



From the heart of many for many



MODERN SLAVERY STATEMENT 2023

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## 1. INTRODUCTION

This is our fourth statement and applies to every wholly owned entity of the Mun Global Group and entities over which it has control during the year ended 31 March 2023. It has been prepared in accordance with the Australian *Modern Slavery Act 2018* and details our continued work to reduce modern slavery risks and the improvements in governance should any risks be encountered.

Modern slavery is a severe violation of human rights and is still a significant global issue. Tens of millions of people are enduring the deprivation of their personal freedom through the inability to refuse or cease work because of coercion, threats, or deception. Forced labour, servitude, child labour, deceptive recruiting and debt bondage are all examples of modern slavery. While often thought of as a problem overseas, in Australia it is estimated that 15,000 people lived under modern slavery in 2018.

As part of our company values, Mun wholeheartedly supports the rights of all individuals to live and work freely. In line with these values, we will continue to work with those in our operations and supply chain to identify, manage, mitigate, and act on any risks of modern slavery.

### OUR VALUES



## 2. STATEMENT FROM MUN GLOBAL DIRECTOR

Our vision is to optimise life globally with exceptional and innovative products and services. We embrace the heart and passion of all our people, and put others' needs first. Mun's values are driven by quality and passion, based on our integrity and dedication to high standards.

At Mun Global we believe everyone, everywhere has the right to a life free from slavery which is why we are committed to action that prevents modern slavery from occurring within our operations and supply chain.

We believe modern slavery is a complex issue with multiple drivers and cannot be solved easily. Millions of children and adults throughout the world are currently trapped by modern slavery, making action against it even more important. Our goal is to actively participate in continuous improvement to reduce the risk of modern slavery in our supply chain, operations and communities through solutions including due diligence, reporting, and remediation.

In our Modern Slavery statement that follows we have communicated an honest and transparent view of our operations and supply chains, and we recognise that commitment, collaboration, and open communication with all stakeholders are essential.

Kuan Mun Leong

Director, Mun Global

### 3. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

The Mun Global Group comprises of entities that operate in Australia, India, Malaysia, and New Zealand, with headquarters located in Kuala Lumpur. The Group operates as the sales subsidiary of its parent company Hartalega Holdings Berhad, a publicly listed company in Malaysia responsible for the manufacture of examination and surgical gloves. The Group's main business is the supply and sale of medical consumables with a product portfolio including examination and surgical gloves under the GloveOn brand, and personal protective equipment and other infection control consumables under the PrimeOn brand. All examination and surgical gloves purchased by the Mun Global Group during this reporting period for the GloveOn brand were acquired through its parent company Hartalega Holdings Berhad in Malaysia. Our PrimeOn branded products include face masks, medical gowns, dental procedure packs, bouffant caps, shoe covers and hand hygiene products, derive from Australia, Thailand, or China. Our newest brand EnvirOn includes a range of compostable hollowware, derived from China. Industry sectors that the Mun Global Group supplies medical consumables to include healthcare, food production and life science.

Departments within the Mun Global Group include product development, supply chain management, marketing, sales, customer support and administrative operations. All operating functions exist within each location mentioned above and coordinate with each other where necessary. All departments within the Mun Global Group were consulted in the development of this statement.

