



# SOCIAL

Num.	Photo	Details
1		<p><b><u>Lend A Hand (LAH) Program</u></b> TGF donated basic grocery essentials to 5 needy families facing medical and financial challenges in Kapar &amp; Meru for a duration of 6 months since July 2023 to ease their financial burden.</p>
2		<p><b><u>Collaboration with Pertubuhan Kebajikan Thirumular Malaysia</u></b> TGF donated 1,000 grocery bundles to underprivileged families in Malaysia via Pertubuhan Kebajikan Thirumular Malaysia on 25/11/2023. Mega thanks to 26 staff volunteers who assisted in the packing and completed within 5 hours.</p>

3



**Wheelchair Contribution in November 2023**

TGF donated 3 units of wheelchairs to :

- 1) Muhammad Asmu’l Bin Md Islan, who has been diagnosed with brain tumor, to facilitate his visits to the clinic/hospital for check up and ease his mobility.
- 2) Pn Sharifah Binti Ahmat, who is a diabetic patient to facilitate her visits to the clinic/hospital for check up and to ease her daily mobility challenges.
- 3) En Kamarul, who was involved in a car accident and suffered multiple fractures all over his body, resulting in his current inability to work and his ongoing rehabilitation exercise.

4



**Preventing Community Frailty Program**

Following the success of the Healthy Ageing Programme in Klang, the Selangor Health Department came forward to partner for our “Preventing Community Frailty Programme”, which involves medical screening, health talks, physical exercises as well as cognitive activities. The programme involves 12 Klinik Kesihatan and Pusat Jagaan Warga Emas Komuniti in the Klang District, benefitting 2,000 senior citizens by monitoring their well being whilst collecting data analytics such as ageing statistics, re-evaluating and re-examining to ascertain treatment effectiveness and medical impacts as Malaysia prepare to embrace aging population by 2028.

Our staff volunteers had assisted in the Screening and Intervention Program from September to December 2023. Both programs are organized concurrently at multiple locations and we also sponsored the healthy refreshment as well as fruits to the elderly participants.



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**Deepavali CSR Project**

TGF contributed 200 grocery bundles to needy community in Meru & Kapar at Sri Balathandayuthapani Temple, Kapar on 2/11/2023.



6

**Blood Donation Campaign**

TGF supported TGGD and UMMC in organizing the 1st public Blood Donation Program on 17 & 18 Aug 2023 at Setia City Mall, Setia Alam.



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**Educational Aids Program**

TGF provided the Educational Aids to support 672 pax of B40 students from 15 schools with a total of RM336,000. Averagely 50 students per school inclusive of Malay, Chinese and Indian schools.

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**EduShare : Donating Refurbished Laptops for Academic Purposes**

TGF continues our ongoing efforts to connect the communities with the digital technology by repairing and reformatting the older but serviceable laptops, which are then donated to Orphanage Homes as well as underserved students and communities. To ensure the hardware achieves its objectives and utilized effectively, we also expanded our support to better equipped the students with a more wholesome computer literacy program. This teaching & learning program is conducted by our in-house IT personnel to students aged between 10YO to 17YO.

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**WOMEN EMPOWERMENT MONTH INITIATIVE**

The Empowerment Programme carried out through March 2023 embodies the theme of 'Embrace Equity' by fostering a culture of inclusivity, fairness, and equal opportunities for all. This programme is open to other gender as well where a series of virtual trainings and eLearning modules have garnered over 1,108 (32%) participations. With a commitment to inclusivity and accessibility, the program has reached out to a diverse range of females and males, including participants from different races, religions, genders, ages, sexual orientations, disabilities and nationalities. By promoting equity in all aspects of its work, these initiatives create an environment where every woman can thrive and contribute to a more just and equitable society. Our aim is to attain a 44% representation of female leaders in managerial positions.

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### **International Womens Day Podcast**

Talent Development team has successfully rolled out a special podcast dedicated to International Women's Day initiative on 5th April 2023. In this session, we explore and celebrate the remarkable achievements of women worldwide while addressing the pressing issues and challenges that continue to shape the pursuit of gender equality. The speakers from different background engaged with inspiring voices, share empowering stories, and foster a collective commitment to advancing the cause of gender equality in today's world. With 215 staff who have joined this podcast, this is one of the initiatives to spread awareness on gender equality at workplace.

