do-Teach’ philosophy and desire to present opportunities for leadership upskilling.

Caring for the whole employee

Employee wellbeing is a key priority at Ansell. We believe that a company dedicated to protecting others must also prioritise the physical, mental and emotional health of its own people.

Globally and locally, we continued to evolve our wellness programmes to support healthy habits, stress management and burnout prevention.

In FY26, we began laying the foundation for a unified global wellness strategy. Through workshops with leaders across all regions, analysis of engagement survey data from over 14,000 employees, and an inventory of 290+ existing programmes, we identified opportunities to deliver more consistent, equitable and measurable wellness support. This work will inform our approach in the year ahead as we move towards a more coordinated global framework.

Across our global manufacturing sites, we organise a wide range of plant-level wellness activities to support our people. From the Ansellympic Games, which is an internal sporting tournament, to marathons and fitness classes, we create opportunities for our people to stay active and connect. We also provide annual health screenings, flu vaccinations and mental health programmes alongside nutrition and lifestyle support, including daily fruit provision and hydration awareness. Together, these initiatives help contribute to a more supportive, inclusive and productive workplace.

Listening to our employees

Since our full workforce survey in FY25, we have been seeking ways to strengthen our culture at Ansell, including the development of our new Enterprise Engagement Action Plans, which we rolled out in FY26. In the latter half of FY26, we conducted our Pulse survey for professional employees, which showed that engagement increased for the third consecutive year in this population. We saw positive movement across the majority of survey items, reflecting continued progress in our employee experience. We are in the process of defining the key areas to focus on for FY27, which will include decision-making and wellbeing. Looking ahead, we will continue to share the results and progress made in quarterly town halls and hear about the ways that regions and functions are addressing their engagement.

Breast Cancer Awareness Campaign

In Brazil, our annual Breast Cancer Awareness Campaign this year focused on providing clear information and encouraging proactive health habits to our employees. We reinforced the importance of regular check-ups through emails and flyers, which included simple, accessible educational content on breast cancer. We invited female employees to complete a confidential questionnaire covering personal health and family medical history, plus additional educational details to support overall awareness. Ansell’s occupational health physician, in Brazil, reviewed the responses to help identify individuals who may be at higher risk and those who would benefit from annual screening. For those who were identified, we referred them for the recommended exams, encouraging follow-up with their personal healthcare providers for results, and any needed next steps. During FY26, the campaign helped strengthen awareness, promote early detection and support employees in taking an active role in their health.

Community engagement and investment

Progress against targets

Investing in the communities where we operate through sustained financial and product donations, disaster relief and meaningful employee volunteerism —with year-on-year growth in participation and impact, reported annually

1,320

volunteer hours recorded since the launch of Hearts & Hands

5,239,620

pairs of special-edition gloves sold with proceeds from sales donated to the Stars Foundation

Through our philanthropic, volunteering and giving efforts, we extend our Vision of Leading the World to a Safer Future to the communities in which we live and work.

Our impact

Our global footprint enables us to positively impact a diverse group of local communities through a wide range of focused, impactful efforts, from volunteering to product and monetary donations to disaster relief efforts. We value the positive difference our interactions make in the regions where we operate.

Our approach

In FY26, we launched 'Ansell Hearts & Hands', our community engagement strategy designed to bring employees together to create meaningful impact. The program connects teams worldwide around a shared purpose: supporting healthier, safer communities. Employees amplify their impact through both action and giving: every hour they volunteer in the field generates a donation from Ansell that they can allocate to a non-profit of their choice from a global network of over 2 million vetted global non-profits.

Our approach to community investment is guided by our focus on health and safety. It aligns with Ansell's vision and values and responds to the needs of the communities where we operate. We contribute mainly through product donations, financial support and employee volunteering, ensuring our efforts are locally relevant and globally connected.

To ensure this global program serves our unique communities, local Hearts & Hands Champions establish partnerships and work with employees to identify initiatives relevant to these communities, with a focus primarily on volunteering events and production donations. This locally led approach is further enhanced by initiatives established at the global level, which may take the form of company-wide campaigns and disaster relief efforts.

Our progress

Support for the communities where our employees live and work has long been part of how we make a difference in the places where we operate.

Empowering indigenous communities

In FY26, we continued to reinforce our dedication to creating an inclusive environment that uplifts the lives of Australia's First Nations peoples, with Ansell's Australian Indigenous Program. As part of our program, each year we select a local non-profit that supports Indigenous communities to receive a share of proceeds from select glove styles sold in packaging designed by Kristina Taylor, a Kamilaroi and Ngarrabul artist. Kristina's artwork is inspired by the three most fundamental elements of life—the land, the sky and water. This year proceeds from 5,239,620 pairs of gloves sold, from select HyFlex styles and our MICRO-TOUCH Blue Nitrile styles, which were recently added to the range, went to the Stars Foundation – an organisation empowering Aboriginal and Torres Strait Islander girls with education, wellbeing and leadership mentoring programmes.

← Image caption: Ansell welcomes partnerships to support local communities.

Hearts & Hands: Our new global giving program

Ansell Hearts & Hands is powered by a digital platform, making participation accessible to employees worldwide, and enables us to track volunteer hours and contributions. When we launched the program in April 2026, we invited employees to participate officially. Including employee-initiatives that occurred before the launch, a total of 1,320 volunteer hours were recorded globally.

Employees contribute time, skills and resources to meaningful causes through aligned activities. Activities this year reflected the diversity and global reach of the program, including assembling and donating bicycles for children in Malaysia, supporting a hospital in Mexico and picking and packing food orders for charity partners. For further information, selected activities are explored in more detail in this section.

Beyond volunteering, employees leveraged Ansell's Volunteer Rewards programme to support a wide range of community initiatives. In FY26, USD 6,975 in rewards earned through volunteer service was donated to 103 different causes.

Hearts & Hands: Supporting our employees in Sri Lanka

In November 2025, Cyclone Ditwah brought one of Sri Lanka's worst natural disasters in decades. Over a million people have been affected, many left without shelter, food or clean water. More than 1,300 of our employees have experienced flooding in their homes and are dealing with the aftermath of the storm.

Our Sri Lankan teams, including plant leadership, EHS, Engineering, HR, and many others, responded swiftly to ensure employee safety and provide critical support. Teams prepared meals, coordinated shelters, distributed dry rations and emergency supplies and continued to share guidance and tools to support safe home cleanup and recovery.

Ansell donated $70,000 directly to help our Sri Lankan colleagues repair and rebuild their homes, with our Sri Lankan teams personally involved in coordination, employee support and community outreach. A further $30,000 was allocated to the government's Flood and Landslide Relief Fund and more than 2,000 pairs of gloves were donated to support safe recovery efforts. In partnership with the Central Province Ministry of Education, funds were directed toward the reconstruction of a primary school damaged by the cyclone, helping restore a safe learning environment for students and families. We also launched a global donation-matching campaign through which employees raised $15,000, matched dollar-for-dollar by Ansell.

Hearts & Hands: Donation of Hearing Aids and Games with Students at Helen Keller School in India

In April of FY26, our team in Mumbai responded to a donation request from the Helen Keller Institute for Deaf & Deafblind (HKIDB) through our relationship with the Ashray Akruti. HKIDB had asked Ashray Akruti for support in providing hearing aids for students in need. The HKIDB is a premier institute for the education, training and rehabilitation of the deaf and those who have multiple disabilities with vision impairment, including deafblindness, in India.

Ashray Akruti's team of audiologists mapped the hearing aids to the unique needs of each student prior to a heartwarming visit to HKIDB for the donation ceremony. In total, 30 students ranging in age from 6-15 years old received their personalised devices, which will help with speech and language development. Throughout our day at HKIDB, we were lucky enough to meet with all the students, engage in creative arts and crafts and learn more about the vital work of the school.

RESPECTING THE PLANET

We recognise the urgent need to act for the future of the planet. Across our value chain, we aim to reduce impacts on climate, energy and emissions, water, waste and biodiversity.

Image caption: HyFlex gloves protect volunteers during an underwater marine clean-up initiative.

FY26 performance at a glance

Planet

Achieve net zero Scope 1 & 2 emissions for our operations by FY40 with a gross target of 90% reduction by FY40 and a mid-term target of 42% reduction by FY30 (from FY20 base year)[1,2]

FY26 **36%**
FY25 **19%**
FY24 **11%**

FY30 42%
FY40 90%

Source 100% renewable electricity in plants by FY40, with a mid term target of 60% renewable electricity by FY30

FY26 **58%**
FY25 **58%**
FY24 **31%**

FY30 60%
FY40 100%

1. *In line with SBTi Corporate Net-Zero Standards and Guidance. FY20 base year 281,661 tCO_2e. Refer to the Data Tables in the Appendices for details on methodology and assumptions.*
2. *Ansell prioritises direct emissions reductions, with carbon credits used only to offset residual emissions after a minimum 90% gross reduction across Scopes 1, 2 and 3 has been achieved, with offsets covering the final 10% required to reach the net target.*

Climate risk

We are proactively taking steps to increase the resilience of Ansell's operations and supply chain to climate-related risks. For our stakeholders, and the global community, we continue to monitor and respond to emerging climate-related regulatory requirements across relevant jurisdictions.

Our impact

We recognise that Ansell's operations and upstream value chain both contribute to and are impacted by climate change. We have identified that physical risks such as intensifying extreme rainfall, storm surges and cyclones, worsening extreme dry conditions and chronic temperature rise may affect operations and supply chain resilience. Transition risks identified relate to carbon reduction policies, emerging global climate-related regulatory complexity, scrutiny and reporting obligations, heightened customer and investor expectations and limited supplier decarbonisation strategies. At the same time, transition opportunities, such as on-site clean energy generation, can support our emissions reduction and strengthen long-term resilience.

Our approach

Our approach to climate is overseen by our Board and ELT, supported by our SRC and our ACC; with identified climate-related risks and opportunities incorporated into our SRC Enterprise Risk Dashboard. For more details on our governance, see 2026 Annual Report.

Our climate risk policies

The Environmental Sustainability Policy reflects Ansell's commitment to ongoing assessment and management of climate-related physical and transition risks, alongside identifying and pursuing associated opportunities. Additionally, we have developed two policies for our AASB S2 report, including the AASB S2 Climate-related Disclosure Group Policy and the AASB S2 Climate Strategy & Targets Policy. Annually, we review our climate-related risk analysis (including any underlying assumptions) which helps inform our targets and metrics, ongoing risk management and financial planning. In all our environmental efforts, we consider the precautionary principle; however, the principle is not formally embedded in our policies.

Our progress

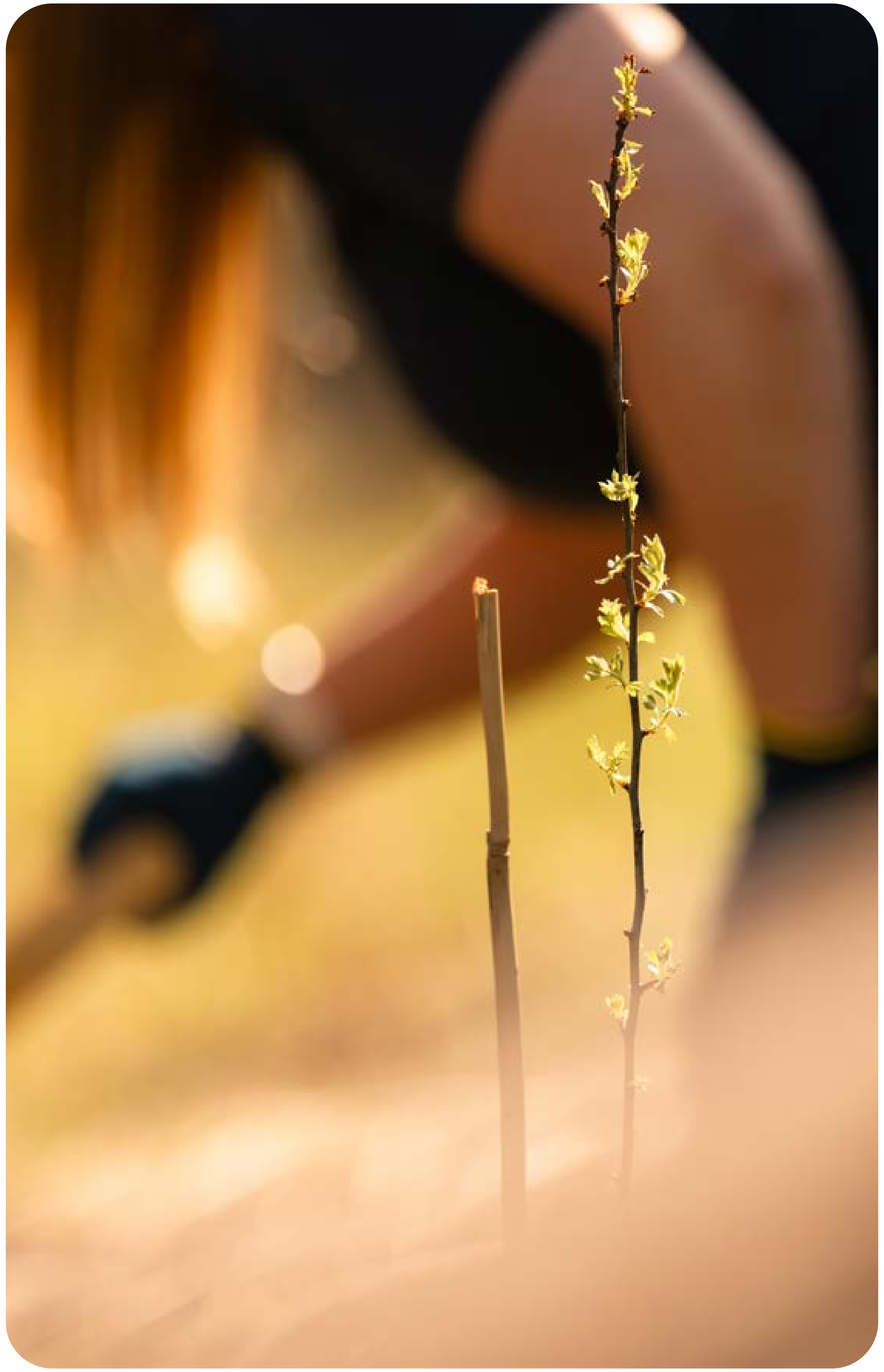
For our stakeholders, and the global community, we monitor all emerging and evolving climate-related regulations.

In FY26, we published against our mandatory ASRS AASB S2 *climate-related disclosures* requirements. We continue to monitor regulatory developments in preparation to report according to the CSRD in the EU.

We also implemented Sphera as our environmental performance reporting platform. The platform strengthens internal controls on our environmental data and improves data reliability through evidence storage, validation requirements and automated emission-source updates. This enables more accurate and streamlined tracking and analysis of our environmental data, including full emissions accounting, and early detection and remediation of inconsistent practices.

For more on Ansell's strategic responses and climate resilience, please see our AASB S2 Climate-related financial disclosures.

Image caption →
Ansell UK team volunteer towards conservation efforts at River Lathkill, Peak District National Park in the UK



Progress against targets

Related gross target

Achieve net zero Scope 1 & 2 emissions for our operations by FY40 with a gross target of 90% reduction by FY40 and a mid-term target of 42% reduction by FY30 (from FY20 base year)[1, 2]

FY26 **36%**
FY25 **19%**
FY24 **11%**

Reduce absolute Scope 3 GHG emissions by 90% by FY45 (from a FY22 base year)[3]

FY25 **15%**

Milestones or interim targets

90% of suppliers by spend covering purchased goods and services and upstream transportation and distribution have science-based emissions targets in place by FY30

FY26 **13%**[4]

Reduce absolute Scope 3 GHG emissions from fuel- and energy-related activities and end-of-life treatment of sold products 25% by FY30 (from FY22 base year)[3]

FY25 **22%**

Initiatives contributing to targets

Certify all manufacturing plants to ISO 50001 Energy Management Systems by FY28 (number of plants certified out of 14 total)

FY26 **9**
FY25 **7**
FY24 **4**

Renewable electricity target

Source 100% renewable electricity in plants by FY40, with a mid term target of 60% renewable electricity by FY30

FY26 **58%**
FY25 **58%**
FY24 **31%**

1. *In line with SBTi Corporate Net-Zero Standards and Guidance. FY20 base year 281,661 tCO_2e. Refer to the Data Tables in the Appendices for details on methodology and assumptions.*
2. *Ansell prioritises direct emissions reductions, with carbon credits used only to offset residual emissions after a minimum 90% gross reduction across Scopes 1, 2 and 3 has been achieved, with offsets covering the final 10% required to reach the net target.*
3. *In line with SBTi Corporate Net-Zero Standards and Guidance. FY22 base year 878,947 tCO_2e. Following the acquisition of KCPPE, recalculation of base year currently in progress with SBTi and will be reported in the next fiscal year. Current-year Scope 3 data is reported one year in arrears. Our Scope 3 inventory is calculated by subject matter experts using a spend-based methodology. We use financial data, industry averages and emission factors based primarily on spend data. As we enhance our supply chain engagement and develop our Scope 3 roadmap, we expect to improve the accuracy and granularity of our inventory. Refer to the Data Tables in the Appendices for details on methodology and assumptions.*
4. *Consequently, 58% of supplier spend remains with suppliers that have not yet adopted approved SBTs. This supplier cohort is identified in our ASRS S2 disclosures as having greater exposure to climate-related transition risk and remains a key focus of our supplier engagement and decarbonisation activities.*

Energy and emissions

Ansell has progressed consecutive reductions in emissions over the past five years and continues to strengthen its commitment to reaching net zero emissions across its entire value chain.

Our impact

As stated in Climate Risk, our upstream value chain and our own operations contribute to climate change, primarily through fossil fuel-based energy and the generation of greenhouse gas (GHG) emissions. According to our base year inventories, our Scope 1 and 2 emissions (FY20) account for 25% of Ansell's total GHG emissions, with Scope 3 emissions (FY22) representing 79%, comprising purchased goods and services and end-of-life treatment. By continuing to invest in research and development of products and packaging that contribute to reducing our carbon footprint, together with energy-efficiency improvements in our manufacturing processes, we seek to reduce emissions within our own operations and support broader decarbonisation efforts across our value chain.

