

Ansell

Environmental, Social and Governance Highlights 2026



About Ansell

For more than 130 years later, we are 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 market position

- No. 1 and 2 position in key segments globally
- Top 3% of all companies assessed by EcoVadis and Top 1% in our industry (2026)

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.



21

warehouses

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



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.



1,000+

suppliers in 30+ countries

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



14

manufacturing facilities

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



>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.

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 includes¹:

 [Annual Report](#)

 [ESG Report](#)

 [Corporate Governance Report](#)

 [Labour Rights Report](#)

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 FY25¹.
- Make year-on-year progress in implementing 60-hour workweeks across all Ansell plants².
- 100% of direct suppliers meet Ansell's labour, health and safety standards for decent work for their employees by FY27³
- 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 year⁶.
- 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 year⁴.
- 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 FY26⁸.
- Ensure 100% of packaging material is recyclable, reusable or compostable by FY26⁹.

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 specialty, non-glove products.
4. In line with SBTi Corporate Net-Zero Standards and Guidance: FY22 base year 878,947 tCO2e. 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 tCO2e.
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 D45 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.

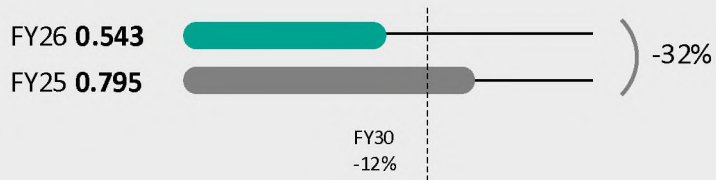
EMPOWERING OUR PEOPLE

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.



HEALTH & SAFETY

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



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 Program as part of the next phase of our Zero-On initiative.

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.

LABOUR RIGHTS

100% of direct suppliers meet Ansell's labour, health and safety standards for decent work for their employees by FY27²

In-scope finished goods suppliers are rated A or B



In-scope raw material³ suppliers are rated A or B



80% of non-conformances (NCs) identified during WRAP audits at Ansell plants in FY26 were closed.

Ansell plants and suppliers are transitioning to WRAP certification audits. In FY26, 11 out of 14 plants completed their first WRAP audits and 80% of the NCs identified were closed.

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.



BELONGING AND INCLUSION

+3pts increase in engagement score in response to survey question: 'I feel like I belong at Ansell.'¹



In FY26, our global Belonging & Inclusion networks were activated through campaigns, including Minds of All Kinds, International Women's Day, and Pride.



Ansell Portugal celebrated Women's Day with sports activities.

1. FY26 engagement survey is for professional employees to check progress between the biennial groupwide engagement surveys.

COMMUNITIES

Goal: 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

FY26:

1,320

total volunteer hours

5,239,620

pairs of special-edition gloves sold with proceeds from sales donated to the Stars Foundation- an organisation empowering Aboriginal and Torres Strait Islander girls with education, wellbeing and leadership mentoring programmes.



In FY26, we launched 'Ansell Hearts & Hands', our community engagement strategy designed to bring employees together to create meaningful impact.

Our Mumbai team provided 30 children with personalized devices to aid speech and language development as part of Hearts & Hands program.



RESPECTING THE PLANET

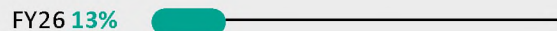
We recognise the urgent need to act for the future of the planet. Across our value chain, we aim to reduce impacts on climate, energy and emissions, water, waste and biodiversity

PROGRESS AGAINST TARGETS

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



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



EMISSIONS



Decreased Scope 1 and Scope 2 GHG emissions totalling 36% reduction in FY26 (from FY20 base year), and 27% reduction from FY25.

Scope 1 and 2 GHG emissions reduction this year 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 maintained our focus on transitioning to renewable energy sources.



In FY26, we engaged with 90% of our targeted suppliers (by spend), with 42% already having science-based targets and SBTi commitments, and a further 67% having committed to setting SBTi targets by FY28 – a proposed two years before our FY30 target.



We have committed to reaching net-zero greenhouse gas emissions across our entire value chain by FY2045. The Science Based Targets initiative (SBTi) officially approved both our near-term and long-term GHG reduction targets.

RENEWABLE ELECTRICITY

Source 100% renewable electricity in plants by FY40



% renewable energy at our operations



Solar PV installations across our own operations generated **15 MW of capacity** in FY26, equal to over 14 American football fields¹.

1. Source: Green Power Equivalency Calculator - Calculations and References by the United States Environmental Protection Agency

ENERGY MANAGEMENT SYSTEM

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



In FY26, we also maintained **9** out of 14 plants, achieving our 100% renewable electricity benchmark.