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### **Power Up Elevate: Leadership Development Program First Time Managers**

This is a dynamic program conducted from April to December 2023 designed to equip newly promoted or aspiring managers with the essential skills and knowledge needed to excel in their leadership roles. This intensive training initiative was tailored to address the unique challenges and responsibilities that come with stepping into a management position for the first time. Through a comprehensive curriculum and hands-on learning experiences, participants gain the confidence and competence to lead teams effectively, make informed decisions, and drive success within the organization. With comprehensive modules and coaching sessions included, this program has benefitted 49 newly promoted Assistant Managers and they have been committed to complete this program to upskill themselves.

12		<p><b><u>Diversity, Equity &amp; Inclusion</u></b></p> <p>At Top Glove, we embrace diversity, equity and inclusivity as these three principles are closely aligned with our corporate values: R.I.V.E.R (Respect, Integrity, Value, Empowerment, and Relationship), and embedded into every facet of our business. Our Diversity, Equality and Inclusion (DEI) Policy are set in place to reiterate our commitment to embrace diversity, encourage equal employment and drive inclusion initiatives in the workplace for the benefit of our employees.</p>
13	<p><b>Cyber Security</b></p> 	<p><b><u>Cyber Security Awareness</u></b></p> <p>Cybersecurity is solidifying as a top governance concern within environmental, social, and governance (considerations as cyberattacks increase in frequency and severity, alongside the financial losses and disruptions that can follow in their wake).</p> <p>As in Top Glove, cybersecurity awareness is being carried out by the IT team for Top Glove employees to ensure that they are well acknowledged on the cybersecurity threats.</p> <p>Aside from email awareness, we also conducted regular phishing email test, where the employee who accidentally disclosed their login credential will be captured and followed up with individual trainings.</p> <p>These activities are performed regularly to give a brief understanding of the latest cybersecurity threats which could cause major damage to the business reputation or financial loss due to lack of awareness.</p>

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## ERP Cloud System

### Migration Of ERP System From On Premise To Cloud

The ERP system which was previously on premise has been migrated to the cloud which is an initiative taken to move the critical systems' data to the cloud. The purpose of the migration is to have fewer machines and less hardware, which translates into lower cooling and space requirements. Cloud computing presents us with the ability to help mitigate the consumption of energy, reduce their carbon footprint and move toward a greener and smarter future. Moving the system to the cloud also improves performance and the overall user experience for our employees. By placing the system application in cloud data centres it helps to keep employees connected no matter where they work with anytime and anywhere access. That means no more risk of files being stored on any device.

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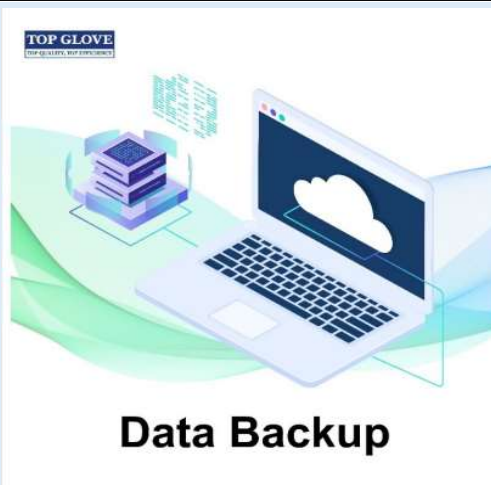


## Electronic Workflow System

### Electronic Workflow System

It is a system which converts manual to digital form and an approach to move towards paperless strategy which complements to the organisation's goal to achieve environmental value. Digitalization saves effort and reduces errors as organisations that receive electronic forms do not need to expend effort deciphering hand written forms and transcribing data, hence transcription errors are eliminated. Next, it improves quality of submitted applications because form filling is made easier and more flexible for users. Data submitted integrates easily into workflow processes and the submitted data can be readily transferred to the receiving organisation's databases and workflows thereby helping to streamline back office processes.

