



Ansell

20  
25

COMPANY  
OF THE YEAR

*Driving impact across the customer value chain*

RECOGNIZED FOR BEST PRACTICES IN THE  
GLOBAL SUSTAINABLE HOSPITAL SUPPLIES  
INDUSTRY

F R O S T & S U L L I V A N

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## Best Practices Criteria for World-class Performance

Frost & Sullivan applies a rigorous analytical process to evaluate multiple nominees for each recognition category before determining the final recognition recipient. The process involves a detailed evaluation of best practices criteria across two dimensions for each nominated company. Ansell excels in many of the criteria for global sustainability in the hospital supplies space.

| RECOGNITION CRITERIA                          |                               |
|---|-------------------------------|
| <i>Visionary Innovation &amp; Performance</i> | <i>Customer Impact</i>        |
| Addressing Unmet Needs                        | Price/Performance Value       |
| Visionary Scenarios Through Megatrends        | Customer Purchase Experience  |
| Leadership Focus                              | Customer Ownership Experience |
| Best Practices Implementation                 | Customer Service Experience   |
| Financial Performance                         | Brand Equity                  |

## Top Transformations Impacting Growth in the MedTech Industry

|    | Strategic Imperative   | Immediate<br>(1–2 years) | Mid-term<br>(3–4 years) | Long-term<br>(5 years > ) |
|----|--|--------------------------|-------------------------|---------------------------|
| 1  | <b>Competitive Intensity</b><br>AI-powered MedTech start-ups reshape the medical imaging landscape.                            | High                     | High                    | High                      |
| 2  | <b>Compression of Value Chains</b><br>Integration of wearable tech drives new, personalized patient care plans and outcomes.   | High                     | High                    | High                      |
| 3  | <b>Industry Convergence</b><br>MedTech companies and cybersecurity experts must bridge the gap in IoT safety.                  | High                     | High                    | High                      |
| 4  | <b>Transformative Megatrends</b><br>The growing focus on sustainability will drive demand for greener medical devices.         | High                     | High                    | High                      |
| 5  | <b>Internal Challenges</b><br>Medical device interoperability is the top concern to enhance healthcare delivery.               | High                     | High                    | High                      |
| 6  | <b>Transformative Megatrends</b><br>Telehealth depends on home care technologies to evolve to serve underserved populations.   | High                     | High                    | High                      |
| 7  | <b>Geopolitical Chaos</b><br>Trade wars bring volatility to medical device imports and exports.                                | High                     | High                    | Medium                    |
| 8  | <b>Customer Value Chain Compression</b><br>Monopolistic practices grow as imaging centers rapidly consolidate.                 | High                     | High                    | Medium                    |
| 9  | <b>Industry Convergence</b><br>The growing focus on data integration platforms will transform development of predictive tools. | Medium                   | High                    | High                      |
| 10 | <b>Innovative Business Models</b><br>New modes of monetization shape growth of robotic surgery devices.                        | Medium                   | High                    | High                      |

## The Transformation of Global Sustainability in the Hospital Supplies Industry

Rising focus on environmental awareness and strong regulatory support, particularly in Europe, is supporting biodegradable, recyclable, or reusable solutions. For example, Extended Producer Responsibility is an environmental policy in Europe in which producers are held responsible for the entire lifecycle of their products. The focus on reducing waste generated by disposable products and contributing to offering sustainable healthcare solutions while maintaining safety and functionality will continue to increase in the next decade.

### Global Provider of Personal Protective and Safety Solutions

Founded in 1929 in Australia and operating in over 100 countries, Ansell provides personal protective equipment and safety solutions targeting general healthcare, hospitals and surgical centers, dental, vet, laboratory, life sciences, and food processing.

The company's expertise is in its diverse range of medical gloves for the healthcare sector, with low allergenicity as they are free from chemical accelerators and are ergonomically engineered to reduce

*"Ansell Earth is one of its unique platforms that focuses on material selection to minimize environmental impact without affecting performance and quality; optimize manufacturing via energy consumption, waste generation, and water consumption; minimize the environmental impact of packaging; increase product durability, thereby reducing waste; and optimize end-of-use of the products to reduce waste."*

**– Utkarsha Soundankar  
Industry Analyst**

stress and muscle fatigue; for instance, the PI-KARE skin-friendly and non-sensitizing polyisoprene gloves and the Sensoprene ultra-thin neoprene gloves.