Our approach

Our approach to energy and emissions centres on reducing our Scope 1, 2 and 3 impact via our decarbonisation strategy, as detailed in our Environmental Sustainability Policy, and aligning to science-based targets. Progress is tracked through site-specific KPIs, enabling us to monitor performance towards our near-term FY30 target. We support our suppliers in their journey to emissions reductions and encourage them to follow our lead in pursuing validated science-based targets.

Ansell Environmental Sustainability Policy

Our Environmental Sustainability Policy guides our decarbonisation strategy, outlining our three primary focus areas:

- Reducing our dependency on fossil fuels and transitioning to renewable energies.
- Innovation in manufacturing processes, products and circularity.
- Collaboration through value chain partnerships and policy advocacy.

We are committed to certifying all our manufacturing plants to ISO 50001 Energy Management Systems by FY28. In addition, we are progressing towards certifying all our manufacturing plants to ISO 14001 Environmental Management Systems. For more details, see page 35. We aim to remediate any non-compliances with environmental laws and regulations, including any identified actual negative operational emissions-related impacts.

Renewable energy transition

We are transitioning from fossil fuels to renewables at our plants. Our ongoing renewable energy initiatives are our foundational approach to reaching our emissions-reduction and energy-use goals and focus on three transition pathways:

- Renewable grid electricity
- Renewable electricity procured through Power Purchase Agreements (PPAs)
- International Renewable Energy Certificates (I-RECs)
- Solar photovoltaic (PV) systems
- Biomass-powered high-pressure hot water generators (HWGs)

Partnerships and advocacy

We engage with industry organisations and coalitions to understand how we can improve our approach to managing emissions and energy. This includes joining global initiatives, such as RE100, EP100 and the Renewable Thermal Collaborative. For our suppliers, we aid them on their emissions through the Carbon Disclosure Project (CDP) Supply Chain Program and host supplier webinars covering net zero requirements and GHG calculations. For our customers, we collaborate to address their Scope 3 emissions through product carbon footprint information, Ansell Earth data, packaging recyclability details and solutions such as our RightCycle product takeback program (See page 48), while engaging key customers directly to understand and support their Scope 3 goals.

Our progress

In FY26, we advanced renewable energy sourcing and progressed implementation of energy management systems across our manufacturing sites, while continuing to drive supplier decarbonisation, keeping us on track to meet our near-term FY2030 targets.

Science-based targets

In FY26, we reached a significant milestone in our sustainability journey: a formal commitment to achieving net zero GHG emissions across our entire value chain by FY2045. Our long-term ambition has now seen the SBTi validate Ansell's near- and long-term science-based emissions reduction targets, including:

- Overall net zero target:
  - Ansell Limited commits to reach net-zero GHG emissions across the value chain by FY2045.
- Near-term target:
  - Ansell Limited commits to reduce absolute Scope 1 and 2 GHG emissions 42% by FY2030 from a FY2020 base year[1].
  - Ansell Limited also commits to reduce absolute Scope 3 GHG emissions from fuel- and energy-related activities and end-of-life treatment of sold products 25% by FY2030 from a FY2022 base year[1].
  - Ansell Limited further commits that 90% of its suppliers by spend, covering purchased goods and services and upstream transportation and distribution, will have science-based targets by FY2030.
- Long-term targets:
  - Ansell Limited commits to reduce absolute Scope 1 and 2 GHG emissions 90% by FY2040 from a FY2020 base year[1].
  - Reduce absolute Scope 3 GHG emissions by 90% by FY2045 from a FY2022 base year.[1]

↓ Image caption: Biomass at Ansell India manufacturing site.

1. The target boundaries include land-related emissions and removals from bioenergy feedstocks.

↑ Image caption: Employees at Ansell's India manufacturing site with on-site solar panels that support renewable energy generation.

Scope 1 and 2 emissions

In FY26, our Scope 1 and 2 emissions decreased by 21% and energy consumption decreased by 16% compared to FY25. This was primarily due to reduction in volume as we made targeted adjustments to inventory levels. Increased HWG utilisation at two plants, expanded solar generation and long-term renewable electricity purchases in Thailand and Malaysia, have resulted in increased renewables in our energy mix to 55% (from 50% in FY25). Targeted energy efficiency projects and attentive energy efficiency culture across our plants, such as energy-efficient chiller installations in Melaka, also contribute to energy consumption reduction. Six of our larger plants accounted for 88% of our Scope 1 and 2 emissions, consistent with prior years. This year, emissions intensity increased to 56.12 tCO_2e per thousand production units (from 49.27 in FY25) due to fixed load impact from changes in production volume.

36%

decrease in Scope 1 & 2 emissions from base year (FY20)

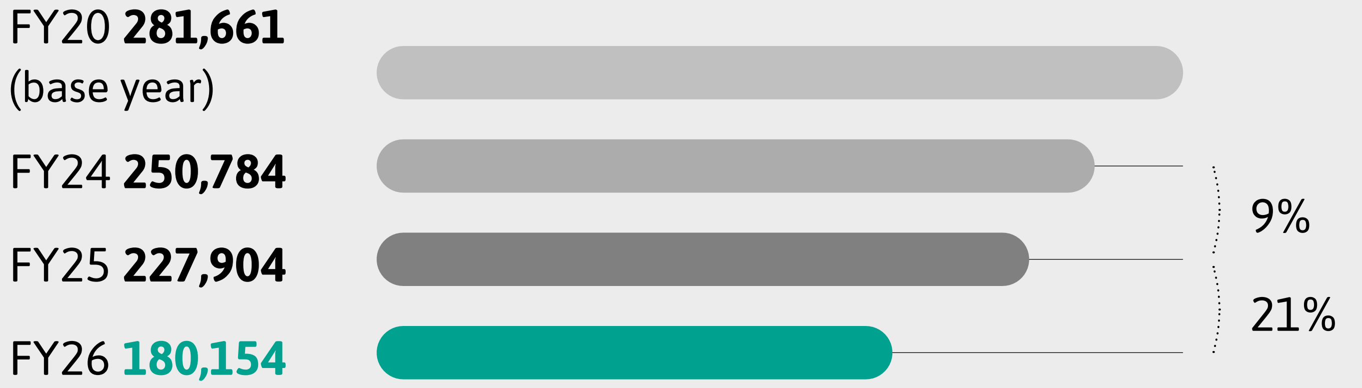
Renewable electricity sourcing

In FY26, we continued progressing towards sourcing 100% renewable electricity across our operations by FY40 and our interim FY30 goal of 60%. During the reporting period, we maintained renewable electricity consumption at 9 out of 14 plants, achieving 58% renewable electricity consumption.

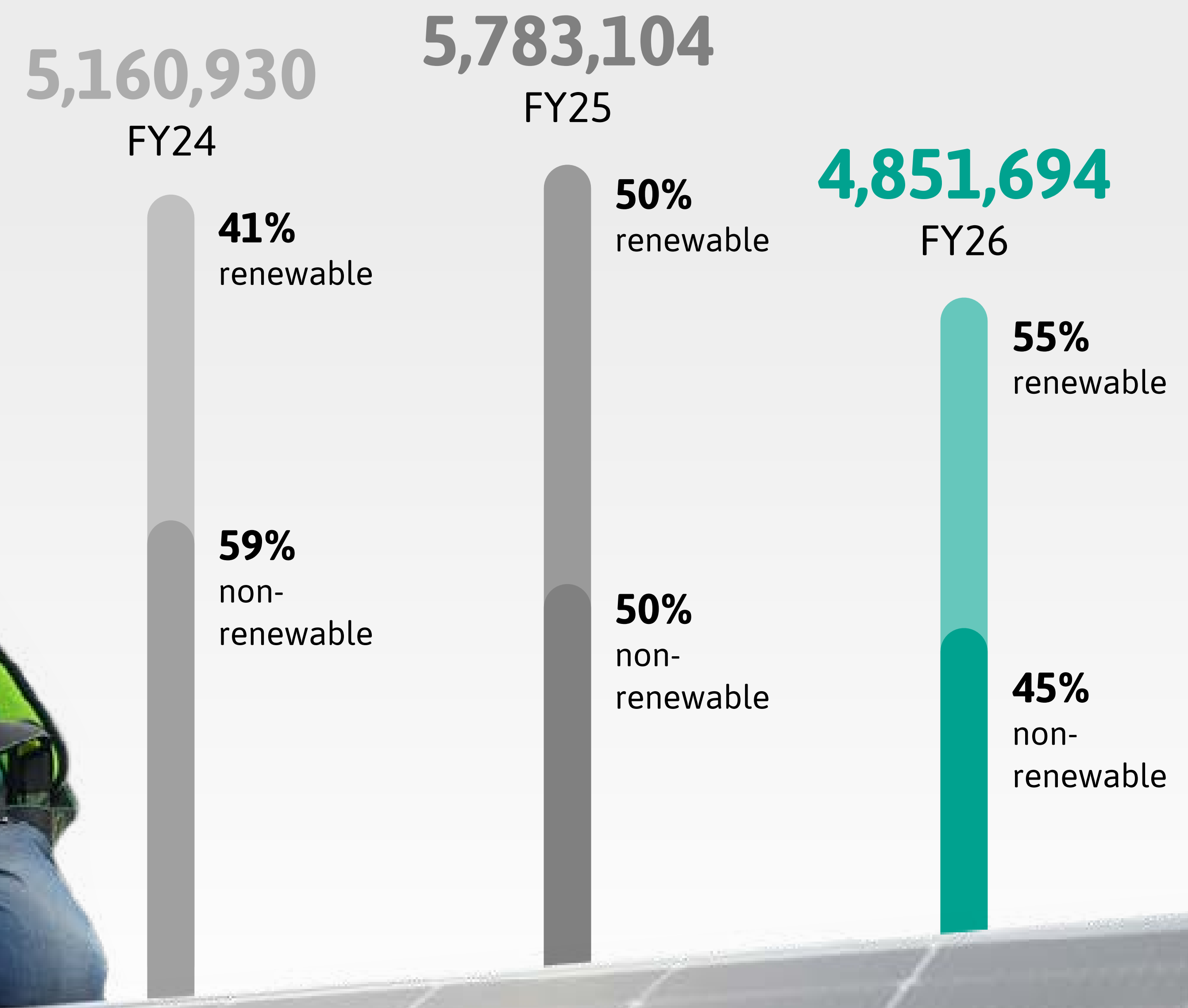
As part of our long-term strategy, we continue to prioritise green energy, whenever it is available from the regional electrical grid, despite the higher incremental costs. For example, with some utilities, we have power purchase agreements (PPAs) in place, including the purchase of International Renewable Energy Certificates (I-RECs).

In Malaysia, we increased our participation in long-term bundled solutions of the Green Electricity Tariff (GET) programme through higher procurement volumes and longer-term commitments, supporting the national sustainability agenda. In Thailand, Ansell has entered a long-term contract to secure I-RECs for renewable electricity supply as well as optimise costs.

Total Scope 1 & 2 emissions (tCO_2e) **and % year-on-year reduction**



Total energy (GJ) **and % renewables**



Solar PV installations

Solar PV installations across our own operations generated 15 MW of capacity in FY26. This is due to our latest and largest solar array, installed in FY25 with additional installations in FY26, at Ansell Lanka. This is now online and connected to the grid, generating 7.02 MW of capacity.

Renewable thermal energy generation

In FY26, the installation of a new cutting-edge HWG at our Ansell Thailand plant has provided significant improvements in biomass boiler efficiency. This ongoing project, which started in FY25 in partnership with a Bangkok-based company specialising in the energy service sector, is demonstrating Ansell's commitment to responsible business practices to the wider business and social community in the region. As a result of this upgrade, Ansell Thailand is now operating on a fuel mix of 73% biomass and 27% natural gas. Overall, in terms of biomass boilers, we are now delivering significant emissions savings through two of our largest manufacturing facilities at Ansell Thailand and Ansell Sri Lanka, delivers combined total savings of 102,213 tCO_2e per year, with further expansion in biomass planned for the near future.

← Image caption: Ansell employee at our solar panels in Lanka.

ISO certification

In FY26, an additional 2 plants achieved ISO 50001 Energy Management Systems certification, bringing the total number of certified plants to 9 out of 14 as we progress towards certification across all plants by FY28. We also continued to certify our plants to ISO 14001 Environmental Management Systems, in FY26, with 12 out of 14 plants having now achieved certification.

9 out of 14

plants achieved our 100% renewable electricity benchmark

15 MW

of capacity from our solar PV installations across our own operations in FY26

Engaging suppliers

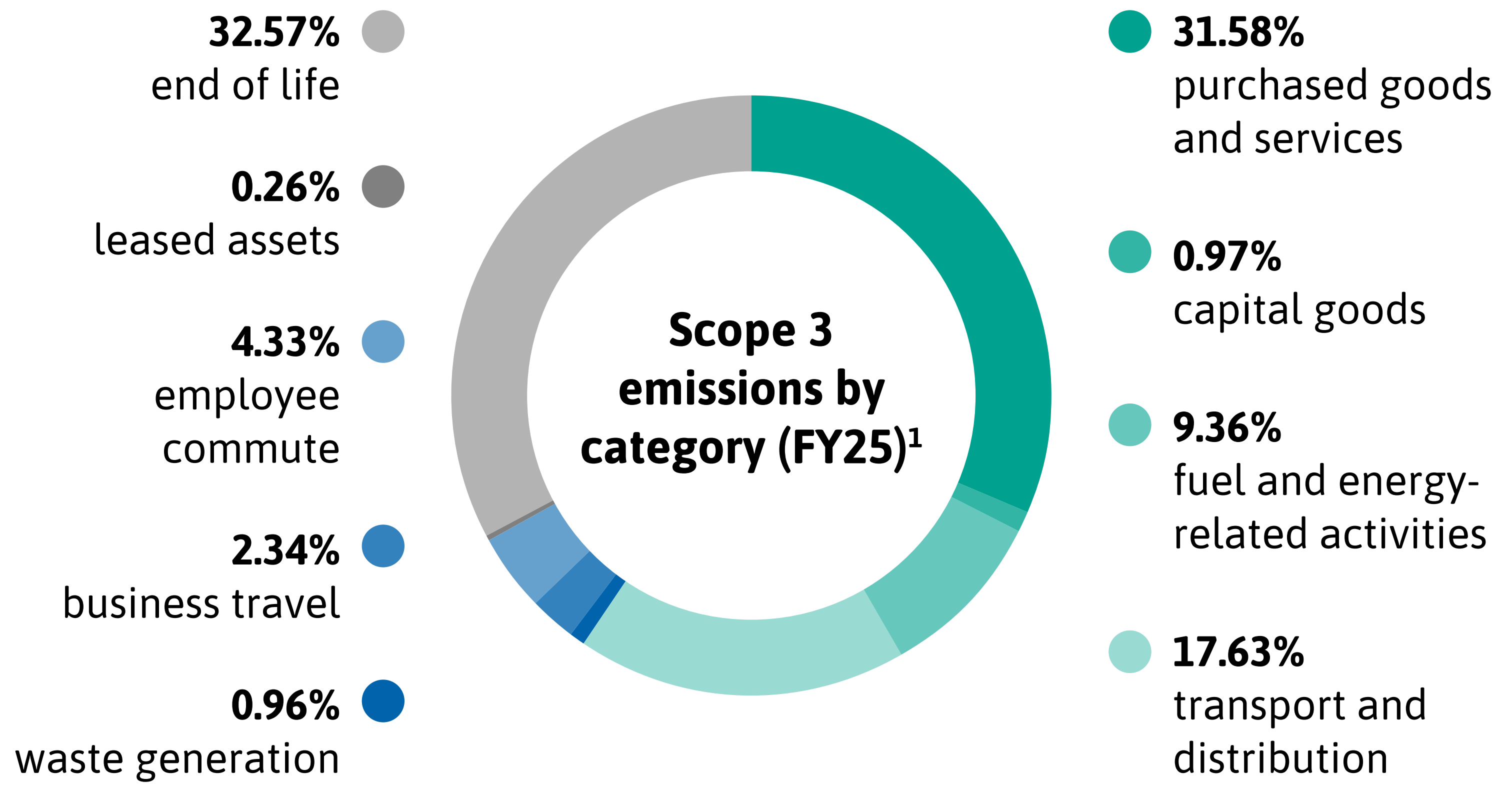
With over 70% of our total GHG emissions represented by our Scope 3 emissions, mostly due to purchased goods and services and end-of-life treatment, we continue to implement tailored key activities, based on supplier maturity levels, which aim to accelerate our suppliers' decarbonisation efforts. This is in support of our target to ensure 90% of suppliers by spend, covering purchased goods and services and upstream transportation and distribution, have science-based emissions targets in place by FY30. Our ongoing key activities include:

- Collaboration: We reinforce supplier commitment through structured, tiered engagement aligned to supplier materiality. This includes executive-level dialogues requiring C-level commitment, in-depth discussions with strategic suppliers, follow-up calls for clarification and routine check-ins.
- Capacity-building: We provide targeted training on CDP disclosure, SBTi requirements and GHG emissions accounting. In FY26, we delivered specialised webinars attended by over 100 participants to strengthen supplier capability.
- Monitoring: Quarterly, we follow-up and review progress, providing technical support and best practices to help our suppliers address challenges.

In FY26, due to the above efforts, we have engaged with 90% (133 suppliers) of our targeted suppliers by spend, with 13% of suppliers by spend (23 suppliers) having science-based targets and additional 29 suppliers formally submitting their commitments to SBTi, for a total of 42% of suppliers by spend with SBTi-validated targets and / or commitments. Our targeted suppliers have demonstrated progress in performance monitoring and capacity building, leading to 67% of suppliers by spend (91 suppliers) having committed to setting SBTi targets by FY28 – a proposed two years before our FY30 target.

A key tool in how we monitor our suppliers' performance data and commitments year on year, and benchmark their efforts against our global reporting standards, is the CDP Supply Chain Program. To this end, we onboarded 171 suppliers (representing 92% of spend) into the program to strengthen their understanding of data quality, reporting frameworks and evolving regulatory requirements.

