



## Third-Party Social Accountability Policy

At Ansell, we are committed to:

- a standard of excellence in every aspect of our business and in every corner of the world;
- ethical and responsible conduct in all of our operations;
- respect for the rights of all individuals; and
- respect for the environment

We expect these same commitments to be shared by all suppliers of Ansell products. Subject to the provisions of the local laws of the supplier's country of operation, we require that all suppliers of Ansell products meet the following standards:

- Child Labour** Suppliers will not use or condone the use of child labour.
- The term "child" refers to a person younger than 15 (or 14 where local law allows) or, if higher, the local legal minimum age for employment or the age for completing compulsory education.
- Suppliers employing young persons who do not fall within the definition of "children" will also comply with any laws and regulations applicable to such persons.
- Involuntary Labour** Suppliers will not use or condone the use of any forced or involuntary labour, whether prison, bonded, indentured or otherwise.
- Coercion and Harassment** Suppliers will treat each employee with dignity and respect, and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.
- Non-discrimination** Subject to the provisions of local law in the supplier's country of operation, suppliers will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.
- Health and Safety** Suppliers will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring at a minimum (a) reasonable access to drinkable water and sanitary facilities; (b) reasonable access to appropriate and adequate fire safety measures and facilities; and (c) reasonable access to appropriate and adequate lighting and ventilation facilities. Suppliers will also ensure that the same standards of health and safety are applied in any housing that they provide for employees.



<b>Compensation</b>	<p>Suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits.</p> <p>Suppliers will compensate employees for overtime hours at such premium rate as is legally required or, if there is no legally prescribed premium rate, at a rate at least equal to the regular hourly compensation rate.</p> <p>Where local industry standards are higher than applicable legal requirements, we encourage suppliers to meet the higher standards.</p>
<b>Collective Bargaining</b>	<p>Subject to the provisions of the local laws of the supplier's country of operation, if our suppliers' employees have chosen lawfully to be represented by third parties, our suppliers must bargain in good faith and not retaliate against their employees for their lawful participation in labour organization activities.</p>
<b>Protection of the Environment</b>	<p>Suppliers will comply with all local government applicable environmental laws and regulations and will otherwise conduct their business in ways that protect and preserve the environment.</p>
<b>Other Laws</b>	<p>Suppliers will comply with all applicable laws and regulations, including those pertaining to the manufacture, pricing, sale and distribution of merchandise. All references to "applicable laws and regulations" in this Third-Party Social Accountability Policy include local and national codes, rules and regulations as well as applicable treaties and voluntary industry standards.</p>
<b>Subcontracting</b>	<p>Suppliers will not use direct subcontractors for the manufacture, sale or distribution of Ansell merchandise unless the subcontractor has entered into a written commitment with the supplier to comply with this Third-Party Social Accountability Policy.</p>
<b>Monitoring and Compliance</b>	<p>Suppliers will authorize Ansell and its designated agents (including third parties) to engage in reasonable good faith monitoring activities to confirm compliance with this Social Accountability Policy, including, upon reasonable notice, on-site inspections of manufacturing facilities and employer-provided housing; and reviews of supplier-maintained documentation indicating the supplier's compliance with the employment matters referenced in this Policy. Suppliers will agree to maintain on site all documentation that may be needed to demonstrate compliance with this Third-Party Social Accountability Policy.</p>



**Publication**

Ansell encourages its suppliers to communicate the provisions of this Third-Party Social Accountability Policy to employee, and, in particular, encourages its suppliers to prominently post the provisions of this Policy, in the local language and in a place readily accessible to employees. We also expect suppliers to develop and implement appropriate business mechanisms to monitor compliance with this Policy.

Direct suppliers will be required to demonstrate their compliance with the requirements of this Policy at the reasonable request of and to the reasonable good faith satisfaction of Ansell. Ansell reserves the right to inspect any site involved in work for Ansell. In the event that, following genuine consultations and appropriate written notice, the manufacturer, supplier or distributor site remains materially non-compliant, Ansell reserves the right to terminate or suspend its contracts. Ansell will act in good faith when determining non-compliance.

All direct suppliers may be required to undergo regular Compliance Self-Assessment Questionnaires and/or Compliance Audits conducted by Ansell auditors or accredited third party auditors. In the event that, following genuine consultations and appropriate written notice, the supplier remains materially non-compliant Ansell reserves the right to terminate or suspend its contracts. Ansell will act in good faith when determining non-compliance.