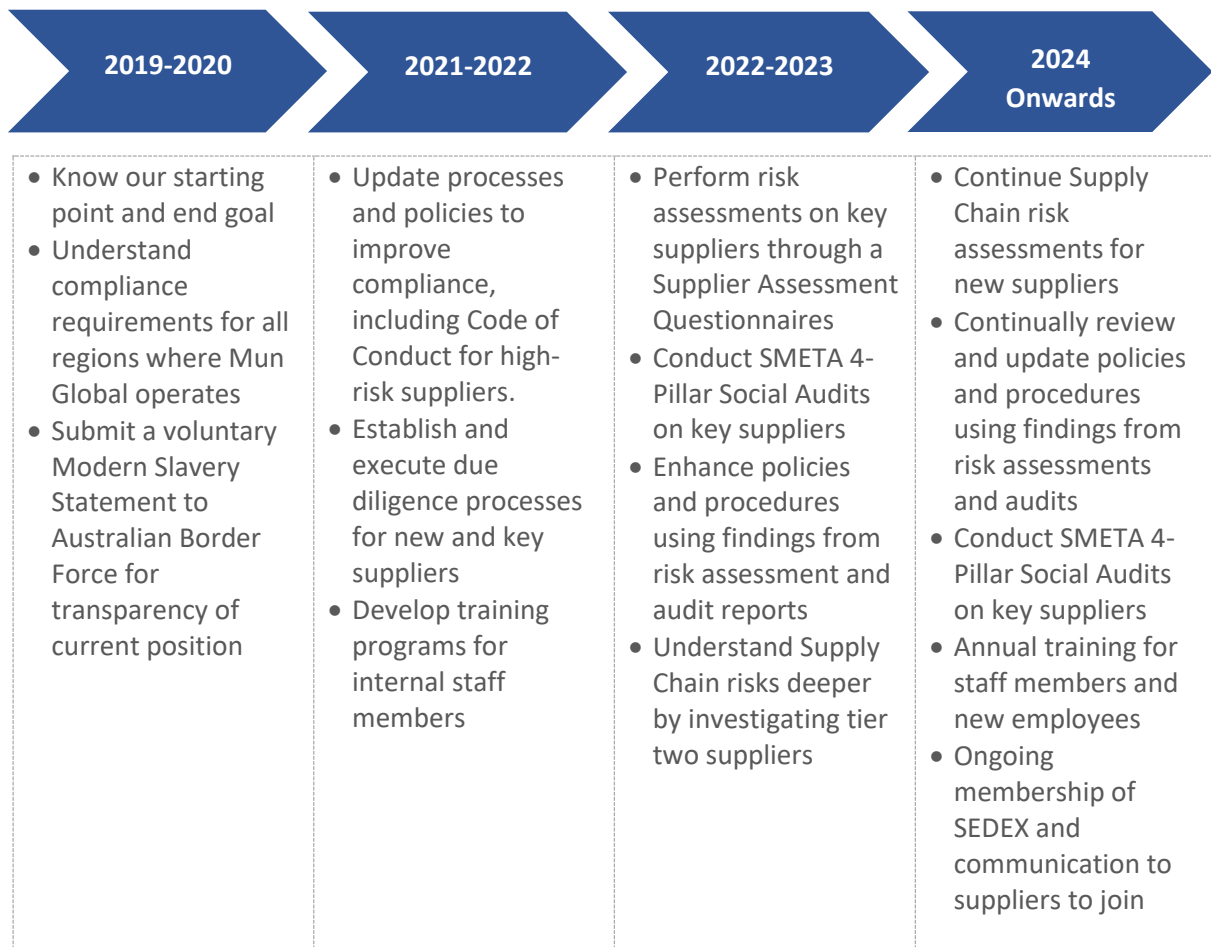
The Mun Global Group's international workforce engages with a worldwide supplier network to provide goods and services that support its operations. Suppliers used during the reporting period are located in Australia, China, Malaysia and Thailand and encompass both trade and non-trade suppliers. Trade suppliers provide goods that the Mun Global Group sells to its customers under the GloveOn, PrimeOn and EnvirOn brands, while non-trade suppliers assist our supply chain, operations, marketing, sales, and administrative departments with their services. Thanks to our long-term relationships with our tier one (direct) suppliers and partners we have continued to improve and innovate processes that provide better end products and services for our customers. This includes our supplier pre-qualification and remediation process to act upon allegations of modern slavery practices

at a supplier site, updating our supplier agreements and code of conduct, and developing and executing corrective action preventative action plans.