13%
of targeted suppliers by spend have SBTs in FY26



1. *Current-year Scope 3 data is reported one year in arrears. Our Scope 3 inventory is calculated by subject matter experts using a spend-based methodology. We use financial data, industry averages and emission factors based primarily on spend data. As we enhance our supply chain engagement and develop our Scope 3 roadmap, we expect to improve the accuracy and granularity of our inventory. During FY26, the emissions boundary assessment for Scope 1, 2 and 3 emissions was updated, resulting in the reclassification of relevant office and warehouse leases associated emission from Scope 3 to Scope 2. FY26 Scope 2 reported values and FY25 Scope 3 values reflects the updated boundary reclassification. Prior-year comparative data has not been restated and Scope 1 and 2 base year has not been recalculated as indicative analysis shows the boundary refinement increase to each Scope is minimal (below the 5% significance threshold).*

Customer testimonial:

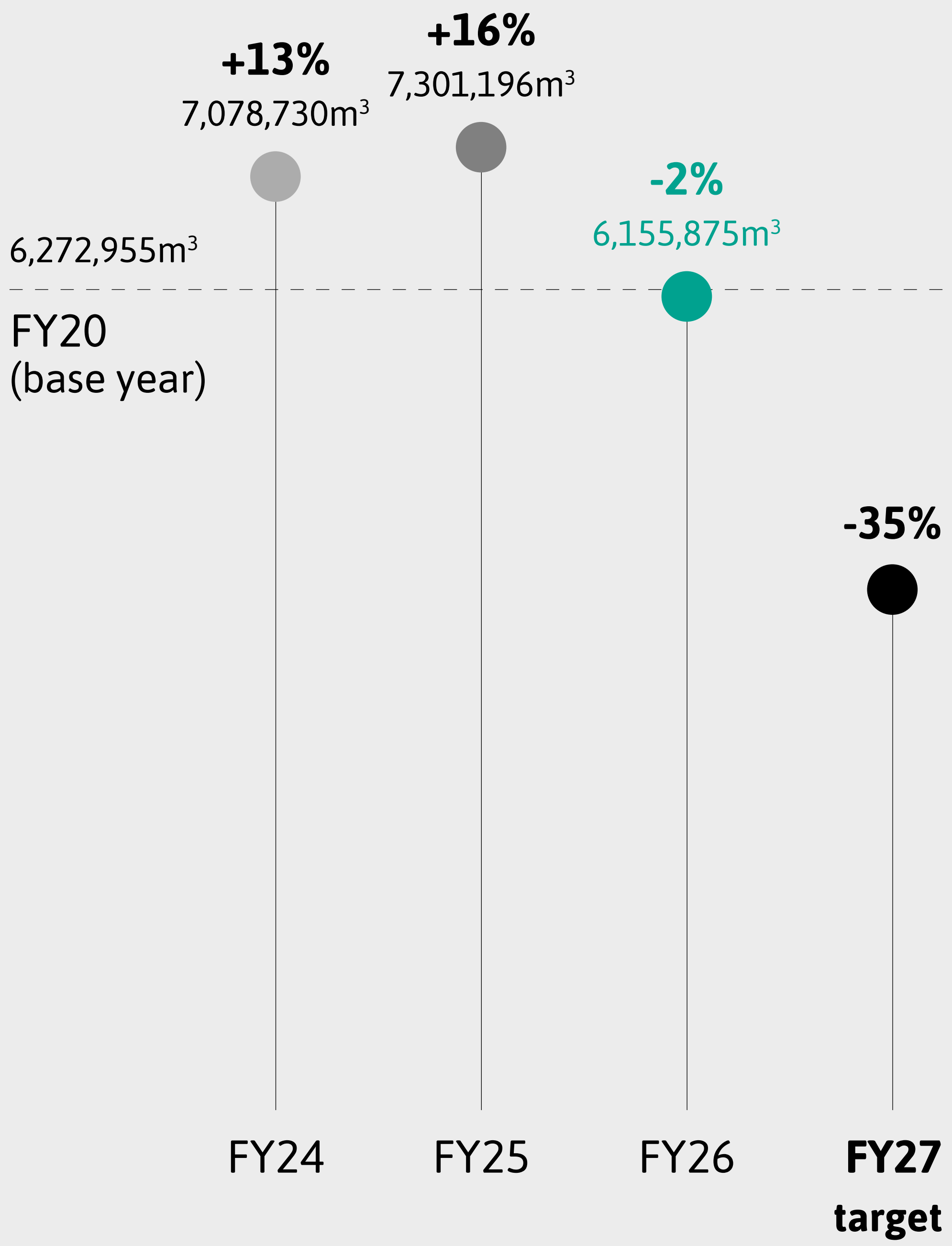
Thermo Fisher Trusted Supplier 2026

"The Fisher Scientific "Trusted Sustainability Partner" program launched in January 2024 to showcase Fisher Scientific supplier partners who demonstrate a commitment to protecting the environment by meeting a strict set of criteria. Ansell is one of the early members of our program, joining in the latter half of 2024 by setting science-based targets aligned with the Paris Agreement's goal of limiting global temperature increases to 1.5°C above pre-industrial levels. The second qualifying criteria met by Ansell was their Ecovadis assessment performance; achieving an "Advanced" third-party certification based on environmental, social, and ethical performance. This support from Ansell is also of high importance to the wider Thermo Fisher Scientific organisation. In particular because Thermo Fisher commits that 90% of its suppliers by spend covering purchased goods and services, capital goods and upstream transportation and distribution will have science-based targets by 2027. Ansell are therefore an important part of our net zero journey. Together, we will help our mutual customers to decarbonise their laboratory operations and achieve their climate goals."

Image caption →
Kimtech cleanroom personal protective equipment.

Progress against target

Reduce water withdrawals by 35% by FY27
(from FY20 base year)[1]



1. *At the time of acquisition, Ansell Seremban had a fully operational reverse osmosis (RO) system and had already achieved the RO water usage target Ansell set for our plants. Therefore, our overall FY20 base year and FY26 metrics for water withdrawals excludes this site.*

Water

Ansell recognises the need for access to water for our own operations, and so we continue to improve our water conservation efforts through processes, including water recycling and water stewardship efforts, that minimise water withdrawals.

Our impact

We are reliant on a supply of high-quality fresh water, related to our manufacturing processes and the development of our products. However, due to climate change, this natural resource is under threat in many of the geographies in which we operate. As such, our own operations may have negative impacts on the environment, or place additional demand on municipal water systems that also serve local communities. An impact which may also extend to our upstream supply chain, from third-party manufacturers through to raw material suppliers.

Our approach

Since FY21, we have undertaken water risk assessments at our manufacturing plants with the World Resources Institute (WRI), meaning we have a clear understanding of Ansell's baseline water stress coupled with annual withdrawals. As our India manufacturing facility was established after the initial assessments, a dedicated water stress assessment was conducted during its construction.

Our Environmental Sustainability Policy recognises the critical dependency of our manufacturing processes on clean water and commits to reducing water withdrawals, improving recycling and treatment processes and enhancing water efficiency across our facilities, particularly in water-stressed regions, to support the achievement of our contextual water targets. The FY27 target to reduce water withdrawals by 35% from the FY20 baseline has guided Ansell's water stewardship efforts over recent years. Based on progress to date and evolving operational conditions, Ansell has established a new FY30 target to maintain absolute water withdrawals at or below the FY20 baseline, even as production volumes grow. This revised target reflects the company's current operating context while maintaining a strong focus on responsible water stewardship and improving water efficiency as the business expands.

R&D and reverse osmosis

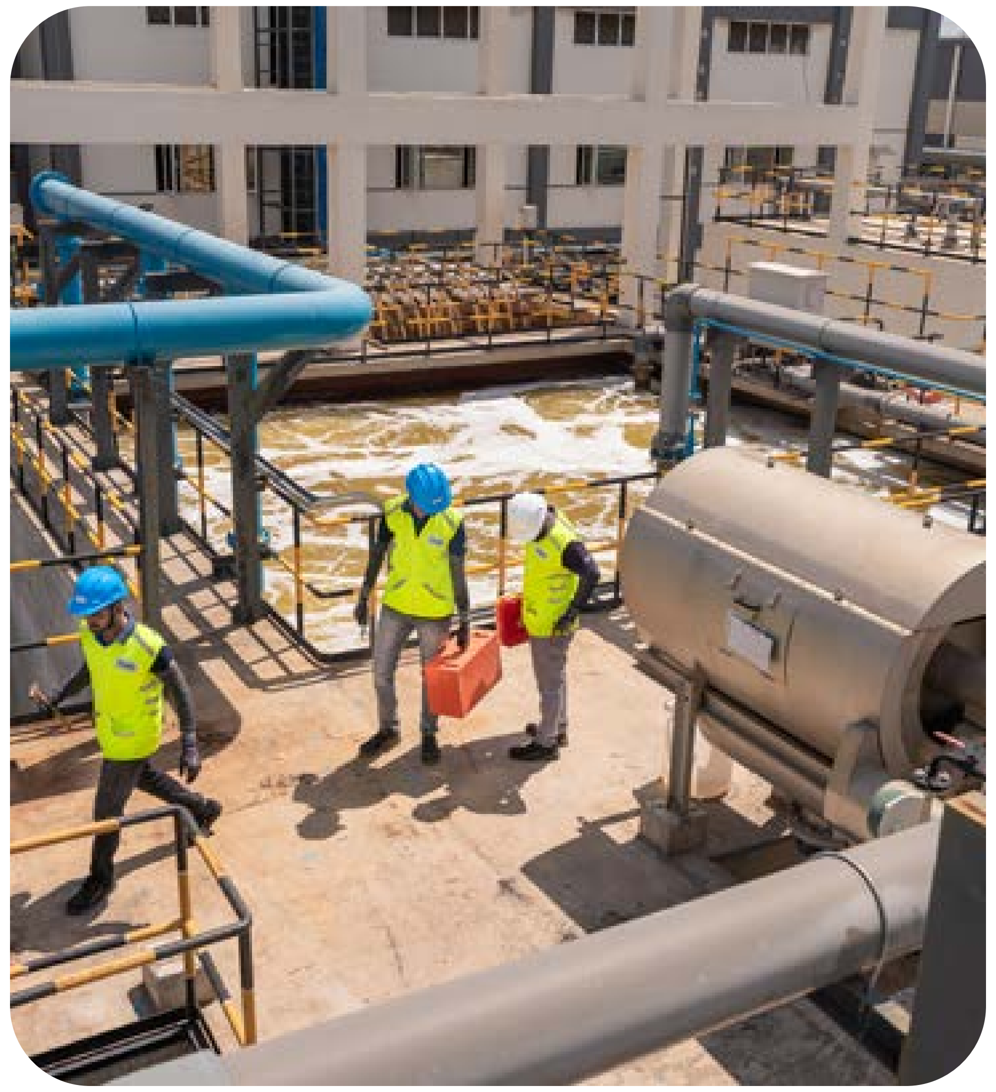
In terms of mitigating our water impact, we are exploring ways to design products that supports the on-site recycling of process water through reverse osmosis (See page 46) and efficiency projects at our manufacturing plants. Ansell India has already achieved measurable improvements in water withdrawal reduction due to the operationalisation of reverse osmosis infrastructure and additional process optimisation initiatives at Ansell Thailand. More details on the next page.

ISO certification

Our ongoing certification of manufacturing plants to ISO 14001 Environmental Management Systems aids the proper treatment of and discharge of wastewater, in line with local regulations. We remediate all non-compliances with environmental laws and regulations, including any actual negative operational water-related impacts we identify.

Ansell Supplier Code of Conduct

Our SCOC requires suppliers to manage their own businesses in compliance with local laws and regulations, as well as focusing on the environment and sustainability. We expect our suppliers to comply with local wastewater treatment regulations, including efforts to reduce their impacts on water resources where they operate.



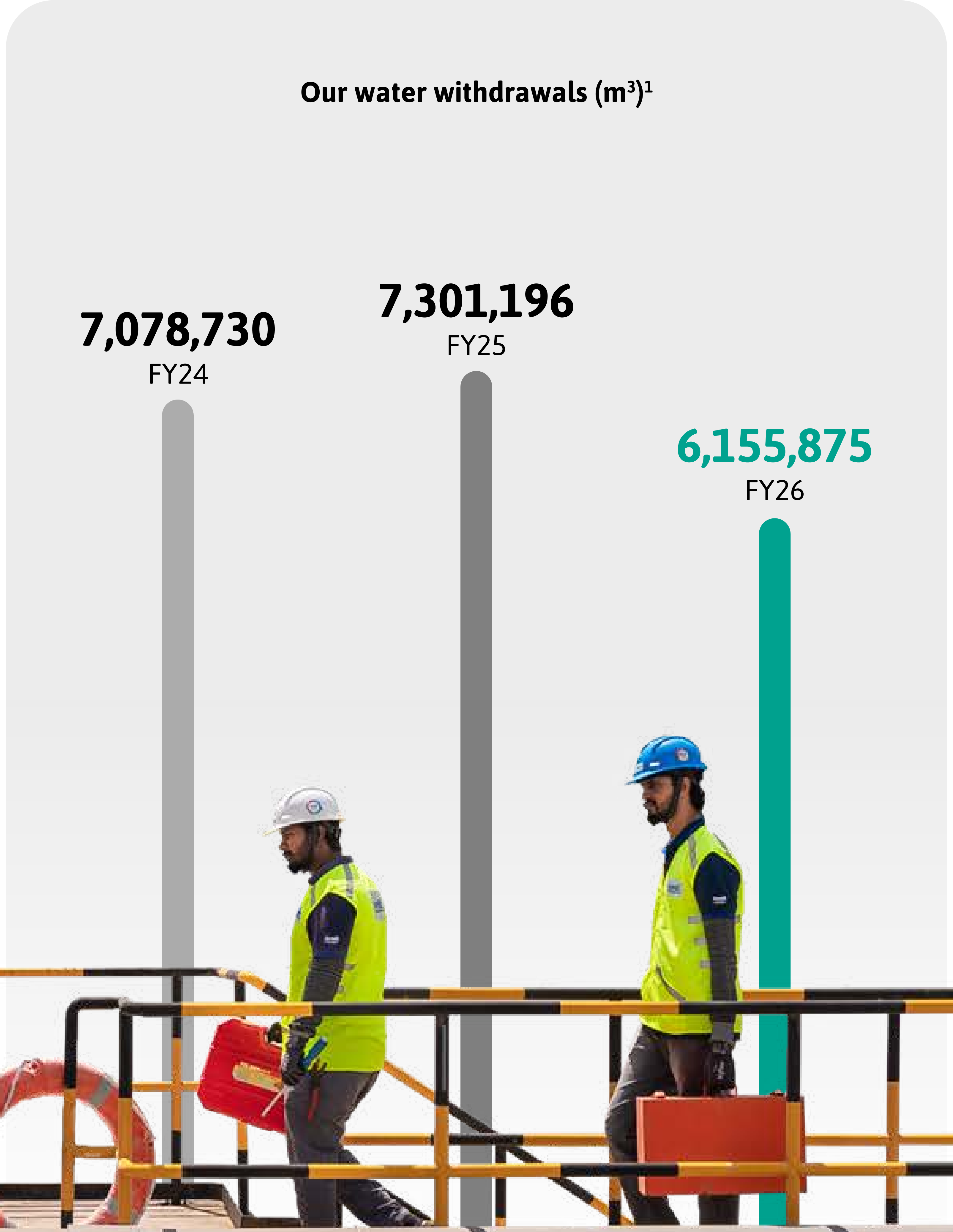
↑ *Image caption: Water management systems at the India manufacturing site.*

Our progress

In FY26, our total water withdrawals decreased by 16% compared to FY25, while our water intensity increased to 2.44m³ per thousand production units (from 2.19 in FY25). The reason for the absolute water decrease is primarily due to reduced volume, while intensity increased due to operational changes, such as fixed load impact, running trials and post process changes. We also observed improved efficiency practices at Ansell Lanka, Thailand and India, which contributed to the decrease in absolute water withdrawals.

A key highlight this year was the launch of our production operations at our Ansell India facility, our first Zero Liquid Discharge plant. Its reverse osmosis system has high recovery capacity, recycling up to 80% of wastewater generated. With its first production line operational in FY26, the facility has already saved approximately 110,000m³ of water year-to-date, demonstrating the impact of advanced water management investment. At Ansell India and Thailand, we have implemented process optimisation initiatives to improve on-site water efficiency. Together, these actions and investments are helping to reduce our water withdrawals and our dependency on direct and indirect water withdrawals.

Looking ahead, we will continue to enhance processes for efficiency improvements, prioritising initiatives at our bigger plants, including plants in India, Thailand and Sri Lanka that account for 58.9% of withdrawals in FY26.



110,000m³
of water saved at Ansell India year-to-date

16%
decrease in total water withdrawals from FY25

1. *Excludes Ansell Seremban water withdrawal data.*

↓ Image caption: Ansell employees monitor water management systems at the India manufacturing site.

Progress against target

Achieve Zero Waste to Landfill for all our manufacturing plants

FY26 **12**
FY25 **12**
FY24 **12**

FY26 waste progress

Total waste generated (MT)

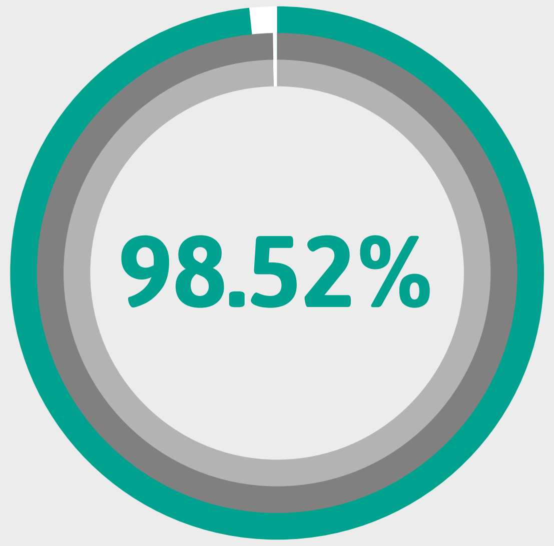
FY26 **26,053**[1]
FY25 **25,087**
FY24 **21,284**

Total waste to landfill (MT)

FY26 **384**
FY25 **47**
FY24 **50**

Percentage of waste diverted from landfill

FY26 **98.52%**[1]
FY25 **99.81%**
FY24 **99.77%**



1. Waste data excludes the Indian plant as the plant is at the initial stages of production. With one production line operationalised in FY26, the plant contributes 2% generated waste to the Group total.