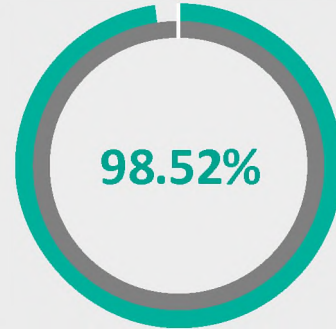


WASTE

Percentage of waste diverted from landfill

FY26 **98.52%**¹

FY25 **99.81%**



12 out of 14 plants are Zero Waste to Landfill-certified, with 99.54% of waste diverted from landfills in FY26.

The decrease in waste to landfill is due to the inclusion of an additional Malaysian plant to the reporting inventory this year. Since second-half of FY26, the plant has maintained a waste diversion rate of above 99%, and the site is on track to achieve full Zero Waste to Landfill certification in FY27.

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.

WATER

Key highlight this year was the launch of our production operations at our Ansell India facility, our first Zero Liquid Discharge plant. With its first production line operational in FY26, the facility has already saved approximately 110,000 m³ of water year-to-date by recycling up to 80% of wastewater generated, demonstrating the impact of advanced water management investment.

Although the FY27 goal to reduce water withdrawals by 35% from the FY20 baseline was not fully achieved, it informed a new FY30 target to maintain water withdrawals at or below FY20 levels while improving water efficiency as production grows.



A man with a beard and mustache, wearing safety glasses, an orange high-visibility vest over a grey t-shirt, and grey work gloves with 'HyFlex' branding, is working on a solar panel. He is using a metal tool to adjust or inspect the panel. The background is a red industrial wall with various mechanical components.

Product

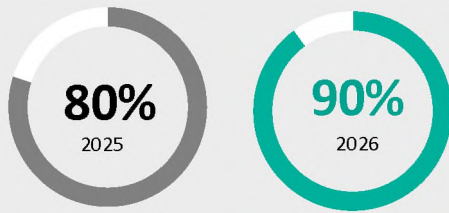
REIMAGINING OUR PRODUCT

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

Product

Progress against targets

Design 80% of new and updated products with reduced environmental impact by FY26¹



100% of packaging material is recyclable, reusable or compostable by FY26¹

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

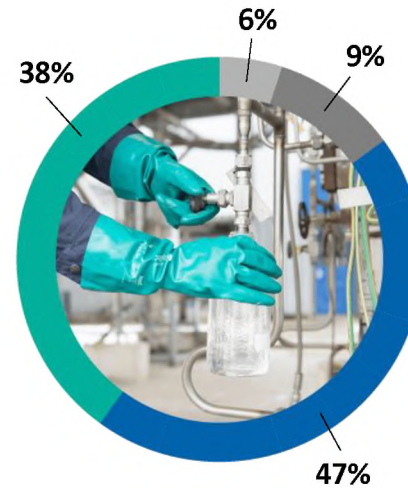
2026 **99%**

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

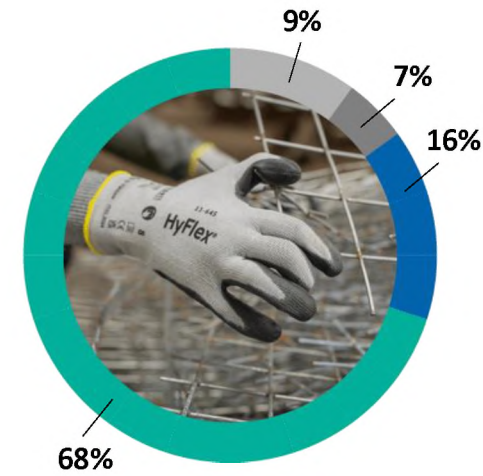
2026 **100%**

1. 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.

