

# GLOVE MAKER CEMENTS PLACE AS LEADING EMPLOYER

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FROM a home-grown business with modest roots, Top Glove has become a leading global player in the healthcare manufacturing industry. Today, it's the world's largest manufacturer of gloves.

The company reaffirmed its dedication towards supporting local livelihoods in challenging times with a year-long recruitment drive and provided over 9,700 job opportunities this year – of which 85% were offered to Malaysians.

The company also cemented its position as a leading employer.

It strictly enforces its zero-cost recruitment policy for foreign workers, investing RM220mil to improve accommodation for its 13,000 foreign workers.

It implemented health, safety and security initiatives for employees, including successfully inoculating its entire workforce of 22,000 against Covid-19.

Top Glove also strengthened independent grievance channels for staff to report grievances and provide feedback on areas for improvement.

In addition, the company launched its zero harm on mental health programme on Oct 10, which complements its existing Zero Harm and Safety Health Emergency Preparedness Programme introduced in 2019.

In line with its ambition of increasing Malaysia's knowledge-based workforce by 2025, Top Glove

also embarked on a five-year collaboration with Education Ministry in November.

Through this collaboration, local Technical and Vocational Education and Training (TVET) students and graduates from 84 vocational colleges under the ministry can have access to internship, employment and scholarship opportunities with the company.

Top Glove also continued to enhance its environmental stewardship, including establishing ambitious targets to be attained by 2025.

Over the past year, the glove maker has made headway in terms of reducing carbon emissions at its factories.

It implemented a solar power system at seven factories with a capacity of 5.34 megawatt peak (MWp) and saw 11 factories certified with Environmental Management System ISO 14001.

The company aims to achieve zero carbon emissions at its water treatment plants by next year and at its office premises and warehouses by 2025.

Top Glove has strengthened its governance practices through various measures, including having a diverse board of directors, of whom 42% are women.

It limits the tenure of independent directors to nine years and has an independent external party to conduct board evaluations.

It also facilitates quarterly engagements between its independent directors and worker representatives.

Top Glove's environmental, social and governance (ESG) efforts and achievements have been given due recognition and distinction.

The company has been named to the Dow Jones Sustainability Indices (DJSI) under the Emerging Markets category for the third consecutive year.

The glove maker was ranked among the top 10% globally in the healthcare equipment and supplies category in the S&P Global Corporate Sustainability Assessment on Nov 12, an improvement from the previous year when it stood among the top 19%.

The company was also named one of HR Asia Best Companies to Work for in Asia 2020 (Malaysia), marking the fifth consecutive year it had won this award.