↓ Image caption: Employee managing recyclable waste from site operations.

Waste

Ansell manufacturing plants are minimising waste, seeking opportunities to recycle and reuse materials and practising circularity in waste disposal.

Our impact

Waste is generated across our value chain, which can lead to impact on the environment and local communities. Some of our waste-related impact is linked to third-party manufacturers and raw material suppliers in our upstream value chain, as well as our customers and end users in our downstream value chain, where waste generated during end-of-life disposal of our products contributes to our Scope 3 emissions. However, most of our waste-related impact happens at our manufacturing plants. Waste generated from our own operations includes hazardous waste, such as sludge from wastewater treatment plants, contaminated materials, expired chemicals; and non-hazardous waste, such as scrap materials, paper, plastic and food waste.

Our approach

Our Environmental Sustainability Policy sets out our commitment to minimise resource use and achieve Zero Waste to Landfill for all our manufacturing plants. We foster an approach that encompasses a continuous improvement mindset, with the end goal of promoting circularity, both within our plants and externally. Each of our plants has unique waste-related challenges, and we tailor the 5R principles (refuse, reduce, reuse, repurpose and recycle) to establish appropriate waste-reduction initiatives, as required.

Waste segregation, handling and disposal

Guided by our ongoing certification to ISO 14001 at our manufacturing plants, we practise waste segregation and appropriate waste handling and disposal in compliance with laws and regulations.

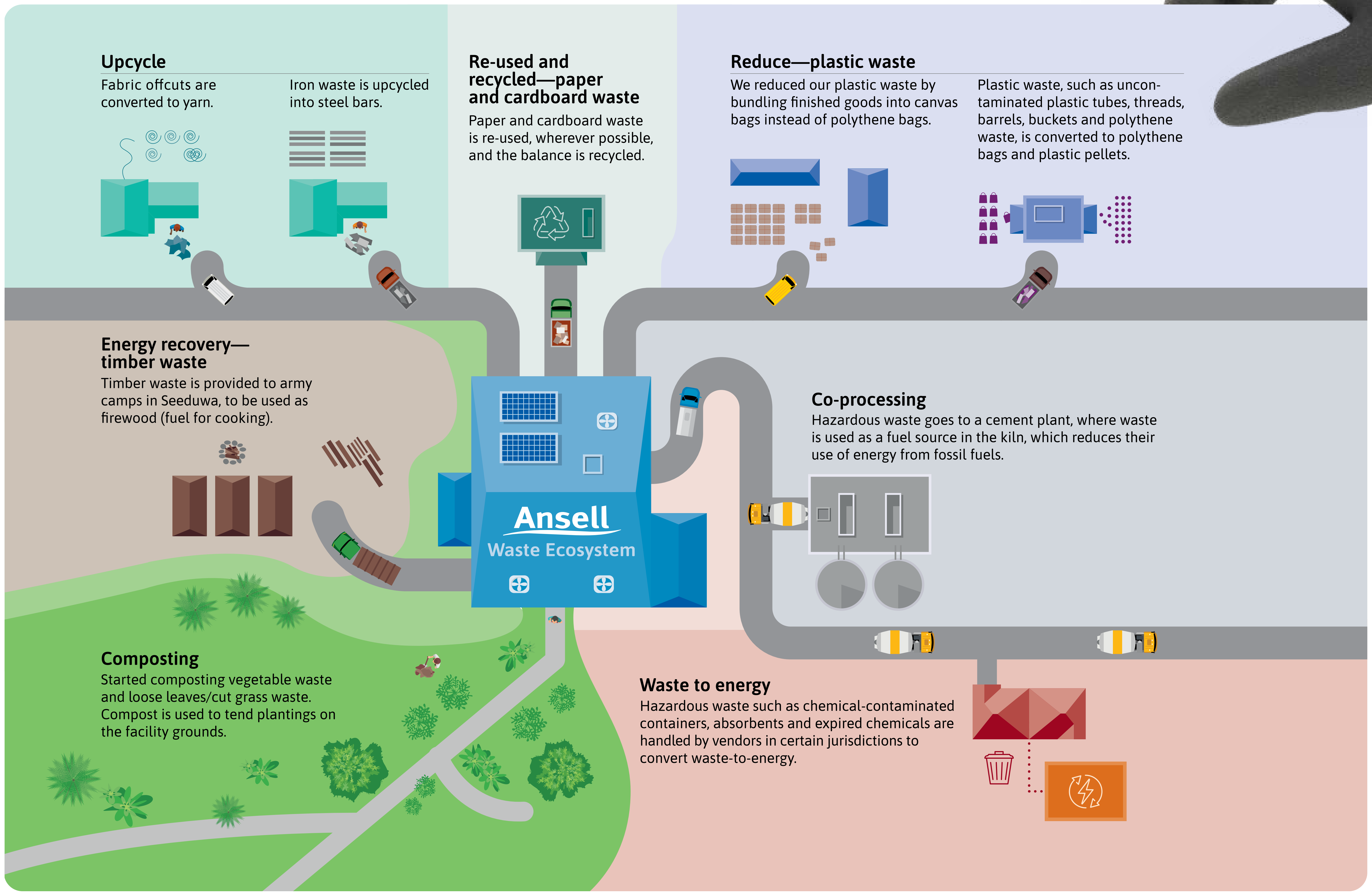
To avoid waste to landfill disposal, we utilise waste management vendors as important partners. Where local regulations limit disposal options, we screen and select vendors specialising in different materials or waste-handling solutions. These waste-related partnerships are based on criteria including the availability of environmental licences (e.g., Environmental Protection Licences (EPL)) held by vendors, formal contracting on diverting our waste to landfill, transparent information sharing, vendors' compliance with laws and regulations and vendors' willingness to be audited and engaged via Ansell training and briefings in a continuous improvement mindset. As such, the collection and segregation of general and hazardous waste at our sites are largely influenced by the capabilities of selected vendors.

Our progress

In FY26, we continued to maintain Zero Waste to Landfill certification at 12 out of our total of 14 manufacturing plants. Certification requires each plant to achieve a waste-to-landfill diversion rate of over 99%, in accordance with Intertek's Zero Waste to Landfill certification criteria.[1]

Since the second half of FY26, Seremban has maintained a waste diversion rate of above 99%, ahead of internal targets, and the site is on track to achieve full Zero Waste to Landfill certification in FY27. For our Indian plant, the plant is at the initial stages of production with one production line operationalised in FY26. Additionally, the plant is pending regulatory approvals for salt disposal. Engagement with relevant authorities is ongoing, and timelines are subject to external approval. The addition of Ansell Seremban to our reporting inventory in FY26 was the main reason for the 1.29% slight decrease in waste diverted from landfill from FY25, while Zero Waste to Landfill certified plants maintained landfill diversion exceeding 99%, with 99.54% landfill diversion in FY26.

Our ecosystem for zero waste to landfill



↑ *Image caption: AlphaTec 58-430 durable work gloves with Ansell GRIP™ Technology.*

12
manufacturing plants, of a total 14, certified to Zero Waste to Landfill

99.54%
of waste diverted from landfill at Zero Waste to Landfill certified plants in FY26

1. *For more information, see [Zero Waste to Landfill | Sustainable Landfill Diversion Solutions](#).*

Biodiversity

Ansell remains committed to identifying, assessing and addressing our business's interactions with, and impacts on, biodiversity and nature.

Our impact

We depend on natural capital directly through our own operations (e.g., through biomass and water use) and indirectly through our supply chain (including primary production), which impact on natural resources and biodiversity. By-products from our operations, and the potential improper disposal of our products, also impact natural ecosystems.

Our approach

Our Environmental Sustainability Policy sets out our commitment to protect the environment, including building our understanding of our biodiversity impacts and dependencies and developing long-term plans to manage and minimise negative impacts.

Ansell Supplier Code of Conduct

Our SCOC sets out our expectation that suppliers meet environmental compliance obligations and mitigate negative impacts on the environment, including on biodiversity and natural capital. We remediate all non-compliances with environmental laws and regulations, including any actual negative nature-related impacts we identify.

Our progress

In FY26, we strengthened responsible sourcing across our biomass supply, advanced natural rubber latex traceability ahead of upcoming EU regulations, and continued our partnership with the International Union for Conservation of Nature (IUCN).

Sustainable biomass sourcing

This year marks a significant milestone in our sustainable biomass sourcing at our Thailand plant, with 100% of the woodchip supply used by our biomass boilers now certified against the BECIS Responsible Sourcing Criteria (BRSC), up from 33.1% in FY25.

Sustainable fuel wood sourcing

This reflects the ongoing efforts of Ansell Lanka since 2016 when our experts were part of the United Nations Development Programme (UNDP)-funded project to develop a sustainable fuel wood sourcing standard, launching SLS 1551:2026, the Sustainable Produced Fuel Wood Certification standard 2016. Ansell Lanka has been instrumental in supporting supply chain partners to comply with the requirements of the standard, and to further pave the way for wider adoption of the certification for other industries and value chains. The slight decrease in the percentage of certified biomass sourced in Sri Lanka is due to delayed renewal of certification by suppliers in time for the reporting cut-off.

European Union Deforestation Regulation: traceability and due diligence

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.

Collaboration with the International Union for Conservation of Nature

Since July 2022, we have been engaging with the IUCN. This includes our commitment to assess our natural capital impacts and dependencies across our value chain, and to further develop the foundations for our policies and procedures that will specifically address Ansell's biodiversity impacts and dependencies. In FY23, we solidified our commitment to collaboration with a signed Memorandum of Understanding with the IUCN. We are seeking ways to continue our engagement with IUCN.

REIMAGINING OUR PRODUCT

We believe in producing products that meet the highest standards of safety and quality, reimagining what is possible through innovative research and design, creating solutions that benefit our customers, and minimise social and environmental impact.

FY26 performance at a glance

Product

Design 80% of new and updated products with reduced environmental impact by FY26[1]

90% FY26

80% FY25

60% FY24

100% of packaging material is recyclable, reusable or compostable by FY26[2]

% of Industrial packaging material that is recyclable, reusable or compostable[2]

FY27 **100%**

FY26 **99%**[3]

FY25 **99%**

FY24 **97%**

% of Healthcare packaging material that is recyclable, reusable or compostable[2]

FY26 **100%**

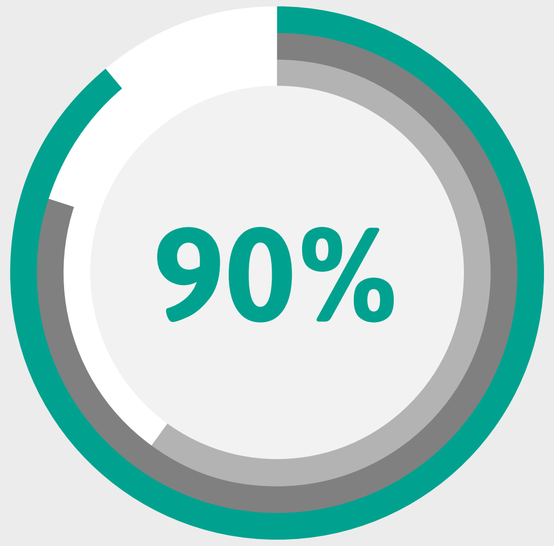
FY25 **100%**

FY24 **100%**

1. *Performance is measured according to D4S principles, only applicable for projects active in the reporting period, when compared with gloves of a similar make.*
2. *The metric covers the packaging of Industrial and Healthcare hand protection styles selected for the project based on feasibility and resource factors at the time the project and target were established. Excludes packaging for products that must meet certain unique industry needs that may not be recyclable.*
3. *By FY27, packaging for 7 Industrial hand protection styles will be replaced with recyclable polyethylene bags and compliance inserts, enabling achievement of our target.*

Progress against targets

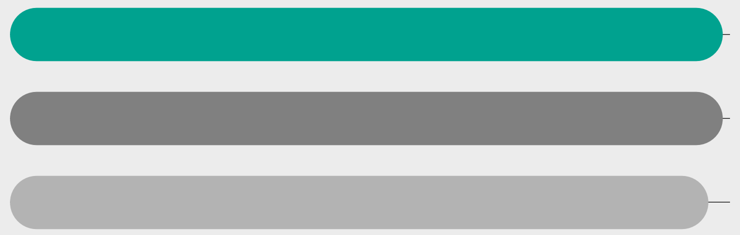
Design 80% of new and updated products with reduced environmental impact by FY26[1]



- FY26 **90%** covered
- FY25 **80%** covered
- FY24 **60%** covered

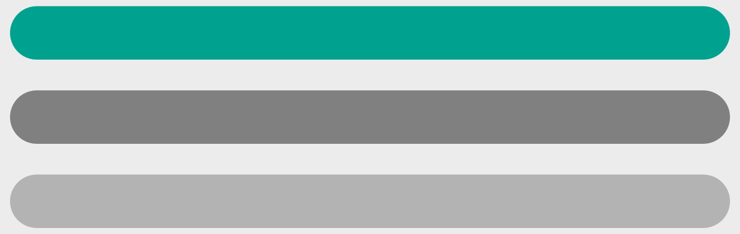
100% of packaging material is recyclable, reusable or compostable by FY26[2]

Industrial packaging material that is recyclable, reusable or compostable[2]



FY26 **99%**[3]
FY25 **99%**
FY24 **97%**

Healthcare packaging material that is recyclable, reusable or compostable[2]



FY26 **100%**
FY25 **100%**
FY24 **100%**

1. *Performance is measured according to D4S principles, only applicable for projects active in the reporting period, when compared with gloves of a similar make.*
2. *The metric covers the packaging of Industrial and Healthcare hand protection styles selected for the project based on feasibility and resource factors at the time the project and target were established. Excludes packaging for products that must meet certain unique industry needs that may not be recyclable.*
3. *By FY27, packaging for 7 Industrial hand protection styles will be replaced with recyclable polyethylene bags and compliance inserts, enabling achievement of our target.*

Innovation and product stewardship

Ansell has been providing customers with innovative safety solutions for over 130 years. Our continued focus on research, development and innovation across products and processes has been helping to reduce the social and environmental impact of our products, packaging and supply chain, including the extraction of raw materials, water use, pesticides and deforestation.

Our impact

Our products create a positive social impact by offering some of the best safety and protection solutions in our downstream value chain and for end users around the world. We also recognise the negative environmental impact of our products, extending across their life cycle, including at the stages of raw material, manufacturing, packaging, use and end-of-life.

Our approach

Our approach to innovation and product stewardship aims to contribute towards our climate (SBTi) targets, however we have no specific climate-related targets beyond this contribution. In 2021, we started with LCAs (ISO 14040/44), followed by external critical reviews that started in 2022, positioning Ansell as a leader in product sustainability. More recently, we have implemented a systematic approach to scale the quantification of Product Carbon Footprints (ISO 14067) across our portfolio.

Our LCAs reveal that the majority of our carbon footprint is concentrated in the raw materials and manufacturing stages. For example, these stages account for over 70% of the carbon footprint for body protection and surgical gloves, and over 80% for chemical gloves, mechanical gloves and single-use gloves. This informs our work to identify hotspots and explore alternatives to materials selection (e.g., replacing fossil fuel-based chemicals by bio-based content), materials science (e.g., self-curing rubber that allows for reduced process energy) and process efficiency (e.g., reduce waste, optimise energy usage).

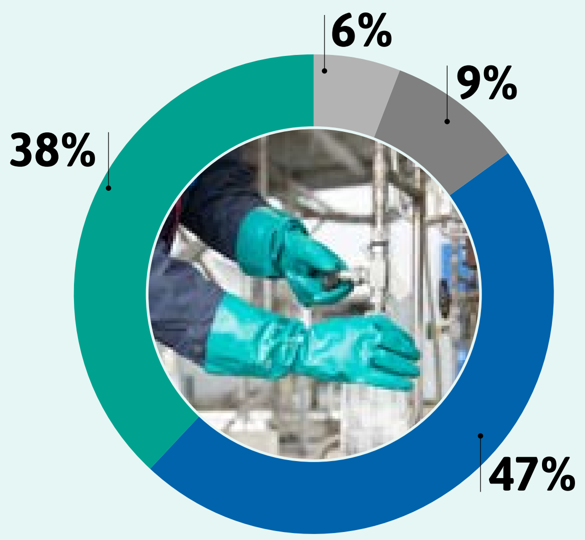
In the process, we consider relevant risks, including those related to sustainability, material choice and end-of-life treatment. We follow Ecodesign and D4S principles, which draw on the UN SDGs, the ISO framework, and the US Federal Trade Commission Guides for the Use of Environmental Marketing Claims.

By doing so, our efforts allow for product differentiation via decarbonisation, safety performance, usage-stage impact, material innovation and end-of-life solutions. As a result, we can transparently demonstrate an improved useful product life for our products, with increased customer value.

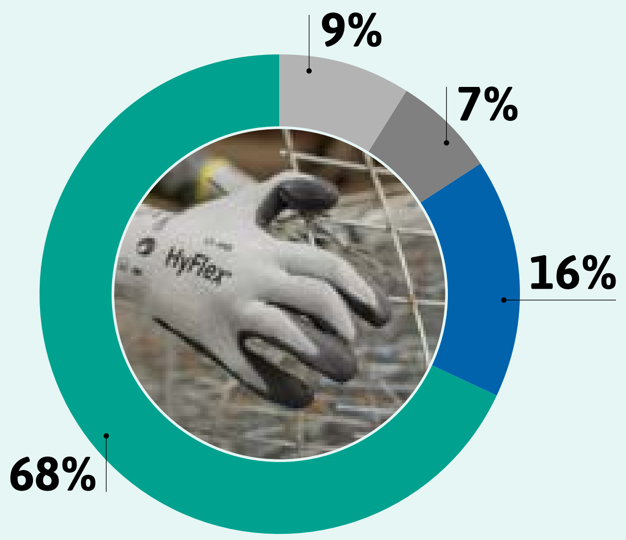
↑ *Image caption: Ansell Kimtech Polaris™ Xtra Nitrile Gloves.*

Our LCAs show that most of the carbon footprint comes from the raw materials and manufacturing stages.

