

# PUTTING EMPLOYEES' HEALTH AT THE HEART OF BUSINESS

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**Top Glove Nurtures a holistic health pathway for its employees as part of its people investment**

AS the world's largest manufacturer of gloves that serves some 2,000 customers in countries across the world, Top Glove's pride is its 21,000-strong workforce across some 50 factories and offices.

With the company recording a stellar financial performance year-on-year, its golden rule includes placing the holistic wellness of its people at the heart of business; supporting its organisational performance while investing in its people.

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“Today we continue scaling our hiring efforts to provide gainful employment to more Malaysians via health promoting practices for highly motivated employees who are invested in our shared business value and outcomes,” said Top Glove managing director Lee Kim Meow.

### **Doing well by doing good**

All Top Glovers are encouraged to practise the Top Glove's five quality wells – clean well, eat well, work well, exercise well and sleep well. This enables them to remain fit and contribute positively to themselves, their families, the community and the company.

Towards this end, the company has several initiatives and facilities which include a full fledged medical facility, the Top Glove Global Doctors (TGGD) medical and dental clinic and is supported by a dedicated wellness team of 11 wellness professionals, 27 medical professionals, and three fitness professionals.

All Top Glovers benefit from comprehensive medical coverage at the TGGD medical and dental clinic, TGGD first aid care and the company's panel clinics, which include a subsidised yearly health check.

Lee said the health initiatives are organised to raise awareness amongst its employees on the importance of looking after their wellbeing.

"These also comprise monthly fruit distribution, 'eat less move more' workshops, monthly health talks and workshops on topics such as diabetes, hypertension, and bone health and having a BookDoc Activ corporate premium programme.

"More importantly, we also emphasise on the mental wellness of our people through stress management workshops, free yoga classes, and various volunteering activities," he said.

Top Glove employees are also entitled to annual provision of complementary dental kits, daily subsidised healthy vegetarian meals since the start of the Covid-19 pandemic, free membership to the company's gym Top Healthy Fitness, subsidies for swimming lessons and fitness classes, and regular sporting activities.

Furthermore, it is one of the few manufacturing companies in Malaysia with a Zero Harm and Safety Health Emergency Preparedness Programme – a conceptual approach to heighten the occupational safety of the workplace through the implementation of safe work environment systems and a workers' health protection programme.

The company continues to automate its production, thereby reducing the need for unskilled work to be performed at its factories.

Also, all Top Glove factories have trained first responders and safety officers who are supported by a 24 hour emergency response team from TGGD and two ambulances located at TGGD to respond fast and

efficiently to any emergency.