Each year the Mun Global Group continues to grow its capability to identify, measure and remedy modern slavery risks based on its long-term roadmap. During this reporting period the Mun Global Group continued its training program for internal staff in Australia to better understand and identify modern slavery practices, and established a due diligence process for new tier 1 (direct) suppliers that enter its supply chain.

The Mun Global Group acknowledges that more needs to be done to offer leadership in the sector and is continuing to work to broaden and deepen initiatives that tackle modern slavery risks. In line with its values of dedication, integrity and passion these activities will be carried out with consistency, fairness and transparency.

### MUN GLOBAL MODERN SLAVERY ROADMAP



## 4. IDENTIFYING RISKS

In line with the Mun Global Group’s vision to ‘optimise life globally’, its operations and supply chain have continued to be assessed for modern slavery risks. We recognise that modern slavery risks may occur in both our local and overseas supply chains in the form of actions such as forced labour, debt bondage, coercive or deceptive recruiting practices, and child labour. Modern slavery risks are also present due to regional and geographic profiles which can make instances of modern slavery more prevalent.

Data from the Global Slavery Index, created by the organization Walk Free, shows the vulnerability and likelihood of modern slavery within the countries where Mun’s products are manufactured.

### RISK ASSESSMENT OF LOCAL AND OVERSEAS SUPPLY CHAINS

Source: *Global Slavery Index*, Walk Free, accessed June 2023,

<https://www.globallslaveryindex.org/2018/data/maps/>

#### MALAYSIA

Population: 32,365,998 GDP (PPP): \$27,921

**6.3**

PREVALENCE  
PER 1,000 PEOPLE

**37**

VULNERABILITY  
OUT OF 100

**45**

GOV RESPONSE  
OUT OF 100

#### THAILAND

Population: 69,799,978 GDP (PPP): \$18,198

**5.7**

PREVALENCE  
PER 1,000 PEOPLE

**46**

VULNERABILITY  
OUT OF 100

**55**

GOV RESPONSE  
OUT OF 100

#### CHINA

Population: 1,439,323,774 GDP (PPP): \$17,189

**4**

PREVALENCE  
PER 1,000 PEOPLE

**46**

VULNERABILITY  
OUT OF 100

**40**

GOV RESPONSE  
OUT OF 100

# AUSTRALIA

Population: 25,499,881 GDP (PPP): \$53,317



As modern slavery risks are ever-present, dynamic, and complex we constantly review risks and aim to focus on areas where the greatest impact in our operations and supply chain can occur.

The below table shows where an elevated risk of modern slavery may be present based on experience and industry information:

AREA OF BUSINESS	AREAS OF ELEVATED RISK
Operations	Non-manufacturing suppliers supporting the Mun Global Group’s offices such as catering, facilities, janitorial, and security
Supply chain	Medical device manufacturing suppliers operating in high-risk geographies that feature a high volume of foreign migrant labour, lack of legal protections and enforcement of laws. Specific risks associated with migrant labour includes the payment of recruitment fees, withholding passports, unregulated and excessive working hours
Customer base	Companies that purchase and use our products may contain forced or slave labour within their operations and/or supply chain

The Mun Australia subsidiary of the Mun Global Group became a listed SEDEX Supplier Member in 2022 to provide better transparency and information to its customers.

This follows in the footsteps of the Mun Global Group’s parent company Hartalega Holdings Bhd. becoming a listed Sedex Supplier Member and provides the Mun Global Group’s customers a deeper look into its supply chain.

Hartalega is the founding member of the Responsible Glove Alliance (RGA) which was established in March 2022 supported by the Responsible Business Alliance, the world’s



largest industry coalition dedicated to corporate social responsibility in global supply chains.

Hartalega complies with the International Labour Organisation (ILO)'s 11 Indicators of Forced Labour and exceeds the requirements of the Workers' Minimum Standards of Housing and Amenities (Amendment) Act 2019 (Act 446) specified under the Malaysian law.