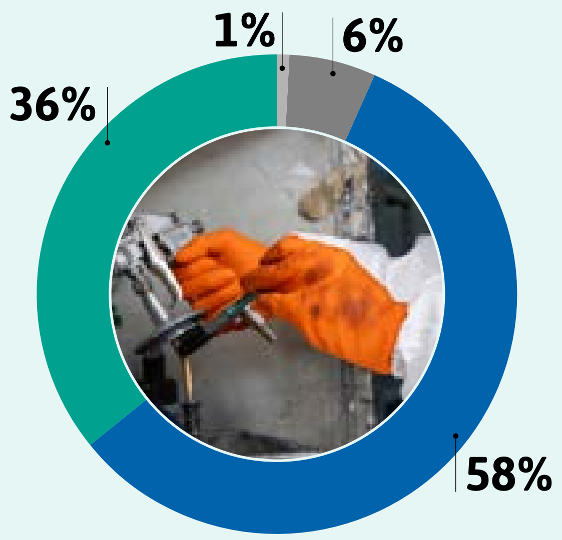
Chemical gloves



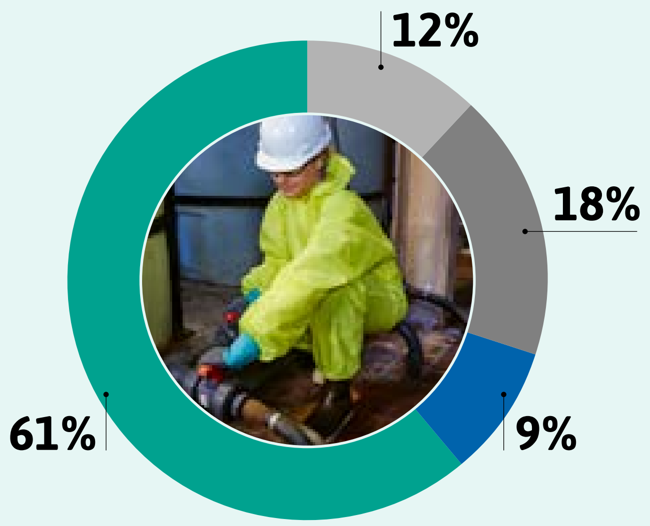
Mechanical gloves



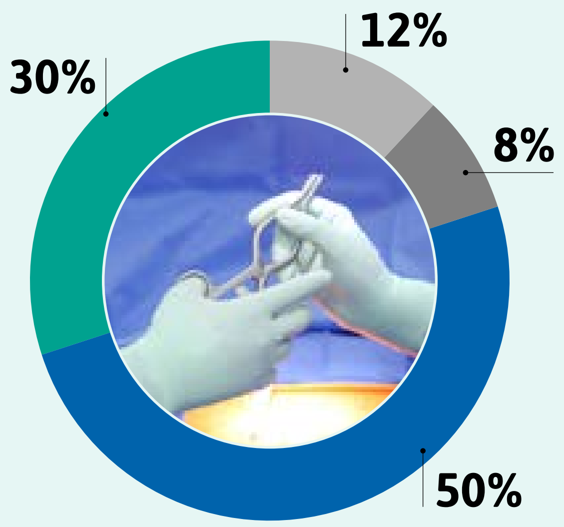
Single-Use gloves



Body protection



Surgical gloves



Raw Materials
The materials we use to make our products.

Manufacturing
Process of creating Ansell products from raw materials.

Distribution and Packaging
How we transport products to customers and the materials we use to protect them.

End of Life
When a product has finished being useful and is ready for disposal or recycling.

Disclaimer: Cradle-to-grave LCA conducted in accordance with ISO 14040:2006 and ISO 14044:2006, with third-party critical review. Key assumptions: (1) product portfolio assessed by family using representative lead products based on production volume, rather than a full style-by-style analysis; (2) end-of-life for body protection, single-use, and surgical gloves assumed 100% incineration without energy recovery; for mechanical and chemical gloves, a split of incineration and landfill was applied to reflect contaminated and non-contaminated PPE disposal respectively. Chemical gloves are currently under third-party review.

The results of these LCAs provide insight into the environmental impacts of representative products across their life cycle. LCA results are not directly comparable to Scope 3 greenhouse gas inventory data, as LCAs assess impacts at an individual product level, whereas Scope 3 reporting reflects value chain emissions, emissions associated with the total volume and mix of products sold during the reporting period.

Ansell Earth

A key driver of our approach has been the introduction of Ansell Earth in FY23. This framework grounds our sustainability communications in science-based claims across five product life cycle areas (refer to details on the right). Ansell Earth now covers 199 styles, following the addition of 18 new styles in FY26.

Ansell Packaging Pledge

Since FY21, we have been working towards delivering on the commitments of our Packaging Pledge, including in FY23, when we developed Ansell's Sustainable Packaging Guidelines. These guidelines formalise our approach and apply to all marketing, operations, warehousing and transportation operations.

↓ Image caption: Ansell AlphaTec Solvex 37-175 chemical-resistant gloves.

Ansell's Product Stewardship Focus Areas

Material

We explore new materials that offer reduced raw material usage, increased recycled or bio-based content, extend the life of our products and, where applicable, enable reuse or support responsible end-of-use disposal. **Our goal is to minimise environmental impact while maintaining product quality and performance.**

Manufacturing

We go beyond simply choosing materials with sustainability advantages by focusing on refining the way our products are made to reduce their overall environmental impact. **Our goal is to reduce waste while optimising energy and water consumption in our manufacturing processes.**

Packaging

We make packaging choices backed by science, data proven to reduce the environmental footprint of our products and of our customers. **Our goal is to minimise resource consumption, while increasing recyclability and maintaining our protective packaging quality.**

Use

We engineer our products to deliver exceptional quality and reliable protection for their intended use, while seeking opportunities to reduce emissions across the product life cycle when compared to products of a similar make. Performance is validated through testing in accredited laboratories and supported by independent certifications. Actual performance may vary depending on user conditions and environment. **Our goal is to increase product durability and lifespan, with reduced resource consumption and product replacement, when compared to products of a similar make.**

End-of-Use

We are leveraging RightCycle to support our customers' sustainability ambitions. RightCycle is our product recycling program, enabling customer to divert non-hazardous used PPE from landfills. **Our goal is to streamline end-of-use practices and reduce waste generation and improper disposal.**

Our progress

We continue to seek innovative ways to build and transparently validate sustainability criteria into our product offerings, without compromise on safety and quality.

This year, the launch of Ansell's Calculator, with Product Carbon Footprint for over 300 product styles available[1], offers customers accurate, in depth product data to support their and our climate ambitions.

Selected highlights in our innovation and product stewardship performance in FY26 are detailed on the right.

Customer testimonial:

Lyreco Group

"As a leading workplace solutions provider, we rely on strong supplier partnerships to deliver on our sustainability commitments. Ansell has been a key contributor in this regard. Ansell's SBTi-validated targets and focus on Scope 3 emissions directly support our own science-based targets, particularly in driving supplier engagement. In addition, Ansell Earth aligns closely with Lyreco's Sustainable Selection criteria, enabling us to efficiently identify and scale lower-impact products and solutions. What stands out is Ansell's ability to combine ambitious climate commitments with practical, transparent tools, making sustainability actionable across the value chain. Looking ahead, continued collaboration on Scope 3 emissions reduction will be key to accelerating progress across the value chain, with a focus on lower-impact and/or circular products and solutions. Beyond that, we see strong potential in enhancing social transparency in the upstream value chain and aligning with Lyreco's approaches. Through this partnership, Ansell plays an important role in helping Lyreco deliver more sustainable outcomes and drive industry transformation."

TouchNTuff 93-800: Award-winning sustainability performance

In FY26, we launched TouchNTuff 93-800, a breakthrough disposable glove designed to deliver at least 15 minutes of acetone resistance. A first for Ansell's single-use glove range, TouchNTuff 93-800 is made from at least 60% bio-based carbon, a renewable raw material, and the formulation is TÜV certified[2].

TouchNTuff 93-800 matches sustainability innovation with unparalleled safety performance. This protection is 15 times longer than standard nitrile disposable gloves currently available, offering increased efficiency to our customers, avoiding the need to switch between glove types throughout the day. TouchNTuff 93-800 meets certified abrasion and cut resistance under EN388 2110A.

In recognition of our TouchNTuff 93-800 disposable chemical protection glove, we had the honour to receive the Sustainable Product Award at the 2026 SEAL Business Sustainability Awards.

AlphaTec 58 and 53 Series

In FY26, we introduced a series of material and process updates to the AlphaTec 58 and 53 Series chemical gloves. These gloves represent one of our largest and most established product families, with the updates focused on improving sustainability outcomes while maintaining the performance, comfort and protection our customers expect. We transitioned from virgin nylon liners to liners made from 100% recycled polyester (rPET), delivering a minimum 20% recycled content per glove, reducing reliance on virgin raw materials and supporting circular material use.

The gloves also adopt our upgraded Ansell Grip Technology™, removing non-renewable components from its manufacturing process, and now allowing water used in the manufacturing process to be recycled through our on-site reverse osmosis facility.

HyFlex Sustainable Cut Resistance Series

The new HyFlex Sustainable Cut Resistance Series delivers proven cut protection and long-lasting durability while reducing environmental impact, helping companies stay safe, compliant and aligned with sustainability goals.

Manufactured with advanced yarn innovation, the series provides cut resistance without the discomfort of metal or glass fibres. By using over 50% recycled polyester recovered from post-consumer standard plastic bottles (PET bottles)[3], the HyFlex Sustainable Cut Resistance Series reduces carbon footprint by 40–59% compared to similar gloves[4].

The gloves also offer an extended lifespan due to their highly durable DMF-free PU coating, providing up to 4x more wear resistance than standard PU, delaying liner exposure and prolonging the usable life of the glove[5].

Certified skin-safe and designed for durability, the new HyFlex range supports customers in meeting their sustainability goals without compromising protection or comfort.

The HyFlex Sustainable Cut Resistance Series is already making an impact beyond the workplace. In Sabah, Malaysia, the Marine Research Foundation (MRF) is on the front line of ocean conservation, retrieving waste from the surface and seabed to protect fragile marine ecosystems. To help protect the people doing this critical work, Ansell donated over 100 pairs of gloves, including our new HyFlex 11-762 gloves. Made with over 50% recycled PET[6] content, HyFlex 11-762 reduces carbon footprint by 56%[4]. From underwater collection to onboard and land-based sorting, these gloves help keep hands safe while supporting those working every day for cleaner oceans.

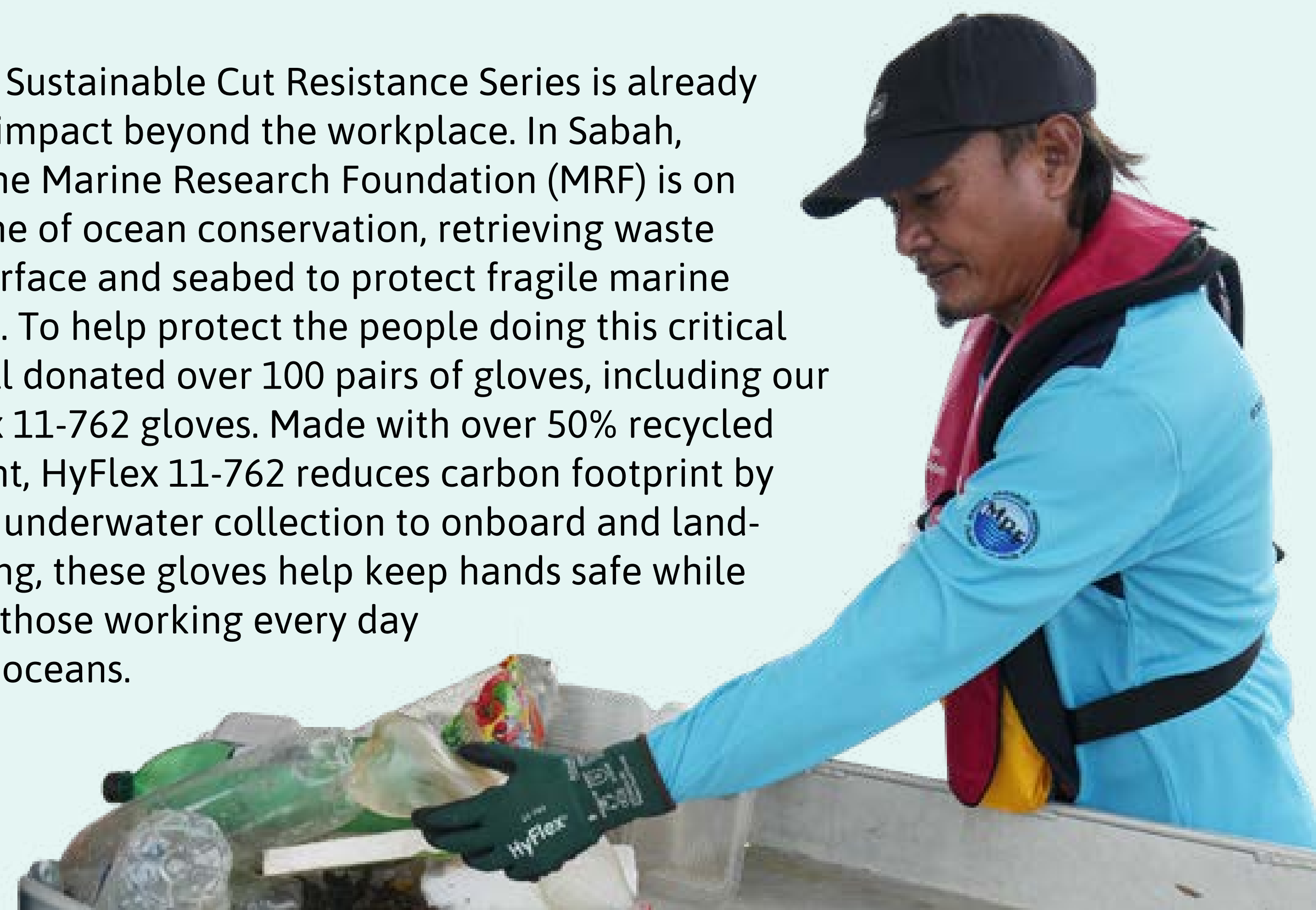


Image caption →
An MRF volunteer sorts collected ocean waste wearing Ansell HyFlex gloves.

1. *PCF methodology follows ISO 14067 with independent validation following ISO 14064-3.*
2. *TÜV Austria OK biobased Class 3 certification, indicating a Biobased Carbon Content of the product of ≤60% and < 80%.*
3. *% is the minimum recycled content in final product. Based on size 9: 1 pair of 11-752 equals 1.21 standard plastic bottles (500ml, PET); 1 pair of 11-762 equals 1.55 standard plastic bottles (500ml, PET); 1 pair of 11-772 equals 1.48 standard plastic bottles (500ml, PET).*
4. *Results are based on comparative Life Cycle Assessment (LCA) of the new product and standard Ansell PU gloves with an equivalent level of protection. The assessment was conducted in accordance with ISO 14040:2006 and ISO 14044:2006 and underwent an independent critical review by a qualified external reviewer.*
5. *Versus standard Ansell PU gloves with the same level of protection.*
6. *% is the minimum recycled content in the final product. 1 pair of HyFlex® 11-762 equals 1.55 standard plastic bottles (500ml, PET) based on size 9.*

← Image caption:
GAMMEX SMART Pack.

Image caption →
Ansell HyFlex 11-840 gloves in special edition packaging designed by Kristina Taylor, a Kamilaroi and Ngarrabul artist.

Sustainable Packaging Program

This year, we continued to deliver on our packaging goals and our five-year packaging program for our industrial and healthcare hand protection. Our efforts focused on reducing material use, improving recyclability, and supporting digital solutions for inner and outer packaging and shipper cases.

We executed over 11 initiatives to optimise packaging for more than 570 styles in our industrial hand protection portfolio. These initiatives included introducing paper band packaging, eliminating unnecessary components, successfully petitioning for the removal of printed Instructions for Use requirements for PPE in Europe, right-sizing transportation materials, and transitioning to mono-material formats to enhance recyclability, reusability and compostability of packaging compared to previous packaging.

For healthcare hand protection, SMART Pack™ is Ansell's first packaging innovation, which reduces the carbon footprint from legacy versions of surgical packaging. In 2025, SMART Pack packaging was named a WorldStar Packaging Award winner in the Medical Device & Pharmaceutical category and also won the 2025 AmeriStar Award in the Medical Device category. We are also proud that SMART Pack is certified against the highest recyclability certification[1] and is fully recyclable.

In our Sustainable Packaging Program journey, we have been prioritising the quality of the packaging and product performance. We are finalising materials and manufacturing capabilities for laminated paper and plastic U-cards for 7 Industrial hand protection styles to be replaced with recyclable polyethylene bags and compliance inserts, selected to maintain quality and avoid contamination risks associated with paper band alternatives. Due to be completed in FY27, these initiatives are expected to enable Ansell to achieve its target of 100% of packaging material being recyclable, reusable or compostable.

11
initiatives to optimise packaging in our industrial hand protection portfolio

The use phase: Rethinking value over time

The use phase focuses on product durability and performance. In FY26, we advanced our framework to assess the useful life of our products, shifting the focus from upfront purchase price to total value across the product lifecycle. Through product testing, performance analysis and lifecycle evaluation, our analysis of the HyFlex 11-840 shows that competing products generate up to 2 times more waste and 1.8 times more carbon emissions per year per 100 workers[2]. More durable, higher-quality PPE reduces replacement frequency, leading to lower waste generation, and resource consumption over time, while delivering long-term value for customers and reinforcing that the sustainable choice can also be the cost-effective one.

