

# TOP GLOVE IN BLOOMBERG GENDER EQUALITY INDEX 2023 FOR SECOND YEAR RUNNING

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The commitment of Top Glove to creating a gender-neutral workplace, where all employees have equal opportunities for career advancement and learning and development opportunities, has earned it a spot in the 2023 Bloomberg Gender-Equality Index (GEI) for the second year running.

This year's GEI includes a total of 484 global companies from 45 countries and regions, across 11 sectors (Communications, Consumer Discretionary, Consumer Staples, Energy, Financials, Health Care, Industrials, Materials, Real Estate, Technology and Utilities) and 54 industries.

Top Glove attained a score of 75.07, marking an improvement from its maiden inclusion in the 2022 index, and an above-average score among its peers globally in the Industrials sector, which consists of 29 companies this year.

The glovemaker is one of four Malaysian companies to make it to the 2023 GEI, an index developed to gauge the performance of public companies dedicated to reporting gender-related data. This reference index measures gender equality across five pillars: leadership & talent pipeline; equal pay & gender pay parity; inclusive culture; anti-sexual harassment policies; and external brand.

**Mr Lim Cheong Guan, Managing Director of Top Glove,** said: "Since our establishment about 32 years ago, we have always believed in creating a work environment where all employees can advance their personal and professional aspirations on their own merit. This too is in line with the United Nations' fifth Sustainable Development Goal, Gender Equality. We are pleased with our inclusion in the Gender Equality Index for the second year running and gives us the motivation to continue improving for our people."

**Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club,** said: "Congratulations to the companies included in the 2023 GEI. We continue to see an increase in both interest and membership globally, reflecting a shared goal of transparency in gender-related metrics."

As part of its ongoing efforts to nurture an environment which is equitable and diverse for all, Top Glove has implemented a series of initiatives since 2021, including fully paid maternity leave for a period of not less than 67 consecutive days; all employees being entitled to six days of family care leave in a calendar year; work from home policies to support childcare and caregiver responsibilities of staff; and the provision of nursing rooms in the office and factories.

The Company also promotes a culture of diversity and inclusion by giving fair treatment to employees of all genders and of differing abilities. The Company practises an equal pay policy for male and female employees; runs a series of women empowerment programmes; and has a long-running Talent Development Programme and Leadership Development Programme for all employees.

For consideration for inclusion, Top Glove submitted a social survey created by Bloomberg, in collaboration with subject matter experts globally. Those included on this year's index scored at or above a global threshold established by Bloomberg to reflect disclosure and the achievement or adoption of best-in-class statistics and policies.

Both the survey and the GEI are voluntary and have no associated costs. Bloomberg collected this data for reference purposes only. The index is not ranked. While all public companies are encouraged to disclose supplemental gender data for their company's investment profile on the Bloomberg Terminal, those with a market capitalisation of USD1 billion are eligible for inclusion in the Index.

For more information on Top Glove, please visit <https://www.topglove.com/>.

*The Stoly*

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