Hartalega is also highly rated by

- Morgan Stanley Capital International (MSCI) for human capital development,
- Business Social Compliance Initiative (BSCI) for workplace standards
- Attain Gold certification with the Worldwide Responsible Accredited Production (WRAP) organisation.
- Gold award from the Edge on ESG
- Gold award for The Star ESG Positive Impact Award

## 5. MITIGATION AND REMEDIATION POLICIES

The Mun Global Group continues to expand and strengthen its comprehensive set of policies and procedures to ensure that its staff and suppliers clearly understand our expectations in conducting business for and with us. New employees of the Mun Global Group are given internal training on modern slavery as part of the onboarding process, and current employees go through refresher training at regular intervals to reinforce practices to identify modern slavery risks within the Mun Global Group's customer and supplier base.

The Mun Global Group has continued its commitment to creating awareness for modern slavery to the broader community with education and information provided through its communication channels including its corporate websites, social media platforms and print material. It continues to send communication to its customer base encouraging them to join the organisation SEDEX so information on the Mun Global Group's supply chain and operations can be utilised. Examples of the current reporting period actions are included in Appendix 1.0.

As part of our due diligence, we have continued to engage with our customers and suppliers in providing documentation to the Mun Global Group outlining their internal practices covering, but not limited to, workplace conditions, compliance to local labour laws and international standards and recruitment procedures. The Mun Global Group's supplier sourcing agreement and Supplier Code of Conduct, which require the need to provide evidence of complying with the Universal Declaration of Human Rights and the

International Labour Convention principles, were also updated to prohibit the practice of new workers paying recruitment fees during the employment process. It is expected that compliance with the Supplier Sourcing Agreement and Supplier Code of Conduct is carried over with all the suppliers (tier 2) within their supply chain.

To further support our policies and strengthen procedures, the self-assessment questionnaire developed in 2022 will again be implemented in 2023 which is aimed at increasing the level of accountability and transparency of Mun Global Group's supply chain.

Engagement is also strengthened with the implementation of audits which are used to measure, track and enforce our set of policies and procedures. Where items of non-compliance are found, Mun works through the details of non-compliance with the supplier to develop preventative and corrective actions within agreed timeframes.

- Appendix 2.0 contains an example of a SEDEX CAPR plan enacted with Mun's parent company, Hartalega in this reporting period.
- Appendix 3.0 includes the SEDEX Members Ethical Trade Audit report (SMETA) findings summary for Hartalega conducted in this reporting period.

Hartalega also completed its remediation program of recruitment fees paid by current and former workers in February 2022. The expansion of the program to former workers has seen the total reimbursement grow to over RM45.5 million. Its Zero Recruitment Cost Policy remains in place to ensure new employees do not pay any recruitment fees during the hiring process and involves the use of four checkpoints to ask if workers have paid any costs, as well as a remediation of any fees found to have been paid. As a founding member of the RGA, Hartalega is also well placed to improve its prevention, identification, and remediation for any potential future forced labour risks.

## 6. ASSESSING EFFECTIVENESS

The Mun Global Group continues to employ a Plan, Do, Check, Act (PDCA) methodology to measure the effectiveness of its approach and actions in reducing any modern slavery risks. Tier 1 suppliers provide regular, transparent engagement by reporting on the status and progress of actions regarding labour practices and access to third-party assessment reports. Our main suppliers are also subject to independent audits and during this reporting period there were no significant risks uncovered.

The PDCA methodology allows us to explore new ways to improve the effectiveness of our actions against modern slavery with our suppliers and partners. The Mun Global Group's

dedicated team regularly reviews the outcomes of this information, evaluates internal processes, and discuss future initiatives to add to its roadmap.

Dialogue will continue between all parties to provide regular oversight, maintain access to information and reports, and achieve better outcomes for workers. As an example, our parent company Hartalega holds regular meetings between its senior management and workers' representatives, and townhall sessions are also arranged so direct open dialogue is also available for workers.

In addition, Mun Global also have Grievance Policy that is published to the employee to ensure that they can always raise their voices comfortably if any concerns.