"This milestone is something we're really proud of. Since 2020, it's been a true cross functional effort, driving plastic reduction at source and a shift toward paper based materials. More than a first for Ansell, it reflects our ongoing commitment to a more sustainable value chain."

Tharangi Gunarathna,
Manager,
Global Packaging

Mathilde Fortin,
Senior Specialist,
Global Packaging

1. AAA by Institut Cyclos-HTP (CHI), a globally recognised organisation that assesses and certifies the recyclability of packaging and goods.
2. Competitor product values are derived from Ansell Product Carbon Footprint simulation results. Waste estimates are based on glove weight and annual pairs used, while emissions are calculated from annual usage. Test results reflect data available at the time of market sampling and may not represent current product formulations. Subsequent changes may affect accuracy and interpretation.

RightCycle™

The RightCycle Program

When Ansell branded products finally reach the end of life, the RightCycle Program provides a responsible, affordable and transparent solution to keep the materials out of landfill. Following our FY25 acquisition of Kimberly-Clark's PPE business, we have begun to scale up our RightCycle product recycling program offering in FY26. Initiatives in FY26 have expanded RightCycle in both North America and Europe to dramatically increase the volume that our third-party partners can process.

In North America, RightCycle expanded to include another landfill diversion solution of Alternative Engineered Fuels, high-efficiency fuels produced from non-recyclable industrial and consumer waste. With new capabilities and capacity, RightCycle now accepts select Microflex and TouchNTuff gloves and Alphatec coveralls. In the UK, we have partnered with a recycling and management service, bringing innovative capabilities to recycle used PPE into a plywood substitute used to construct playground equipment, furniture and other durable goods. The program is currently available to customers across key European markets, including the UK, Ireland, Germany, Austria, Switzerland, Belgium, the Netherlands, France and Spain.

RightCycle tracks customers' landfill diversion volumes by weight, and we provide environmental impact certificates to 290 unique sites across 254 end-users, recognising and celebrating their progress toward more sustainable operations. We continue to offer the program as a service for qualifying customers, with customers paying only for logistics costs, while the collected PPE is used by our partners as a raw material in the production of consumer goods or as a substitute for non-renewable energy.

531
tonnes of PPE diverted from landfill in FY26 (3,678 since 2011)

254
participating customers Available across North America and key European markets

In FY26, we diverted 531 metric tonnes of used PPE from landfills, representing a 17% increase on FY25, with growth moderated by customer shipment timing and the initial rollout of our new Alternative Engineered Fuels stream. We remain committed to achieving 20% increase in customer landfill waste diversion through RightCycle in FY27, as we continue to expand our capability and capacity.

↑ Image caption: RightCycle, used PPE being placed in the processor for grinding.

How the RightCycle Program works

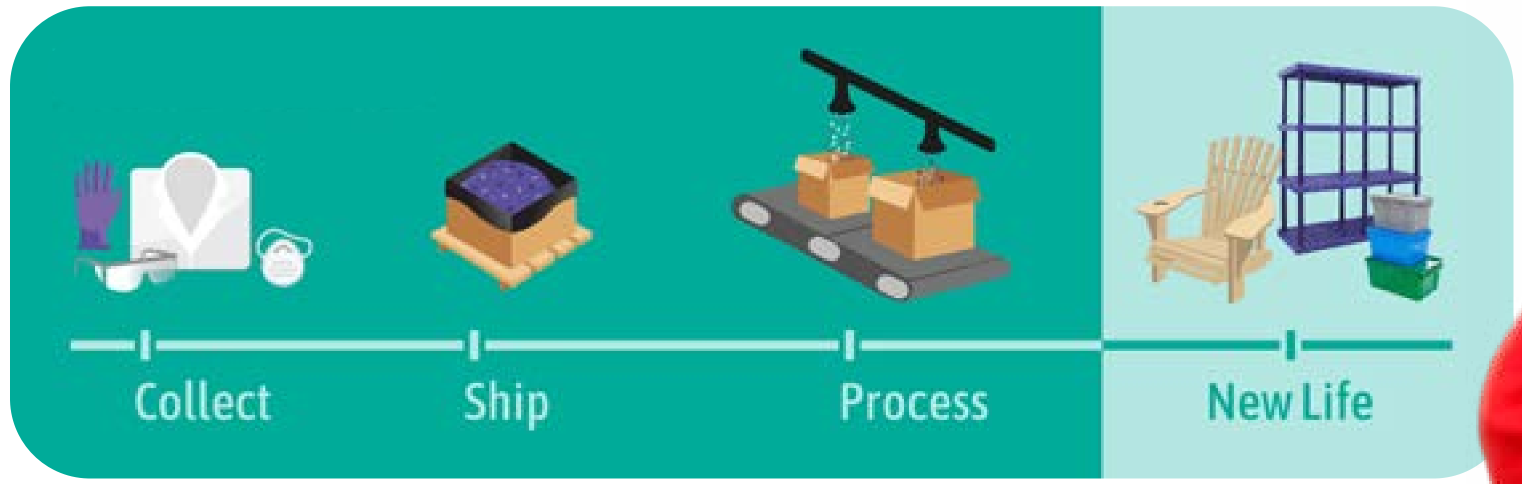


Image caption → Third-party processing partner holds the KleenGuard A40, ready for recycling under RightCycle program.

Customer testimonial:

ETRIA Manufacturing USA Inc.

"Etria has been a certified Zero Waste to Landfill organization since 2000. The RightCycle program aligned seamlessly with our sustainability goals by enabling us to divert used PPE, previously managed through costly incineration, into a recycling solution instead. We are proud to be a two-time Greenovation™ Award recipient and are especially excited to have expanded our participation this year by increasing the volume of materials recycled through the program compared to last year."

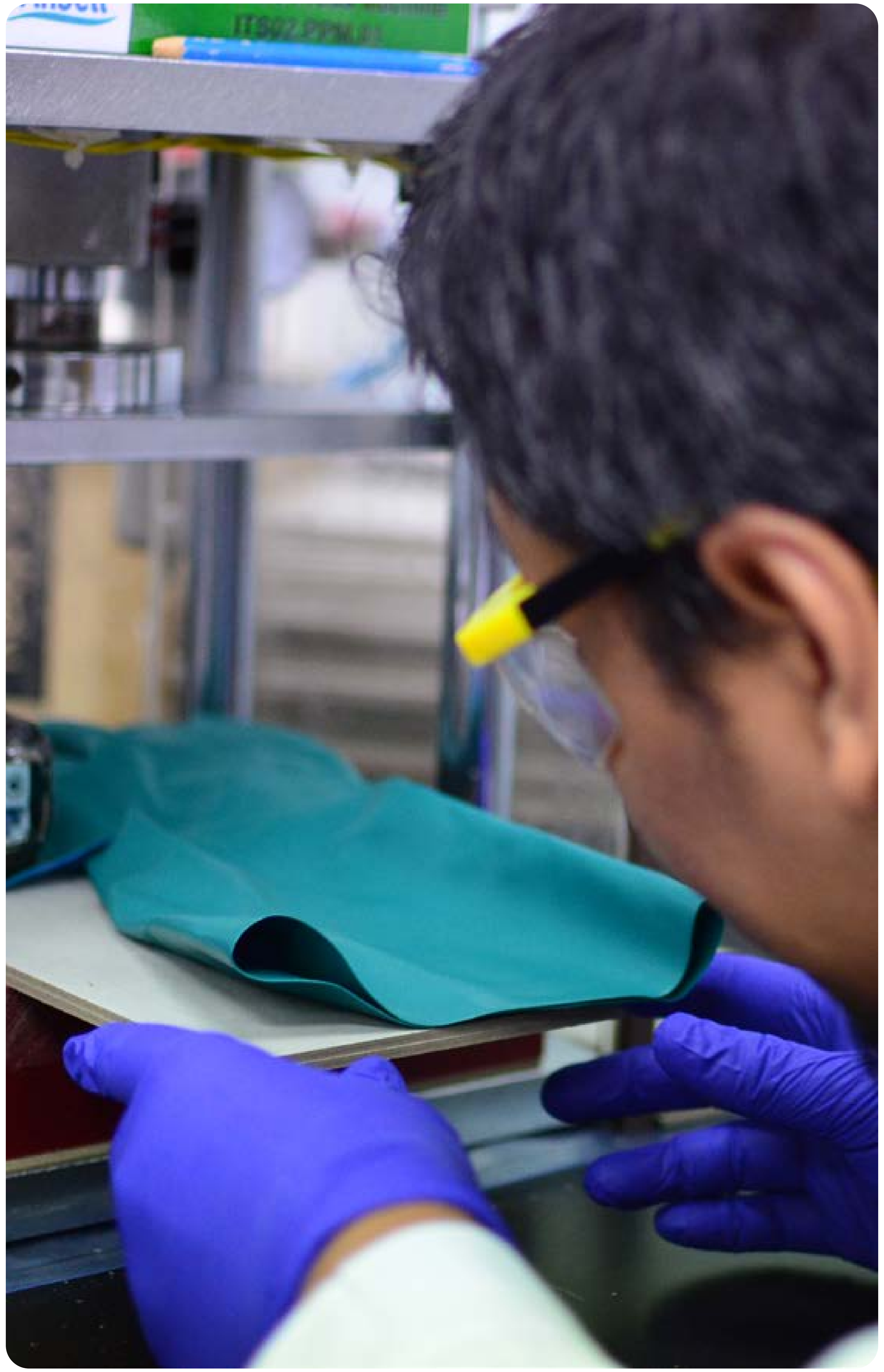
Project Joy: Expanding inclusive protection

Project Joy is an Ansell program providing custom-fitted gloves for individuals with differently shaped hands, ensuring workers are properly protected, no matter their condition. It began in 2016 as an initiative led by the R&D team in Mexico, in collaboration with U.S. sales teams responding to a specific customer need.

Since its launch, the program has continued to support access to proper hand protection, with 41 workers receiving Project Joy gloves in FY26. During the year Ansell made efforts to scale the initiative, expanding production through R&D and manufacturing teams in Sri Lanka and Vietnam. Growing demand for customised solutions has required dedicated resources, including bespoke liners and formers, enabling efficient repeat orders.

A key milestone is the partnership with a large U.S. customer, where employees can directly request customised gloves, increasing accessibility and supporting workplace inclusivity. Ansell also launched a dedicated intranet landing page to streamline requests and onboarded multiple new countries.

Looking ahead, Project Joy will serve as a strategic initiative and continue to expand based on customer needs.



↑ *Image caption: Technician at Ansell's Cyberjaya R&D laboratory preparing test specimens from glove samples prior to quality evaluation.*

Product safety and quality

Safety and quality are at the core of everything we do at Ansell. Our products meet the highest standards and are compliant, certified and registered in line with all applicable regulatory requirements across the markets where Ansell operates. We are committed to keeping our customers safe, improving their operational efficiency and reducing the social and environmental impact of our products.

Our impact

Ansell's products protect millions of workers and healthcare professionals every day. We uphold stringent requirements to provide quality products to our customers and end users, recognising that product performance impacts the safety of those we serve.

Our approach

Our approach to product safety and quality is guided by Ansell's Quality Statement, which sets out our commitment to complying with all local regulatory authorities and product commercialisation requirements, national & international standards and applicable regulations and directives. Our global team of QA and regulatory affairs experts, based across our regional hubs and manufacturing facilities, are responsible for managing, monitoring, and reporting on our activities across product safety and quality. Drawing on the technical expertise of our 20 R&D Centres of Excellence and ISO 17025 accredited analytical laboratories, and supported by our Global Business Units, Legal and Marketing teams, they ensure our requirements are consistently communicated and upheld.

Regulations and certification

All new and existing products at Ansell have to be compliant with the most stringent material and product regulations around the world, such as Medical Devices and PPE regulations (e.g., UKCA-marking requirements, SIRIM, NFPA, QMSR, Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), PROP 65, etc.). Our quality management system is certified against ISO 9001 and ISO 13485. Compliance with regulations is reported to the ELT and the Board.

Risk response procedure

In the event we identify a chemical used in the manufacturing of our products as potentially hazardous, we undertake specific actions to investigate and phase out its use in the future, securing the safety of our users. This includes:

- Respond to regulators: We engage with regulators to understand the H&S concerns associated with products and chemicals currently in use, and the potential risks associated with alternatives.
- Engage with customers: We engage with our customers to understand how the products are impacting their workers, what the products are used for and the attributes that are essential to maintain when replacing chemical components.
- Research alternatives: Our R&D team conducts extensive research to identify and develop viable alternatives to hazardous chemicals, and we establish partnerships with suppliers to formulate and test substitute chemicals.
- Implement solutions: We act to implement alternatives, which in some instances has a co-benefit of improving the environmental footprint of our products.

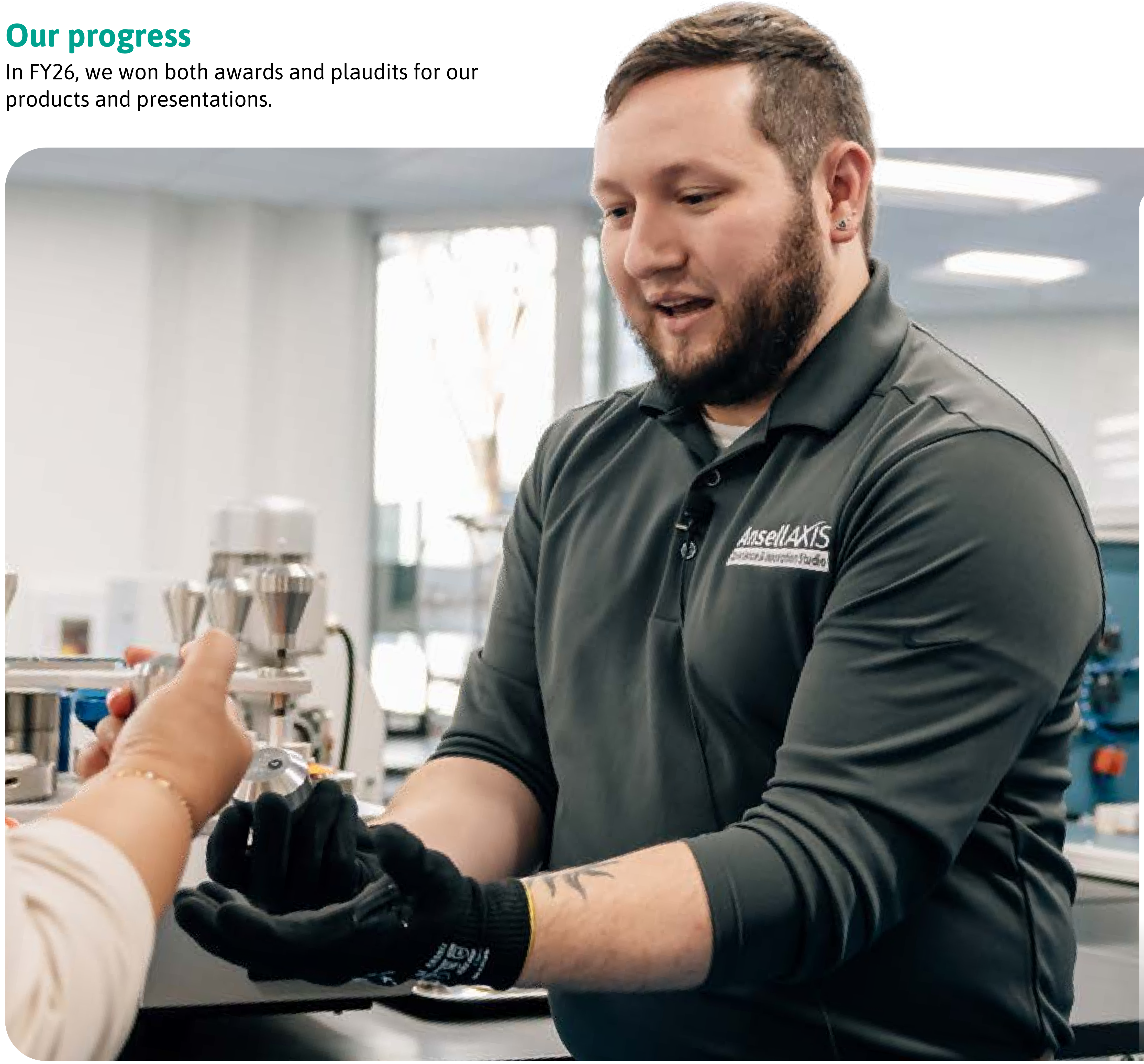
Communicating product safety

We communicate product safety and health information via our Instructions for Use, also available through QR codes on our products and on our website. Marketing collaterals, such as technical data sheets, contain details on the chemicals and substances included in our products. This is also communicated to customers through marketing teams.

Our progress

In FY26, we won both awards and plaudits for our products and presentations.

← Image caption: During the opening of the AXIS facility in October 2025, an Ansell R&D Engineer demonstrates one of the testing methods used to evaluate glove performance and abrasion resistance.



AXIS: an immersive journey into the future of safety

In FY26, we launched our first Ansell Customer Xperience & Innovation Studio (AXIS) in Alpharetta, Georgia. This immersive, collaborative environment is aimed at solving tomorrow's safety challenges through education, experimentation and co-creation.

Today, more than ever in our 130 years of leadership in personal protection, we are witnessing safety needs evolve at an unprecedented pace – driven by emerging risks, new technologies, and shifting industry standards. AXIS represents our strategic response to help businesses stay ahead.

Our partners benefit by visiting AXIS and participating in:

- Expert-led education: Our safety and technical experts explain best practices and emerging tools that help navigate evolving standards and reduce workplace risk.
- Live demonstrations and tests: Onsite labs enable hands-on interaction with the latest innovations, demonstrating how products perform in simulated real-world hazards.
- Collaborative development: We explore and uncover, collaboratively, the safety challenges facing our partners, and co-create solutions that are practical, scalable and built for impact.

