



Sustainability Charter

Updated as at 14th September 2020

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INTRODUCTION

Top Glove Corporation Bhd (“Top Glove” or “The Group”) is the world’s largest manufacturer of gloves. As a corporate citizen and leader in the healthcare industry, we are mindful of our role in safeguarding the health and well-being of people across the globe through quality glove products, while supporting the economic growth in Malaysia, all the more during unexpected events such as global pandemics. Stewardship of our employees, communities and the environment is also a responsibility which we take very seriously. We view doing business as a privilege, not a right and the Group is wholly committed to upholding the highest standards of ethical business practices across its value chain to ensure our business activities impact all our stakeholders positively. Accordingly, this Charter sets forth guidelines which will direct the Group as it forges a sustainable future with the integration of sustainability into its 3 key focus areas: the Economic, Environmental & Social (EES) pillars.

Sustainability is a shared value throughout the Group and interwoven into every aspect of the business from how the company is managed, to our manufacturing operations and the mindsets of our people. Guided by the Group’s corporate values R.I.V.E.R. (*Respect, Integrity, Value, Empowerment and Relationship*), we are committed to conduct business in sustainable manners to create long term values to our stakeholders.

Ultimately, Top Glove believes that its sustainable practices will generate value for its stakeholders and the environment. The Group also addresses the United Nations Sustainable Development Goals (UN SDGs) in this Charter, aligning its sustainability efforts with these global goals.









OBJECTIVES








The core function of this Charter is to assist and guide the Board, Board Sustainability Committee and Management in the implementation of its sustainability strategy throughout the Group's value chain towards delivering on the Group’s commitment to do well by doing good.

FUNDAMENTAL COMMITMENTS

Top Glove is committed to continuously improving its sustainable practices across the EES pillars. The Group strives to minimise environmental impact generated from our products and manufacturing activities, uplift its employees and the community’s quality of life as well as uphold highest standards of corporate governance.

FUNDAMENTAL COMMITMENTS	APPROACHES / KEY INITIATIVES
<p>1. Zero Tolerance for Corruption & Bribery</p> <p>Being an ISO 37001: 2006 Anti-Bribery Management System (ABMS) certified company, we have zero tolerance for any form of corruption or bribery across our value chain.</p>	<ul style="list-style-type: none"> • The Top Glove Prevention and Anti-Corruption Committee (TGPAC) oversees the Group’s anti-corruption practices. • Our business operations are guided by the Anti-Bribery Management System ISO 37001 requirements, Anti-Bribery &

	<p>Anti-Corruption Policy as well as Gift Policy.</p> <ul style="list-style-type: none"> • Implementation of anti-bribery and anti-corruption practices is extended to all our key stakeholders.
<p>2. Sustainable Supply Chain</p> <p>Effective upstream and downstream value chain management is our key focus area., We are committed to work with suppliers who demonstrate responsible behaviours environmentally and socially, and provide exceptional customer experience through our business practices and products.</p> 	<ul style="list-style-type: none"> • We ensure our suppliers comply with the Top Glove Business Partners' Code of Conduct which requires them to do business in a sustainable manner across the areas of EES. • Our suppliers are subject to stringent audit and due diligence criteria to our suppliers, which covers EES aspects. • We aim to achieve optimum traceability towards ecologically-responsible material sourcing • We offer a wide range of quality products and are committed to improving our products and customer service
<p>3. Environmental Consciousness</p> <p>Top Glove recognises that climate change will have inevitable impacts on our business and the whole eco-system. Accordingly, the Group is mindful of its business operations especially in terms of its facilities, operation processes, resources consumption, emissions generated as well as environmental practices and carbon footprint of our supply chain.</p>       	<ul style="list-style-type: none"> • Environmental governance & compliance are guided by the Environmental Policy & Environmental Management System (EMS). • Efficient resources consumption, progress monitoring, and working towards targets for key resources (water, gas & electricity). • Greater emphasis on capturing the initiatives on decarbonisation/reducing carbon footprint for the entire ecosystem of TG Group. • Collaborations with NGOs or other companies on environmental conservation. • Awareness and education to instil a sense of responsibility towards the Planet amongst employees.
<p>4. Respect for Human Rights</p> <p>We recognise the inherent dignity of all people. Everyone should be treated with respect and zero discrimination.</p>	<ul style="list-style-type: none"> • Fair labour practices, which include no forced labour and child labour as well as committing to decent working hours in accordance with labour laws. • Ensuring a diverse workforce and inclusive working environment without workplace bullying, discrimination or harassment.

  	<ul style="list-style-type: none"> • Equal opportunities and fair treatment to all employees. • Grievance mechanism and whistle-blowing in place.
<p>5. A Healthy & Safe Workplace</p> <p>We are committed to providing a safe workplace for our people and caring for their health & well-being at work.</p> 	<ul style="list-style-type: none"> • Ensuring safe working conditions and continuing to reduce the incident rate and frequency rate through trainings and Zero Harm Programme implementation. • Reducing man-day lost rate and improving employee health through ongoing wellness programmes, including BMI monitoring.
<p>6. Community Quality of Life</p> <p>We are committed to building a strong and resilient community through our community engagement and social development initiatives.</p>   	<ul style="list-style-type: none"> • Creating and supporting local economic development through job opportunities. • Providing quality tertiary education through scholarships. • Supporting charitable organisations through collaborations with various NGOs.