## 7. CONCLUSION

The Mun Global Group is committed to the continuum of improvement and building further experience to tackle offenders that use coercion, deception, or threats to exploit victims and undermine their freedoms.

As a caring company, the Mun Global Group is committed to upholding its core values and aligning our practices with human rights.

## 8. APPROVAL

We are proud of the efforts that have been made across the Mun Global Group to tackle modern slavery risks, which is consistent with our core company values, and acknowledge more work is needed to ensure its eradication. Our success in doing so will be determined by the future actions we take and the standards we uphold.

This statement was approved by the Board of the Mun Global Group.



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**Kuan Kam Hon**  
Executive Chairman



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**Kun Mun Leong**  
Director

## Appendix 1.0: Examples of initiatives undertaken in this reporting period

### 1.1 Example of awareness campaign

**gloveon**

**QUALITY GLOVES** *made with*  
**Social Responsibility In Mind**

An ethical mindset is at the heart of everything we do. Within our operations and supply chains we ensure our employees and the environment are supported and cared for, whilst also looking to give back to society. Our 4-Principles process is used to uphold these values in the making of our products.

- Providing safe working conditions and fair treatment to all employees in line with the ILO's Indicators of Forced Labour.**
- Leading the fight against Modern Slavery with strong policies, action and transparency with membership to Sedex.**
- Helping reduce our environmental impact with innovations to reduce emissions and the use of more sustainable materials.**
- Giving back to our local communities through financial support of social projects and initiatives.**

**GLOVEON GLOVES**  
*Ethically Made*

Through these processes you can be confident that GloveOn gloves have been made to create better outcomes for the workers who manufactured them and for the people you care for. We are committed to continuing to be a positive influence for our communities, workers and environment in striving for a better world.

Visit our website to learn more about our Social Responsibility commitment:  
[www.munglobal.com.au](http://www.munglobal.com.au)

A brand by **mun** | A proud member of **Sedex** | **Birthing Kit Foundation**  
Proud Sponsor of Birthing Kit Foundation (Australia)

## 1.2 Self-Assessment Questionnaire extract



### Self-Assessment Questionnaire

We believe everyone, everywhere has the right to a life free from slavery. But right now, millions of children and adults are trapped in modern slavery throughout the world.

Modern slavery is the severe exploitation of other people for personal or commercial gain and describes a situation where offenders use coercion, threats, or deception to exploit victims and undermine their freedom.

Mun is committed to action that prevents modern slavery from occurring within its operations and supply chain.

Modern slavery is a complex issue with multiple drivers and cannot be solved easily. All organisations, and specific businesses, have a responsibility to demonstrate that they are contributing to the solution through ongoing due diligence, reporting, and taking appropriate actions.

It is important for businesses to communicate an honest and transparent view of their operations and supply chains, and to recognise that commitment, collaboration, and open communication with all stakeholders are essential.

Mun has a zero-tolerance position on modern slavery and is committed to procuring goods and services that are ethically sourced and produced.

#### Purpose of the SAQ

This self-assessment questionnaire (SAQ) is designed to:

- support the identification of modern slavery risks;
- foster collaborative efforts between suppliers and organisations to address these risks;
- improve transparency; and
- identify areas for further due diligence.

#### Sections of SAQ for the supplier to complete

PART A – ORGANISATION DETAILS

PART B – SELF-ASSESSMENT

PART C – DECLARATION BY AUTHORISED REPRESENTATIVE



Mun (Australia) Pty Ltd  
1800 456 837  
munglobal.com.au



Birthing Kit  
Foundation  
Australia

Proud supporter of  
Birthing Kit Foundation (Australia)