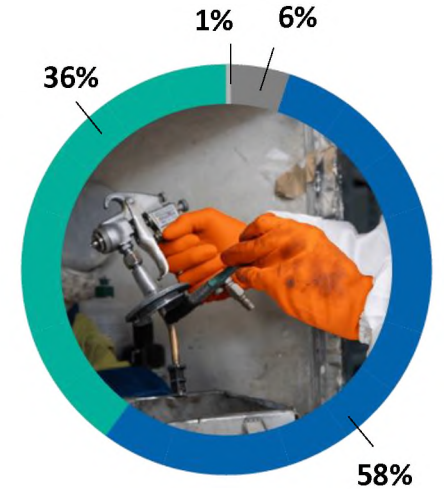
Chemical gloves



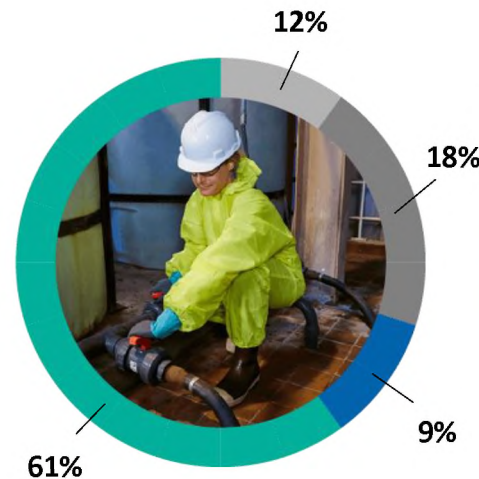
Mechanical gloves



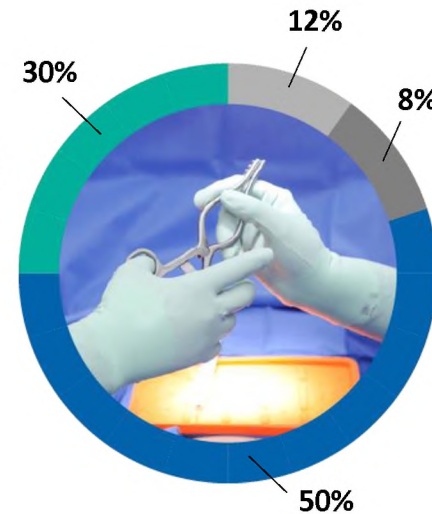
Single Use gloves



Body protection



Surgical gloves



- Raw Materials**
The materials we use to make our products.
- Manufacturing**
Process of creating Ansell products from raw materials.
- End of Life**
When a product has finished being useful and is ready for disposal or recycling.
- Distribution and Packaging**
How we transport products to customers and the materials we use to protect them.

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 noncontaminated PPE disposal respectively. Chemical gloves are currently under third-party review.

Product Innovation



TouchNTuff™
93-800: Award-winning sustainability performance

TÜV certified¹ bio-based formulation: Containing over 60% bio-based carbon for lower emissions.



AlphaTec™
58 and 53 Series

We transitioned to liners made from 100% recycled polyester (rPET), delivering a minimum of 20% recycled content per glove.



HyFlex™
Sustainable Cut Resistance Series

By using over 50% recycled polyester recovered from post-consumer standard plastic bottles (PET bottles)², the new HyFlex Series reduces carbon footprint by 40–59% compared to similar gloves³.

1. TÜV Austria OK biobased Class 3 certification, indicating a Biobased Carbon Content of the product of ≤60% and < 80%.
2. % 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).
3. 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.

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: Material, Manufacturing, Packaging, Use, and End-of-Use.

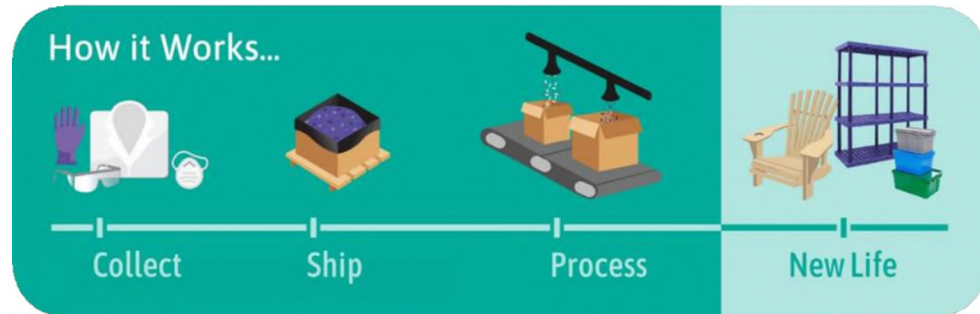
199 Ansell Earth now covers 199 styles, following the addition of 18 new styles in FY26.

Product Carbon Footprint

300+ styles available in Ansell's Calculator for Product Carbon Footprint

This year, the launch of Ansell's Calculator, with Product Carbon Footprint for over 300 product styles available¹, offers customers accurate, in depth product data to support their and our climate ambitions.

The RightCycle™ Program



531

total metric tons of post-consumer waste recycled during the year

254

end-users received environmental impact certificates

- 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
- RightCycle now accepts select Microflex and TouchNTuff gloves and Alphatec coveralls.

AXIS: an immersive journey into the future of safety

We launched our first Ansell Customer Xperience & Innovation Studio (AXIS) in Georgia.

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.





Leading the world to a safer future.

www.ansell.com