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**Eliminate Data Backup Using Physical Backup Tape**

Previously system data are backed up using backup tape and now has been moved to disk backup using backup tool and cloud backup. This significantly improves the energy efficiency as a result of fewer carbon emissions. Disk arrays are usually much more closely monitored and theft of hard drives, especially from an active array, is much more likely to be noticed than theft of tapes. Hence it is more reliable secure It is a cost effective solution for high density storage requirements

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**ISO45001 Occupational Health And Safety Management Systems (OHSMS)**

The ISO 45001 certification for Occupational Health and Safety Management Systems (OHSMS) helps organisations prevent work-related injuries and illnesses and provides safe and healthy workplaces. It provides practical and actionable solutions for the continual improvement of the health and safety of employees and assessing and controlling the risks and opportunities a company might face. As of FY2023, Top Glove has certified 7 factories with ISO45001.



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### **Program Rintis OP Kerja Together With PERKESO & PDRM**

A collaboration programme with Pertubuhan Keselamatan Sosial and Polis Diraja Malaysia to increase awareness of commuting accidents among Top Glove employees. The aim of this programme is to facilitate employers' implementation of commuting safety measures at the workplace through practical intervention in order to reduce the number of motorcyclist accidents. The programme includes an awareness talk on road safety and legal requirements from Jabatan Siasatan Dan Penguatkuasaan Trafik, quizzes, and on-site motorcycle inspections.

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### **Foreign Worker Safety Induction**

A collaboration programme with Pertubuhan Keselamatan Sosial, National Institute of Occupational Safety and Health, and Jabatan Keselamatan dan Kesihatan Pekerjaan aims to increase awareness and enhance safety mindset among foreign workers on preventing workplace accident. This programme is part of the OSHMP 2022 to 2025 strategy and one of the government initiatives designed to raise awareness levels about occupational safety and health (KKP) with the aim of protecting human lives, which is an important asset in pursuing the country's development programme.

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**Fire Drill With BOMBA**

In compliance with requirements, drills are being conducted on an annual basis. The main objective of the drills is for every occupant to evacuate efficiently and safely in the event of an emergency. By simulating a fire emergency plan, we can test the emergency response procedure, allowing the emergency response team to become familiar with their roles and responsibilities during an emergency in order to save lives, assets, and surroundings.

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**Occupational Safety & Health Workplace Inspection By JKKP**

The Occupational Safety & Health Workplace Assessment, OSHWA significantly strengthens the validation of the quality and adherence of our safety program, while also demonstrating our commitment to ensuring workplace and equipment are compliance with the Malaysian regulation on yearly basis. The OSHWA assessment employs a grading scale ranging from Grade A to Grade D, and the majority of our manufacturing plants have received Grades A and B.

<p>22</p>		<p><b><u>Prevention Of Forced Labour, Modern Slavery And Human Trafficking</u></b></p> <p>Top Glove has eliminated the 11 ILO's Forced Labour indicators in its direct operations based on the Recruitment Agency Due Diligence Standard Operating Procedure. Our efforts to eliminate the forced labour indicators including the enforcement of new ethical recruitment policies, prevention of sexual harassment and bullying at work place, improvements in workplace safety and workers' accommodation and other initiatives. Top Glove also continuously improve the labour practices in grievance mechanisms as well as multimillion investment in new workers' accommodation projects. We conduct systematic periodic review of the risk mapping of potential human rights issues indirect operation and indirect operation in long term.</p>
<p>23</p>	<p><b>CODE OF CONDUCT</b></p> 	<p><b><u>Code Of Conduct</u></b></p> <p>At Top Glove, creating value through sustainable practices ranks high on our corporate agenda. Over the years, Top Glove established several initiatives to improve our sustainable practices such as implementing a Zero Cost Recruitment Policy, introducing solar power systems in our factories and implementing Anti-Bribery and Anti-Corruption Management System in our group of companies. We always believe that strengthening and solidifying a healthy foundation is the key to business sustainability. Our customers and suppliers also affirmed their commitment towards sound and sustainable business practices by signing the Customer Code of Conduct and Business Partners' Code of Conduct from Top Glove.</p>