### 1.3 Example Service Level Agreement with Modern Slavery clause included



#### 5. SOCIAL RESPONSIBILITY REQUIREMENT

- The Client is a responsible business that meets the highest standards of ethics and professionalism and The Client expects The Supplier to also comply with these requirements.
- The Supplier must ensure they adhere to the International Human Rights Law that lays down the obligations of Governments to act in certain ways or to refrain from certain acts, in order to promote and protect human rights and fundamental freedoms of individuals or groups.
- The Supplier must also ensure they comply with The International Covenant on Economic, Social and Cultural Rights declaration. The human rights that the Covenant seeks to promote and protect include:
  - the right to work in just and favourable conditions;
  - the right to social protection, to an adequate standard of living and to the highest attainable standards of physical and mental well-being;
  - the right to education and the enjoyment of benefits of cultural freedom and scientific progress.
- Evidence that the manufacturer prevents all forms of modern slavery by operating under the Universal Declaration of Human Rights, recognising the inherent dignity, equality, and rights of all humans.
- Evidence that the manufacturer operates within the International Labour Convention principles, including freedom of association, elimination of all forms of forced or compulsory labour, effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

## 1.4 Extract from POL-010 Mun Human Rights Policy

<b>Document Name</b>	<b>Mun Human Rights Policy</b>			
<b>Doc Ref No</b>	<b>Original Issue Date</b>	<b>Revision Number</b>	<b>Last Revision Date</b>	<b>Department Responsible</b>
POL-010	19/05/2023	0	N/A	HR

**Mun (Australia) Pty Ltd Policy Statement**

Mun Australia is committed to respecting human rights. We expect high standards of human rights performance across our operations and supply chain. The Human Rights Act 2019 is important to our organisation because it protects the rights of vulnerable community members. Mun Australia supports a human rights culture within our organisation, and across communities in Australia. We also support our employee, customers, and stakeholders if they feel their human rights have been breached, through internal and external complaints mechanisms.

Mun Australia values acting with integrity and courage and fostering an ethical culture where everyone embraces a sense of responsibility for doing the right thing in the right way. Respecting human rights across all our business activities helps to uphold Mun Australia’s core values and achieve our vision of creating long term, sustainable value for society.

**Scope**

This policy and associated procedures apply to all Mun (Australia) employees in Australia.

**Our focus**

As part of our company values, Mun wholeheartedly supports the rights of all individuals to live and work freely. In line with these values, we will continue to work with those in our operations and supply chain to identify, manage, mitigate, and act on any risks of modern slavery.



Appendix 2.0: CAPR Plan Extract – Hartalega



Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	IC: 407400958	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 404873274
Business name <i>(Company name):</i>	Hartalega Holding Sdn Bhd		
Site name:	Hartalega Sdn Bhd		
Site address: <i>(Please include full address)</i>	No 7, Kawasan Perusahaan Suria Bestari Jaya 45600, Selangor, Malaysia	Country:	Malaysia
Site contact and job title:	Ms. Leong Siew Mui - Head of Social Compliance		
Site phone:	+603-32803888	Site e-mail:	<a href="mailto:leong.siewmui@hartalega.com.my">leong.siewmui@hartalega.com.my</a>
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	07-09/12/2022		

Audit Company Name & Logo:  Control Union Certification BV  	Report Owner (payer): <i>(if paid for by the customer of the site please remove for Sedex upload)</i>  Hartalega Sdn Bhd
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Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