A notable parameter of Ansell is its focus on customer service and engagement solutions to make using Ansell products easier. These include AnsellCares, an education program; the Worker Experience Innovation program to understand customer challenges and develop products to solve these challenges; Cytostatic Permeation Program, a dynamic permeation test for an added in-use perspective of permeation detection to help customers select the right glove for safer handling of chemotherapy drugs;

AnsellGUARDIAN, a consultative service providing a personalized assessment to each customer based on their safety needs; Inteliforz Motion for safety teams to identify and manage workplace risks that can result in ergonomic injuries; and Apex Change Made Easy, a consultative approach to ensure a seamless transition to Ansell products.

### Sustainability Initiatives

Frost & Sullivan finds that Ansell prioritizes sustainability goals, including waste reduction and sustainable design, as well as meeting the quality and hygiene standards required in the healthcare sector.

People, planet, and product are the three pillars of Ansell's Sustainability Action Plan, which runs through 2040. The people segment focuses on employee health and safety, labor rights, diversity and inclusion, and community engagement and investment. The planet segment focuses on climate change, energy and emissions, operational efficiency, waste minimization, and net zero by 2040 in operations. The product segment focuses on 100% recyclable, reusable, or compostable packaging materials by 2026.

In addition, Ansell plans to use 100% renewable energy by 2040, implement an Energy Management System at all manufacturing plants by 2028, reduce absolute water withdrawals by 35% by mid-2025 from a mid-2020 baseline, lower emissions by 42% by 2030, and work toward net zero by 2040.

*“SMART Pack™ is an innovative solution from Ansell that reduces packaging materials, thus optimizing shipping efficiency. SMART Pack™ is 42% smaller than competitors and emits 34% less carbon dioxide in its lifecycle than previous packaging.”*

**– Utkarsha Soundankar  
Industry Analyst**

The company’s Science Based Targets initiative (SBTi) focuses on its net-zero journey backed by science. Ansell is also expanding efforts for Scope 3 emissions reduction to further align sustainability initiatives and global climate goals.

Ansell Earth is one of its unique platforms that focuses on material selection to minimize environmental impact without affecting performance and quality;

optimize manufacturing via energy consumption, waste generation, and water consumption; minimize the environmental impact of packaging; increase product durability, thereby reducing waste; and optimize end-of-use of the products to reduce waste. Ansell Earth is a sustainability communication framework that provides clear, accessible, and credible information about the environmental impact of Ansell’s products, which support sustainability initiatives to offer a straightforward solution for more environmentally responsible personal protective equipment (PPE).

### Sustainable Innovations

Ansell is among the few healthcare companies focusing on sustainable innovations that use fewer or safer materials. For instance, it developed the Sensoprene ultra-thin neoprene technology, with tear strength and resistance, chemical accelerator-free or biologically safer accelerators. These gloves are up to 30% thinner than Ansell’s standard neoprene surgical glove.

SMART Pack™ is an innovative solution from Ansell that reduces packaging materials, thus optimizing shipping efficiency. SMART Pack™ is 42% smaller than competitors and emits 34% less carbon dioxide in its lifecycle than previous packaging. Ansell’s SMART Pack™ packaging for surgical gloves has an AAA rating, which is the highest recyclability certification by Institut Cyclos-HTP. SMART Pack™ was also recognized by the “Best Product/Service” award in the Sustainability Category in 2024 by the World of Safety.

Surgical and exam glove cartons are made from 70% recycled cardstock, and dispensers from 90% recycled cardstock. Moreover, all Instructions for Use for eligible surgical and exam gloves will be digitized by 2025 to eliminate paper waste.

Other examples of sustainable solutions by Ansell are as follows:

- The STAT-BLOC Table Sheets used in healthcare settings are made from 49% renewable bio-based material, which is carbon neutral when incinerated.
- The shipping cartons for custom operating room turnover kits are made of 100% recycled material.
- The STAT-PAC custom turnover kit packaging bags are made of 30% recycled material.