Future AXIS events are planned for FY27, including the opening of our EMAP location in Portugal. AXIS will enable us to expand our global reach and help more professionals to engage in Ansell's expert safety innovation and training.

Award winners: GAMMEX Pi Hybrid Micro Surgical Gloves

In FY26, we were awarded the 2025 World of Safety and Health Asia Award (WSHAsia), in recognition of our GAMMEX Pi Hybrid Micro surgical gloves' outstanding contribution towards improving surgical safety and efficiency in the healthcare industry.

As many hospitals around the globe are transitioning to non-latex gloves to minimise the risks associated with latex allergies in the operating room, our new award-winning innovative HYBRID™ material delivers an optimal balance of high tactility and exceptional strength and durability. This balance allows surgeons to maintain focus and accuracy minimising fatigue. It also significantly reduces the risk of occupational skin reactions, safeguarding healthcare worker wellbeing, and enabling uninterrupted surgical workflows. We optimised the thickness profile so that material use is more efficient, without compromising performance. Gloves are packed in our award-winning recyclable SMART Pack packaging.

APPENDIX

2045 Sustainability Action Plan

People

We believe in fostering a culture of safety, wellbeing and belonging. Our workplaces champion inclusion and equal opportunity, benefiting our people and the local communities where we operate.

	AMBITION	FY26 PROGRESS	FY26 ACTIONS	MATERIAL TOPIC
Safe and respectful workplaces	12% reduction of Total Recordable Injury Frequency Rate (TRIFR) by 2030 (from FY25 base year)[1]	32% reduction in TRIFR to 0.543 (from 0.795 in FY25)	• This year, we updated both our TRIFR and safety observations targets, reflecting changes in internal strategy and improved safety performance in the last year. • We exceeded our updated safety observation target reflecting increased individual employee participation to enhance early risk detection. • Further strengthened our initiatives towards our ambition of zero harm via a set of Ansell-wide initiatives including actions on identifying risks and implementing control procedures with a focus on hand safety, improving quality and frequency of safety reporting at department level and rolling-out our People Engagement Programme as part of the next phase of our Zero-On initiative. • Delivered via our new People Engagement Programme, 18 training sessions, reaching over 1,000 employees, equivalent to 2,376 total training hours, exceeding our FY25 training records and demonstrating significant progress in capability building and a strong commitment to operational excellence and safety.	**Health and safety**
	Achieve a minimum of 150 safety observations per 100 employees annually to mitigate unsafe conditions and acts	570 safety observations per 100 employees		
	Building an inclusive workplace by offering trainings on equal opportunity principles and awareness campaigns, as well as measuring progress and reporting on the global percentage of women in leadership positions	In the FY26 engagement survey that focused on the professional population, the question "I feel like I belong at Ansell" increased from 71% in FY25 to 74% in FY26	• Conducted our engagement survey for professional employees, which showed that engagement increased for the third consecutive year in this population and saw positive movement across the majority of survey items.	**Belonging and inclusion**

	AMBITION	FY26 PROGRESS	FY26 ACTIONS	MATERIAL TOPIC
	Year-on-year progress in implementing 60-hour workweeks across all Ansell plants[2]	Continued focus on implementation	• Continued rollout of the 60-hour workweeks standard in phases at plants, including rollout to our Shah Alam plant in June 2026. • Launched a third-party hotline at our Thailand plant related to grievance mechanisms. • Transitioned to Worldwide Responsible Accredited Production (WRAP) audits with 11 out of 14 plants completing their first WRAP audits and 80% of the NCs identified closed. • Progress on suppliers rated A or B reflects an expanded assessment population and newly introduced verification standards. 15 raw material suppliers 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. • Engaged with WRAP to deliver of focused training programmes for selected suppliers to strengthen their understanding of WRAP Principles and support effective audit preparation and implementation as suppliers are newly onboarded to the Supplier Management Framework (SMF).	**Labour rights**
	100% of direct suppliers meet Ansell's labour, health and safety standards ensuring for decent work for their employees by FY27[3]	90% in FY26 of finished goods suppliers are rated A or B (90% in FY25) 81% in FY26 of in-scope raw material suppliers are rated A or B (85% in FY25)[4]		
Supporting communities 10 REDUCED INEQUALITIES	Investing in the communities where we operate through sustained financial and product donations, disaster relief and meaningful employee volunteerism – with year-on-year growth in participation and impact, reported annually	1,320 total volunteer hours 5,239,620 pairs of special edition gloves sold with proceeds from sales donated	• Launched Ansell Hearts & Hands, our community engagement strategy designed to bring employees together to create meaningful impact. Through Hearts & Hands, employees contributed volunteer hours and donated monetary rewards earned through volunteer service to 103 different causes. • Supported on-the-ground disaster relief following Cyclone Ditwah in Sri Lanka, including donations totaling over US$100,000 and furthered our long-term glove charitable programmes. • Donated proceeds from special-edition gloves sold special-edition gloves to the Stars Foundation – an organisation empowering Aboriginal and Torres Strait Islander girls with education, wellbeing and leadership mentoring programmes.	**Community**

FOOTNOTES:

1. *TRIFR target baseline has been updated to FY25 TRIFR of 0.795.*
2. *The maximum 60-hour workweeks 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.*
3. *Suppliers that are in-scope are direct finished goods and raw material suppliers managed by Global Sourcing, and excludes speciality, non-glove products.*
4. *Current year performance excludes raw material suppliers who have been onboarded on to 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 supplier ratings will be reported in FY27.*

Image caption: The Marine Research Foundation staff and volunteers use Ansell gloves during underwater cleanups and floating waste recovery operations aboard the Mobula-8.

2045 Sustainability Action Plan

Planet

We recognise the urgent need to act for the future of the planet. Across our value chain, we aim to reduce impacts on climate, energy and emissions, water, waste and biodiversity.

	AMBITION	FY26 PROGRESS	FY26 ACTIONS	MATERIAL TOPIC
Accelerating decarbonisation  	**Net zero GHG emissions across the value chain by FY45[1]** **Related gross target** • Reduce absolute Scope 1 and Scope 2 emissions by 90% by FY40 (from FY20 base year)[1,2] • Reduce absolute Scope 3 GHG emissions by 90% by FY45 (from a FY22 base year)[1,3] **Milestones or interim targets** • Reduce absolute Scope 1 and Scope 2 GHG emissions by 42% by FY30 (from FY20 base year)[2] • Reduce absolute Scope 3 GHG emissions from fuel- and energy-related activities and end-of-life treatment of sold products by 25% by FY30 (from FY22 base year)[3] • 90% of suppliers by spend covering purchased goods and services and upstream transportation and distribution have science-based emissions targets in place by FY30 **Initiatives contributing to targets** • Certify all manufacturing plants to ISO 50001 Energy Management Systems by FY28	• Decreased Scope 1 and Scope 2 GHG emissions totalling 36% reduction in FY26 (from FY20 base year) • Decreased Scope 1 and 2 GHG emissions totalling 21% in FY26 compared to FY25 • Decreased absolute Scope 3 GHG emissions by 15% from FY22 base year[3] • 13% of suppliers by spend (23 suppliers) having science-based targets • Decreased absolute GHG emissions from fuel- and energy-related activities and end-of-life treatment of sold products (Scope 3) by 22% in FY26 from FY22 base year[3] • Achieved ISO 50001 certification at 9 of 14 manufacturing plants, with two additional plants certified in FY26	• Decrease in Scope 1 and 2 GHG emissions is primarily due to reduction in volume as we made targeted adjustments to inventory levels, which also resulted in 16% decrease in energy consumption. We also continued our focus on renewable energy initiatives, as outlined below, leading to an increase in renewables in our energy mix to 55% (from 50% in FY25). • Continued executive-level supplier engagement, SBTi training and supplier progress reviews, while expanding participation in the CDP Supply Chain Program to support improved emissions data and target-setting practices. Additionally, 29 suppliers have formally submitted their commitments to SBTi, for a total of 42% of suppliers by spend with SBTi-validated targets and/or commitments. • Continued the rollout of ISO 50001 Energy Management Systems across manufacturing plants, supporting additional facilities to achieve certification while strengthening energy management practices at existing certified sites. • Expanded renewable energy and low-carbon energy solutions across operations by increasing participation in Malaysia's Green Electricity Tariff (GET) programme, securing long-term I-RECs through a renewable electricity contract in Thailand, and installing a new biomass-powered hot water generator at the Ansell Thailand plant.	**Energy and emissions**
	RENEWABLE ELECTRICITY TARGET **Source 100% renewable electricity in plants by FY40, with a mid term target of 60% renewable electricity by FY30** **Initiatives contributing to targets** • Investments in renewable electricity sources, including renewable grid electricity, solar PV systems, I-RECs, Power Purchase Agreements and ISO50001	• 58% of electricity used in plants from renewable sources • Maintained 9 out of 14 plants consuming 100% renewable electricity		

Image caption →
Ansell UK employee participating in a conservation initiative at River Lathkill, Peak District National Park.

	AMBITION	FY26 PROGRESS	FY26 ACTIONS	MATERIAL TOPIC
Conserve natural resource	Reduce water withdrawals by 35% by FY27 (from FY20 base year)[4]	2% decrease in water withdrawals from baseline (FY20)	• Decrease is primarily due to reduced volume, while increased intensity to 2.44 m^3 per thousand production units (from 2.19 in FY25) is due to operational changes, such as fixed load impact, running trials and post process changes. We also observed improved efficiency practices at Ansell Lanka, Thailand and India, which contributed to the decrease in absolute water withdrawals. • Launched one production line at Ansell India, our first Zero Liquid Discharge plant, with reverse osmosis system recycling up to 80% of wastewater generated, saving approximately 110,000 m^3 of water year-to-date. • The FY27 target to reduce water withdrawals by 35% from the FY20 baseline has guided Ansell's water stewardship efforts over recent years. Based on progress to date and evolving operational conditions, Ansell has established a new FY30 target to maintain absolute water withdrawals at or below the FY20 baseline, even as production volumes grow. This revised target reflects the company's current operating context while maintaining a strong focus on responsible water stewardship and improving water efficiency as the business expands.	**Water**
	Achieve Zero Waste to Landfill for all manufacturing plants	Zero Waste to Landfill certification at 12 out of our total of 14 manufacturing plants	• Maintained Zero Waste to Landfill certification for all 12 Ansell plants in operation when this goal was established, with remaining 2 plants working towards the goal. • Ansell plants diverted 98.52% of waste generated from going to landfill, a slight decrease from FY25 (99.81%) after the inclusion of Ansell Seremban in the reporting scope, while Zero Waste to Landfill certified plants maintained landfill diversion exceeding 99%, with 99.54% landfill diversion in FY26. • Ansell Seremban achieved a waste to landfill diversion rate of above 99% from the second half of FY26, meaning the site is on track to achieve full Zero Waste to Landfill certification in FY27.	**Waste**
	Improve environmental stewardship to reduce impacts on natural resources	95% of biomass used to fuel hot water generators (HWGs) at Sri Lanka and Thailand plants certified under national sustainable biomass sourcing standards[6]	• Completed the certification of biomass sourced at our Thailand plant against the BECIS Responsible Sourcing Criteria (from 33.1% in FY25). • The slight decrease in the percentage of certified biomass sourced in Sri Lanka is due to delayed renewal of certification by suppliers in time for the reporting cut-off.	**Biodiversity**

FOOTNOTES:

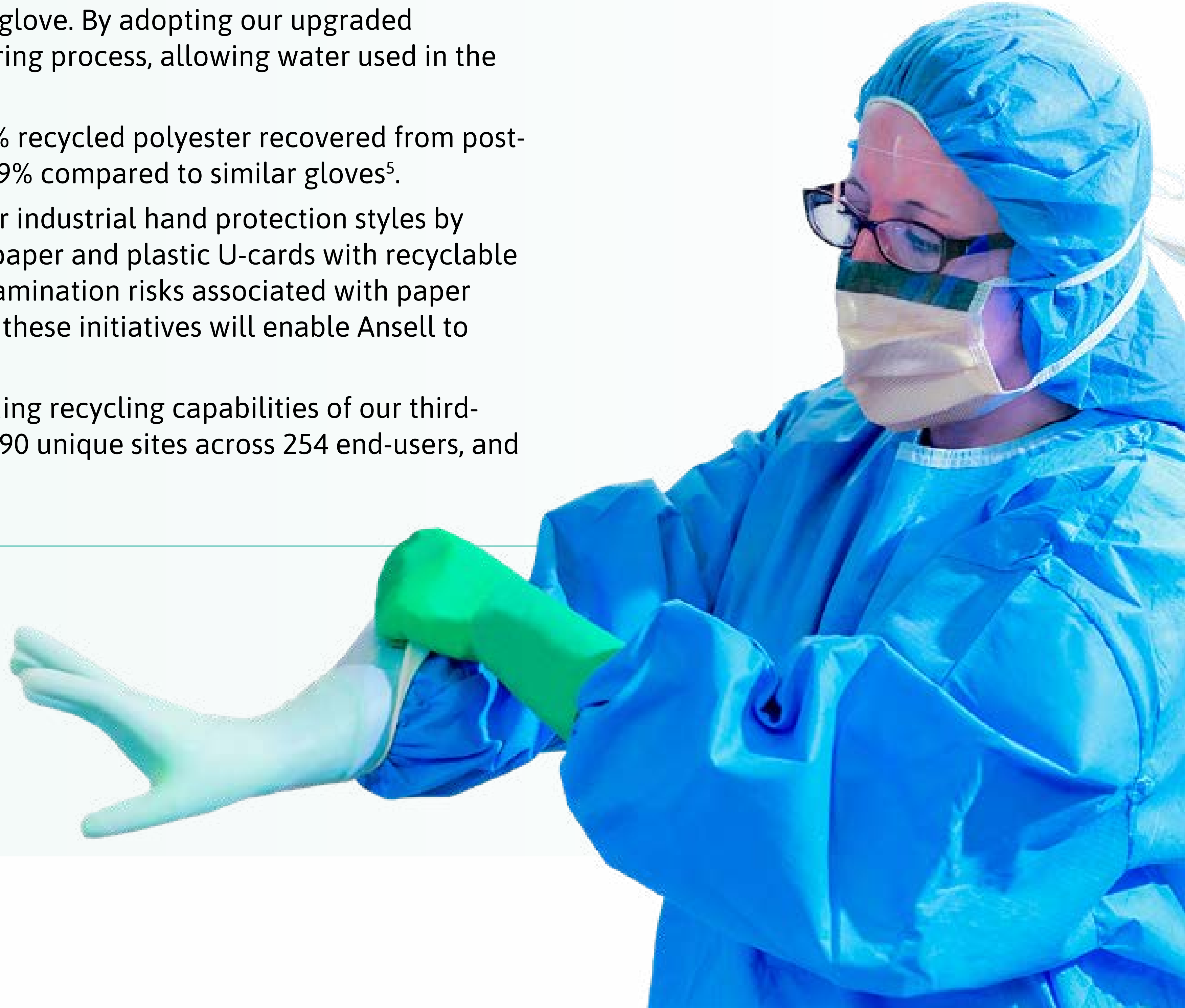
1. *Ansell prioritises direct emissions reduction, with the use of carbon credits planned only to offset residual emissions after a minimum 90% gross reduction across Scopes 1, 2, and 3 has been achieved. As this is not anticipated before 2030, the approach will be finalised closer to that time to ensure alignment with future best-practice frameworks. When selected, Ansell's portfolio is intended to comprise high-quality credits from schemes based on their credibility and integrity. Ansell will evaluate a mix of credit types, including nature-based to address the final 10% of emissions in achieving the net target.*
2. *In line with SBTi Corporate Net-Zero Standards and Guidance. FY20 base year 281,661 tCO_2e. Refer to the Data Tables in the Appendices for details on methodology and assumptions.*
3. *In line with SBTi Corporate Net-Zero Standards and Guidance. FY22 base year 878,947 tCO_2e. Following the acquisition of KCPPE, recalculation of base year currently in progress with SBTi and will be reported in the next fiscal year. Refer to the Data Tables in the Appendices for details on methodology and assumptions.*
4. *At the time of acquisition, Ansell Seremban had a fully operational RO system and had already achieved the RO water usage target Ansell set for our plants. Therefore, our overall FY20 base year and FY26 metrics for water withdrawals excludes this site.*
5. *Waste data excludes the Indian plant as the plant is at the initial stages of production. With one production line operationalised in FY26, the plant contributes 2% generated waste to the Group total.*
6. *Biomass used to fuel HWGs is certified under Sustainable Produced Fuel Wood Certification standard (SLS 1551:2016) at Ansell Lanka, and certified under BRSC (BECIS Responsible Sourcing Criteria) at Ansell Thailand.*

2045 Sustainability Action Plan

Product

We believe in producing products that meet the highest standards of safety and quality, reimagining what is possible through innovative research and design, creating solutions that benefit our customers, and minimise social and environmental impact.

