

## **Share Purchasing Policy Ansell Limited**

### **Ownership**

The Chief Executive Officer (“CEO”) of Ansell Limited (the “Company”); the Company’s Executive Leadership Team (ELT), including both those who are Key Management Personnel (KMPs), and those who are not; and any member of the Company’s Board of Directors who is not employed by the Company (a “Non-Executive Director”), should own shares of Company common stock that have a fair market value equal to the following multiple of the individual’s base salary (or, in the case of a Non-Executive Director, the cash annual retainer paid to the Non-Executive Director by the Company):

CEO	4 x annual base salary
ELT	2 x annual base salary
Non-Executive Directors	2 x annual retainer

### **Counting Share Ownership**

The following may be used in determining share ownership:

- Shares owned directly (including through open market purchases or acquired and held upon vesting of Company equity awards)
- Shares owned jointly with or separately by the individual’s spouse
- Shares held in trust for the benefit of the individual, the individual’s spouse and/or children

### **Compliance / Timing**

The applicable guideline level of Company share ownership is expected to be satisfied within ten years after August 15, 2013 for existing participants, or within ten years after first becoming subject to these Share Ownership Guidelines (hired or appointed to the relevant category).

Once the CEO, members of the ELT, or Non-Executive Director’s level of share ownership satisfies the applicable guideline, ownership of the guideline amount is expected to be maintained for as long as the individual is subject to the Share Purchasing Policy.

Human Resources will monitor and annually advise executives of the minimum guideline and their current status. Participants are expected to demonstrate meaningful progress toward the goal over the ten year period: 15-30% of annual bonuses or retainer should be used to purchase shares.

Targeted Ownership Timing (for current Executives and Directors):

Expected ownership by:	Value of shares for CEO (as a % of base)	Value of shares for ELT and Non-Executive Directors (as a % of base or retainer)
Aug 15, 2014	40%	20%
Aug 15, 2015	80%	40%
Aug 15, 2016	120%	60%
Aug 15, 2017	160%	80%
Aug 15, 2018	200%	100%
Aug 15, 2019	240%	120%
Aug 15, 2020	280%	140%
Aug 15, 2021	320%	160%
Aug 15, 2022	360%	180%
Aug 15, 2023	400%	200%

**Amendment**

The Share Purchasing Policy may be waived or amended by the Board of Directors (or appropriate committee thereof) from time to time.

For additional information about Share ownership, executives should also refer to Ansell's Share Trading Policy or the Voluntary Share Plan.