- The shipping cartons for operating room turnover products have been size-optimized for reduced carbon emissions.
- The STAT-MOP disposable mop head, which prevents cross-contamination, is made of 100% post-industrial material.
- The 811-E TIME OUT Beacon, primarily used in the healthcare sector, is made of biodegradable materials.

## Manufacturing

Manufacturing plants are one of the most energy-intensive parts of a company's operations. Ansell has continuously improved its manufacturing operations to reduce environmental impact. Most of its manufacturing plants are certified under ISO 14001:2015 (demonstrates commitment to implement and maintain an environmental management system), ISO 50001:2018 (framework for energy management systems), and Zero Waste to Landfill (reduces waste sent to landfills, often aiming for 90%–99% diversion).

The company has diverted 100% of waste from landfills, reduced Scope 1 and 2 greenhouse gas emissions by 14%, and incorporated 50% renewable energy into its energy mix. For example, 83% of the Biyagama manufacturing facility runs on renewable energy from biomass and is certified by Intertek for diverting >99% of waste from landfill. The Melaka facility runs on 92% green electricity from onsite rooftop solar panels and a local Green Electricity Tariff Program, and is certified by Intertek for diverting >99% of waste from landfill. Ansell's manufacturing plants in Sri Lanka and Portugal received ISO50001:2018 certification in 2025, making five of its 14 manufacturing plants ISO50001:2018 certified.

The SMETA 4-Pillar Framework audits Ansell's manufacturing plants for labor standards, health and safety, environmental assessment, and business ethics. Additionally, Intertek has certified the company as Zero Waste to Landfill for diverting waste generated away from the adverse environmental and health impacts of landfilling.

## Customer Experience

Ansell's customers can visit its manufacturing sites and gain support for their sustainability journey. The company also holds education and advocacy sessions with customers to brief them on sustainability strategies such as labor rights and modern slavery, transparent supply chains, and risk assessments.

Ansell has conducted Lifecycle Assessments for 21 of its surgical products. These assessments help the company understand the environmental impact of gloves throughout their lifecycle. This enables Ansell to know about the areas with the highest impact and supports reducing the environmental footprint of its products. Moreover, customers can use these assessments to meet their sustainability targets and request this information directly through Ansell representatives.

The company's Supplier Management Framework ensures that sustainability and ethical sourcing standards are maintained throughout the supply chain, emphasizing labor rights.

## Expanding in the Sustainability Space

In July 2024, Ansell acquired Kimberly-Clark's PPE business for \$640 million in cash, integrating Kimtech and KleenGuard products into the Ansell product portfolio. The acquisition also integrated RightCycle™,

the first large-scale recycling program for managing non-hazardous PPE waste, and APEX™, a structured approach to cleanroom contamination control. This acquisition significantly strengthens the position of Ansell's PPE products and supports its sustainability efforts across the customer value chain.

Ansell has collaborated with Climate Group's leading global initiatives for a low-carbon future, RE100 and EP100. In addition, the company joined the Renewable Thermal Collaborative, a coalition addressing the demand for decarbonization of thermal energy generation. Seven founding members, including Ansell, launched the Responsible Glove Alliance.

Ansell has been awarded the EcoVadis 2024 Gold Medal, placing Ansell in the top 5% of all companies and within the top 2% in the healthcare sector category. EcoVadis is an assessment platform that recognizes commitment to sustainability by considering environmental impact, social responsibility, ethical practices, and sustainable procurement. In 2024, the company was listed as an ESG Top-Rated Company by Morningstar Sustainalytics, awarded the 2024 SEAL Business Sustainability Awards, and featured in the Asia-Pacific Climate Leaders 2024 list by The Financial Times and Statista.

## Conclusion

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Ansell is a global provider of sustainable personal protective and safety solutions. Through initiatives like Ansell Earth and SBTi, Ansell prioritizes offering sustainable solutions to its customers. The company's focus on building sustainable packaging solutions, such as SMART Pack™, which significantly reduces packaging material, is worth noting. Moreover, its acquisition of Kimberly-Clark's PPE business has expanded Ansell's sustainability efforts by integrating RightCycle™, a large-scale recycling program.