	AMBITION	FY26 PROGRESS	FY26 ACTIONS	MATERIAL TOPIC
Materials and product innovation	Design 80% of new and updated products with reduced environmental impact by FY26[1]	90% of new and updated products designed with reduced environmental impact (80% in FY25)	• Selected highlights in our innovation and product stewardship performance: · Launched TouchNTuff 93-800, our first single-use glove made from at least 60% bio-based carbon, a renewable raw material, with a TÜV certified[3] formulation and recognised with the 2026 SEAL Business Sustainability Award for Sustainable Product. · Introduced updates to the AlphaTec 58 and 53 Series chemical glove. Transitioned from virgin nylon liners to liners made from 100% recycled polyester (rPET), delivering a minimum 20% recycled content per glove. By adopting our upgraded Ansell Grip Technology™, we remove non-renewable components from its manufacturing process, allowing water used in the manufacturing process to be recycled through our on-site reverse osmosis facility. · Introduced the new HyFlex Sustainable Cut Resistance Series. The series uses over 50% recycled polyester recovered from post-consumer standard plastic bottles (PET bottles)[4] and reduces carbon footprint by 40-59% compared to similar gloves[5]. • We are on track to achieve 100% recyclable, reusable or compostable packaging for our industrial hand protection styles by FY27. We are finalising materials and manufacturing capabilities to replace laminated paper and plastic U-cards with recyclable polyethylene bags and compliance inserts, selected to maintain quality and avoid contamination risks associated with paper band alternatives, for 7 industrial hand protection styles. Due to be completed by FY27, these initiatives will enable Ansell to achieve our target. • We've added select Microflex and TouchNTuff gloves and Alphatec coveralls by expanding recycling capabilities of our third-party partners in the RightCycle Program across North America and Europe, covering 290 unique sites across 254 end-users, and resulting in a 17% increase from FY25 of 531 metric tonnes diverted.	**Product stewardship and innovation**
 	100% of packaging material is recyclable, reusable or compostable by FY26[2]	99% of industrial packaging is recyclable, reusable or compostable (99% in FY25) 100% of healthcare packaging is recyclable, reusable or compostable (100% in FY25)		



FOOTNOTES:

1. *Performance is measured according to D4S principles, only applicable for projects active in the reporting period, when compared with gloves of a similar make.*
2. *The metric covers the packaging of industrial and healthcare hand protection styles selected for the project based on feasibility and resource factors at the time the project and target were established. Excludes packaging for products that must meet certain unique industry needs that may not be recyclable.*
3. *TÜV Austria OK biobased Class 3 certification, indicating a Biobased Carbon Content of the product of ≤60% and < 80%.*
4. *% is the minimum recycled content in final product. Based on size 9: 1 pair of 11-752 equals 1.21 standard plastic bottles (500ml, PET); 1 pair of 11-762 equals 1.55 standard plastic bottles (500ml, PET); 1 pair of 11-772 equals 1.48 standard plastic bottles (500ml, PET).*
5. *Results are based on comparative LCA of the new product and standard Ansell PU gloves with an equivalent level of protection. The assessment was conducted in accordance with ISO 14040:2006 and ISO 14044:2006 and underwent an independent critical review by a qualified external reviewer.*

Industry associations

BODY	TYPE	COUNTRY OR REGION	ANSELL POSITION
International Electrotechnical committee TC78 (IEC)	Standardisation	Global	Expert member
European electrotechnical equipment standardisation committee TC78 (CENELEC)	Standardisation	EU27	Expert member
Belgian Electrotechnical Committee (BEC-CEB)	Standardisation	Belgium	President of work group Live Working
European Commission & Parliament	Government regulator	EU-27	Engagement via ESF
Korea Occupational Safety and Health Agency (KOSHA)	Government regulator	South Korea	Dialogue
CUPPE	Government regulator	China	Dialogue
International Organization for Standardization (ISO)	Standardisation body	Global	Expert member
European Committee for Standardization (CEN)	Standardisation body	EU-27	Expert member
British Standards Institution (BSI)	Standardisation body	United Kingdom	Expert member
Bureau for Standardization (NBN)	Standardisation body	Belgium	Expert member
Swedish Institute for Standards (SIS)	Standardisation body	Sweden	Expert member
International Safety Equipment Association (ISEA)	Standardisation body	North America	Expert member
American Society for Testing and Materials (ASTM)	Standardisation body	North America	Expert member
National Fire Protection Association (NFPA)	Standardisation body	North America	Expert member
Standardisation Administration of China	Standardisation body	China	Expert member
Brazilian National Standards Organization (ABNT)	Standardisation body	Brazil	Dialogue
Australian/New Zealand Standards (AS/NZS)	Standardisation body	Australia and New Zealand	Member
European Safety Federation (ESF)	Professional organisation	Europe	President
British Safety Industry Federation (BSIF)	Professional organisation	United Kingdom	Member
Febelsafe	Professional organisation	Belgium	President
Assosistema	Professional organisation	Italy	Member
Synamap	Professional organisation	France	Board member and expert member
Animaseg	Professional organisation	Brazil	Member
Asepal	Professional organisation	Spain	Member
Malaysian Rubber Glove Manufacturers Association	Professional organisation	Malaysia	Ordinary member
MedTech Europe	Professional organisation	Europe	Member
MECOMED	Professional organisation	Middle East & Africa	Member
Asian Pacific Medical Technology Association (APACMed)	Professional organisation	Asia Pacific	Member
Association of British HealthTech Industries (ABHI)	Professional organisation	United Kingdom	Member
Medical Technology Association of India (MTaI)	Professional organisation	India	Member
Medical Technology Association of Japan (MTJapan)	Professional organisation	Japan	Member
Korea Medical Devices Industry Association (KMDIA)	Professional organisation	Korea	Member
La Cámara Nacional de la Industria Farmacéutica (CANIFARMA)	Professional organisation	Mexico	Member
Responsible Glove Alliance (RGA)	Non-profit membership organisation	Global	Member

Data tables

Workforce

Headcount by employment type, region and gender (as at 30 June 2026)[1]

	NA	LAC	EMEA	APAC	Female	Male	Total
Employees	621	434	958	13,396	7,516	7,893	**15,409**
Contingent employees	22	22	90	170	129	175	**304**

1. *In addition to the above, an average of 84 workers a month work on Ansell sites as service providers. Ansell has no non-guaranteed hours employees. There were no significant fluctuations in the number of employees during the reporting period.*

Women in leadership

	FY23[2]	FY24	FY25	FY26
Board of Directors	44.0%	50.0%	50.0%	**50.0%**
Executive Leadership	29.0%	22.0%	25.0%	**36.0%**
Director to Vice President	21.0%	35.0%	35.0%	**36.0%**
Management (Manager through to Associate Director)	39.0%	40.0%	40.0%	**41.0%**

2. *In FY23, we changed the externally reported employee categories for the percentage of women in leadership. Prior reported information can be found in previous sustainability reports.*

Overall turnover

	FY22	FY23	FY24	FY25	FY26
Male staff turnover	18.8%	13.0%	12.5%	15.3%	**14.30%**
Female staff turnover	22.0%	14.1%	16.0%	26.6%	**18.50%**
Total turnover	20.3%	13.5%	14.2%	21.0%	**16.40%**

Turnover – professional employees

	FY22	FY23	FY24	FY25	FY26
Male staff turnover	8.4%	12.6%	10.9%	8.3%	**7.90%**
Female staff turnover	10.5%	11.9%	10.7%	9.7%	**8.30%**
Total turnover	9.4%	12.3%	10.8%	9.0%	**8.10%**

Turnover – production employees

	FY22	FY23	FY24	FY25	FY26
Male staff turnover	24.2%	13.1%	12.9%	16.8%	**15.70%**
Female staff turnover	27.5%	14.7%	17.4%	31.0%	**21.20%**
Total turnover	25.8%	13.9%	15.2%	24.0%	**18.40%**

Employees: total new hires and leavers

	Region				Gender		Age				
	NA	LAC	EMEA	APAC	Female	Male	Baby Boomers (1945 – 1964)	Generation X (1965 – 1980)	Millennials (1981 – 1999)	Generation Z (2000 Onwards)	Total
New Hires	76	90	115	2,301	1,255	1,356	6	120	1,030	1,426	**2,611**
Leavers	67	130	89	2,501	1,644	1,339	29	278	1,337	1,143	**2,983**

Turnover rate

	Region				Age			
	NA	LAC	EMEA	APAC	Baby Boomers (1945 – 1964)	Generation X (1965 – 1980)	Millennials (1981 – 1999)	Generation Z (2000 Onwards)
Turnover rate	5.6%	4.2%	6.2%	17.9%	20.3%	9.3%	14.8%	32.5%

Employees by country

	FY26
Sri Lanka	**41%**
Malaysia	**25%**
Thailand	**10%**
Vietnam	**4%**
India	**4%**
United States	**4%**
China	**3%**
Portugal	**2%**
Brazil	**1%**
Belgium	**1%**
Other countries	**5%**

Total employees by age group

	FY26
Baby boomers (1945-1964)	**121**
Gen X (1965-1980)	**2,846**
Millennials (1981-1999)	**8,708**
Gen Z (2000-onwards)	**3,165**

Total contingent employees by age group

	FY26
Baby boomers (1945-1964)	**2**
Gen X (1965-1980)	**18**
Millennials (1981-1999)	**124**
Gen Z (2000-onwards)	**121**

Production workforce

	FY24	FY25	FY26
Employees hired directly by Ansell			
Employees hired directly by Ansell	98%	98%	**98%**
Contingent employees	2%	2%	**2%**
Migrant and local employees			
Local employees	78%	79%	**80%**
Migrant employees	22%	21%	**20%**

Health and safety

All health and safety figures include contingent employees, including employees hired by Ansell through contract agencies. They do not include third-party contractors hired to undertake a specific job or task, such as caterers or tradespeople who take direction from the company they work for.

	FY22	FY23	FY24	FY25	FY26
Total recordable injury frequency rate (Per million hours worked)	0.718	0.413	0.949	0.795	**0.543**
Lost time injury frequency rate (per million hours worked)	0.230	0.265	0.503	0.273	**0.200**
Days lost frequency rate (per 100 employees per year)	0.887	2.447	3.620	1.510	**1.200**
Medical treatment injury (per 100 employees per year)	0.161	0.092	0.217	0.186	**0.120**
Leading indicator frequency rate (per 100 employees per year)	68.862	89.980	145.420	369.035	**570.268**
Number of safety improvement observations submitted to mitigate unsafe conditions and acts	10,511	13,679	22,737	63,610	**90,262**
Fatalities (number)	0	0	0	0	**0**
Fatalities (per 100 employees per year)	0	0	0	0	**0**

Hand- and finger-related injuries were the main types of injuries sustained by workers in FY26. Leading indicator frequency rate increase represents the raised awareness at plants to report unsafe conditions, unsafe acts and near misses.

HRT procedures focus on the proactive identification of high-risk activities and building the health and safety competencies of everyone engaging with the HRT. Eight high risks tasks that are common top risks in all our plants: powered industrial truck operations; working at height; exposure to hazardous energy; confined space entry; exposure to hazardous substances; works done by contractor; electrical work; and exposure to machinery hazards.

Labour Rights

	FY25	FY26
WRAP-certified manufacturing plants[1]	43% (6)	**71% (10)**
Manufacturing plants completing at least one labour-related Control Self-Assessment (CSA)[2]	100%	**100%**

1. *Percentage of Ansell manufacturing plants certified to the Worldwide Responsible Accredited Production (WRAP) standard, based on 14 manufacturing plants.*
2. *Percentage of Ansell manufacturing plants completing at least one Control Self-Assessment (CSA) process on labour-related risks, based on 14 manufacturing plants.*

In-scope Supplier Management Framework suppliers rated A to D[3]

	FY24	FY25	FY26
Finished goods suppliers			
Rated A	9%	10%	**10%**
Rated B	63%	80%	**80%**
Rated C	28%	10%	**10%**
Rated D	0%	0%	**0%**
Raw material suppliers (packaging, yarn and liners, latex and chemicals)[4]			
Rated A	0%	0%	**0%**
Rated B	69%	85%	**81%**
Rated C	31%	15%	**16%**
Rated D	0%	0%	**0%**

3. *Suppliers that are in-scope are direct finished goods and raw material suppliers managed by Global Sourcing, and excludes speciality, non-glove products.*
4. *Current year performance excludes raw material suppliers onboarded to the 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 supplier 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.*

Energy and emissions[1]

Total energy

	FY24	FY25	FY26
Total energy (GJ)	5,160,930	5,783,104	**4,851,694**
Total renewable energy (GJ)	2,136,468	2,918,442	**2,666,423**
% renewables in energy mix	41%	50%	**55%**
% Electricity from total energy	14%	15%	**10%**
% Electricity from renewable sources	29%	58%	**58%**

1. *In FY23, Ansell completed the acquisition of Ansell Seremban. In FY24, we restated metrics related to absolute emissions data for our target base year FY20 to include Ansell Seremban. We did not restate FY20-FY23 data for energy and intensity-related indicators. Prior years' energy and emissions metrics are reported in our 2023 Sustainability Report.*

Energy intensity

	FY25	FY26
GJ/thousand production units	1.25	**1.51**

Total greenhouse gas emissions (excluding biogenic CO_2)[2, 3]

	Metric tons of CO_2e		
	FY20	FY25	FY26
Scope 1 emissions (excluding biogenic CO_2)	175,135	181,558	**130,251**
Scope 2 emissions - market based (excluding biogenic CO_2)	106,526	46,346	**49,903**
Scope 2 emissions - location based (excluding biogenic CO_2)			**106,397**
Scope 1 & 2 emissions (excluding biogenic CO_2)	281,661	227,904	**180,154**
Direct biomass emissions[4]	206,458	359,895	**305,389**
Scope 3 emissions	n/a	746,517	—[†]

2. *Where full-year activity data was unavailable, Ansell applied estimates in line with the GHG Protocol to ensure complete reporting. Eleven months of metered or invoiced data were used, with the remaining month estimated using a linear forecast based on budgeted activity and the prior 12 months of actual data. Estimates were used only when necessary, due to data availability and reporting timelines, and assume consistent operational and energy-use patterns. Where direct measurements were not available, reasonable assumptions were applied, including estimated energy use based on production or operating hours, hierarchical selection of recognised emission factors (site, regional, national, or international), and interpolation for partial operating periods, with standard conversion factors applied consistently throughout. While every effort is made to ensure accuracy and completeness, some inherent limitations remain, including variable data availability or metering across sites, timing issues that may require later estimates or restatements, reliance on supplier-provided information, and periodic methodological updates that may affect year-on-year comparability; minor discrepancies may also arise from rounding. To ensure Ansell has a mechanism to assess data quality and uncertainty, the Company evaluates uncertainty at the inventory-category level using GHG Protocol's Guidance on Uncertainty Assessment, with results reviewed annually by senior sustainability and engineering leads. Based on this assessment, the aggregated uncertainty for total Scope 1 and Scope 2 emissions is estimated at approximately ±5%.*
3. *During FY26, the emissions boundary assessment for Scope 1, 2 and 3 emissions was updated, resulting in the reclassification of relevant office and warehouse lease-associated emission from Scope 3 to Scope 2. FY26 Scope 2 reported values and FY25 Scope 3 values reflects the updated boundary reclassification. Prior-year comparative data has not been restated and Scope 1 and 2 base year has not been recalculated as indicative analysis shows the boundary refinement increase to each Scope is minimal (below the 5% significance threshold). Following the acquisition of KCPPE, recalculation of Scope 3 base year is currently in progress with SBTi and will be reported in the next fiscal year.*
4. *Anthropogenic biogenic CO_2 emissions are reported separately, and CH4 and N_2O are reported as anthropogenic as per Annex D of ISO 14064-1:2018. Consistent with the Group's SBTi-validated Net Zero target, biogenic CO_2 emissions are excluded from progress calculations. Progress is calculated as the percentage reduction in combined Scope 1 and market-based Scope 2 emissions from the FY20 base year.*

† *Current year Scope 3 data is reported a year in arrears. Our Scope 3 inventory is calculated by subject matter experts using a spend-based methodology. We used our financial data, industry averages, and other emission factors based primarily on spend data. As we enhance our supply chain engagement and develop our Scope 3 roadmap, we expect to improve the accuracy of our inventory with increased granularity.*

Greenhouse gas emissions intensity

	FY24	FY25	FY26
tCO_2e/thousand production units	67.55	49.27	**56.12**

Water

Metrics related to water data exclude Ansell Seremban.

Water withdrawals

	FY22	FY23	FY24	FY25	FY26
m^3	6,880,433	7,098,237	7,078,730	7,301,196	**6,155,875**

Water intensity

	FY22	FY23	FY24	FY25	FY26
m^3/thousand production units	2.39	2.45	2.74	2.19	**2.44**

Including Ansell Seremban in FY26, our total water withdrawals were 6,822,707m^3 and water intensity was 2.13m^3/thousand production units.

Waste

FY26 Waste data excludes our Indian plant. Prior years' waste data excludes our plants in Seremban and India.

Volume of waste

	FY22	FY23	FY24	FY25	FY26
Total waste generated (MT)	18,494	19,652	21,284	25,087	**26,053**
Waste to landfill (MT)	812	83	50	47	**384**
% Waste to landfill	4%	0.42%	0.23%	0.19%	**1.48%**

Volume of waste by method of waste handling and disposal

	FY24		FY25		FY26	
Method of waste handling and disposal	**Quantity (MT)**	**% Total**	**Quantity (MT)**	**% Total**	**Quantity (MT)**	**% Total**
Reuse	2,171	10.67%	2,749.2	10.96%	**2,322.18**	**8.91%**
Recycling	11,818	55.53%	11,208.6	44.68%	**13,017.54**	**49.97%**
CoProcessing/Waste to Energy	7,145	33.57%	11,081.5	44.17%	**10,328.93**	**39.65%**
Incineration	1	0.01%	0.2	0.00%	**2.47**	**0.01%**
Chemical Pre-Treatment and Neutralisation	–	0.00%	–	–	**0.05**	**0.00%**
Secured/Sanitary Landfilling	11	0.05%	16.5	0.07%	**346.96**	**1.33%**
Uncontrolled Landfilling	38	0.18%	30.8	0.12%	**34.94**	**0.13%**

Product

Details

	FY24	FY25	FY26
New and updated products designed with reduced environmental impact[1]	60%	80%	**90%**
Packaging material being recyclable, reusable or compostable[2]			
Industrial packaging material	97%	99%	**99%**
Healthcare packaging material	100%	100%	**100%**
RightCycle: Total metric tons of post-consumer waste recycled since the start of the program in 2011	-	3,156	**3,687**
RightCycle: Total metric tons of post-consumer waste recycled during the year	-	453	**531**

1. *Performance is measured according to D4S principles, only applicable for projects active in the reporting period, when compared with gloves of a similar make.*
2. *The metric covers the packaging of industrial and healthcare hand protection styles selected for the project based on feasibility and resource factors at the time the project and target were established. Excludes packaging for products that must meet certain unique industry needs that may not be recyclable.*

Today, as we become your fully integrated protection partner after more than 130 years of leadership in personal protection, sustainability continues to be integral in supporting customers to reduce their environmental impact and improve supply chain traceability while being a trusted partner to respond to new regulations.

Ansell

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