With its strong overall performance, Ansell earns Frost & Sullivan's 2025 Global Company of the Year Recognition in sustainability in the hospital supplies industry.

## What You Need to Know about the Company of the Year Recognition

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Frost & Sullivan's Company of the Year Recognition is its top honor and recognizes the market participant that exemplifies visionary innovation, market-leading performance, and unmatched customer care.

### Best Practices Recognition Analysis

For the Company of the Year Recognition, Frost & Sullivan analysts independently evaluated the criteria listed below.

#### Visionary Innovation & Performance

**Addressing Unmet Needs:** Customers' unmet or under-served needs are unearthed and addressed to create growth opportunities across the entire value chain

**Visionary Scenarios Through Megatrends:** Long-range scenarios are incorporated into the innovation strategy by leveraging mega trends and cutting-edge technologies, thereby accelerating the transformational growth journey

**Leadership Focus:** The company focuses on building a leadership position in core markets to create stiff barriers to entry for new competitors and enhance its future growth potential

**Best Practices Implementation:** Best-in-class implementation is characterized by processes, tools, or activities that generate consistent, repeatable, and scalable success

**Financial Performance:** Strong overall business performance is achieved by striking the optimal balance between investing in revenue growth and maximizing operating margin

#### Customer Impact

**Price/Performance Value:** Products or services offer the best ROI and superior value compared to similar market offerings

**Customer Purchase Experience:** Purchase experience with minimal friction and high transparency assures customers that they are buying the optimal solution to address both their needs and constraints

**Customer Ownership Excellence:** Products and solutions evolve continuously in sync with the customers' own growth journeys, engendering pride of ownership and enhanced customer experience

**Customer Service Experience:** Customer service is readily accessible and stress-free, and delivered with high quality, high availability, and fast response time

**Brand Equity:** Customers perceive the brand positively and exhibit high brand loyalty, which is regularly measured and confirmed through a high Net Promoter Score®



## Best Practices Recognition Analytics Methodology

### Inspire the World to Support True Leaders

This long-term process spans 12 months, beginning with the prioritization of the sector. It involves a rigorous approach that includes comprehensive scanning and analytics to identify key best practice trends. A dedicated team of analysts, advisors, coaches, and experts collaborates closely, ensuring thorough review and input. The goal is to maximize the company's long-term value by leveraging unique perspectives to support each Best Practice Recognition and identify meaningful transformation and impact.

| VALUE IMPACT |                               |  |  |
|--------------|-------------------------------|--|--|
| STEP         |                               | WHAT   | WHY  |
| 1            | <b>Opportunity Universe</b>   | Identify Sectors with the Greatest Impact on the Global Economy          | Value to Economic Development                      |
| 2            | <b>Transformational Model</b> | Analyze Strategic Imperatives That Drive Transformation                  | Understand and Create a Winning Strategy           |
| 3            | <b>Ecosystem</b>              | Map Critical Value Chains  | Comprehensive Community that Shapes the Sector     |
| 4            | <b>Growth Generator</b>       | Data Foundation That Provides Decision Support System                    | Spark Opportunities and Accelerate Decision-making |
| 5            | <b>Growth Opportunities</b>   | Identify Opportunities Generated by Companies                            | Drive the Transformation of the Industry           |
| 6            | <b>Frost Radar</b>            | Benchmark Companies on Future Growth Potential                           | Identify Most Powerful Companies to Action         |
| 7            | <b>Best Practices</b>         | Identify Companies Achieving Best Practices in All Critical Perspectives | Inspire the World                                  |
| 8            | <b>Companies to Action</b>    | Tell Your Story to the World (BICEP*)                                    | Ecosystem Community Supporting Future Success      |

\*Board of Directors, Investors, Customers, Employees, Partners

- **Growth Pipeline:** Continuous Flow of Growth Opportunities
- **Growth Strategies:** Proven Best Practices
- **Innovation Culture:** Optimized Customer Experience
- **ROI & Margin:** Implementation Excellence
- **Transformational Growth:** Industry Leadership



- Megatrend (MT)
- Business Model (BM)
- Technology (TE)
- Industries (IN)
- Customer (CU)
- Geographies (GE)