## Appendix 3.0: Sedex Members Ethical Trade Audit Summary – Hartalega

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause) Note to auditor, please ensure that when issuing the audit report, hyperlinks are retained.</i>		Area of Non-Conformity <i>(Only check box when there is a non-conformity, and only in the box/es where the non-conformity can be found)</i>				Record the number of issues by line*:			Findings <i>(note to auditor, summarise in as few words as possible NCs, Obs and GE)</i>
		ETI Base Code	Local Law	Additional Elements	Customer Code	NC	Obs	GE	
0A	<a href="#">Universal Rights covering UNGP</a>			<input type="checkbox"/>	<input type="checkbox"/>				Nil
0B	<a href="#">Management systems and code implementation</a>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	1	1	<p>Observation</p> <p>1) Since early in the year 2022, there has been a glitch in the payroll system that has resulted in salary deductions due to "unknown absenteeism and unpaid leave," even though the affected workers have valid approval for annual leave, emergency leave, or have been absent without taking any leave during the month.</p> <p>Good example</p> <p>1) The site received a recognition for the edge Billion Ringgit Club (2020), Kincentric Best Employer Malaysia Award (2020), ESG recognition for the good performance and The edge ESG Gold award (2022).</p>
1.	<a href="#">Freely chosen Employment</a>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	1	<p>Good example</p> <p>1) The Hartalega group initiated their own initiative to appoint third party assessor to evaluate and assess the recruitment fee</p>

Audit company: Control Union Certifications BV Report reference: 2022MYZAA421624134 Date: 07-09/12/2022

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Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause) Note to auditor, please ensure that when issuing the audit report, hyperlinks are retained.</i>		Area of Non-Conformity <i>(Only check box when there is a non-conformity, and only in the box/es where the non-conformity can be found)</i>				Record the number of issues by line*:			Findings <i>(note to auditor, summarise in as few words as possible NCs, Obs and GE)</i>
		ETI Base Code	Local Law	Additional Elements	Customer Code	NC	Obs	GE	
									paid by the foreign workers in their home countries. The third party, SCT group (NGO) specialised in social compliance and ELEVATE were appointed to determine the value of the recruitment fee charged to the workers. The group has reimbursed with sum of RM45 million to the affected workers which has completed in July 2021.
2	<a href="#">Freedom of Association</a>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	0	Nil
3	<a href="#">Safety and Hygienic Conditions</a>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	1	0	<p>Observation</p> <p>1) There was an isolated issue spotted during the site verification in a male dormitory where there was a sign of organic (food waste) and inorganic (cigarette butts) wastes being thrown into the drainage system.</p>
4	<a href="#">Child Labour</a>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	0	Nil
5	<a href="#">Living Wages and Benefits</a>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	1	<p>Good example</p> <p>1) All workers are entitled to the annual performance bonus without being discriminated against. Verified payslips evidence that the bonus was paid in June and November 2022.</p>
6	<a href="#">Working Hours</a>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	0	Nil
7	<a href="#">Discrimination</a>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	0	Nil
8	<a href="#">Regular Employment</a>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	0	0	<p>NC</p> <p>1) Lack of details on overtime, where the rate of premium overtime is not mentioned in the</p>

Audit company: Control Union Certifications BV Report reference: 2022MYZAA421624134 Date: 07-09/12/2022

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										outsourced security guard's employment contract (2 out of 62 samples) under inhouse service provider security company, CISCO (M) Sdn Bhd as required by Section 5(b)(5) of the Employment Regulations 1957;
8A	Sub-Contracting and Homeworking		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	Nil
9	Harsh or Inhumane Treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	Nil
10A	Entitlement to Work		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	Nil
10B2	Environment 2-Pillar		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	Not applicable, this is 4 pillar assessment
10B4	Environment 4-Pillar		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	Nil
10C	Business Ethics		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	Nil

General observations and summary of the site:

- The site registered as member B with SEDEX, only one site is requested for the audit by the site. The site's management system scope is – Manufacturing of rubber gloves. This assessment is a unannounced 4 pillars periodic assessment requested by the site.
- There are total of 3,319 workers (All employee are permanent workers, 1,688 out of 3,319 are migrant workers) working at the site at time of the audit. The migrant workers are from Bangladesh, Indonesia, Myanmar and Nepal.
- The youngest worker employed in the site at time of the audit is 18 years old.
- There is no union at the site, and it is not legally required union. The site has an active worker committee where the worker representatives were elected democratically.
- Based on site verification, worker interview, document review and confirmation with management, it is confirmed that the site does not have specific peak season and does not uses sub-contracting or homeworkers.
- 62 attendance records (scan card), payroll, payslip (sampled December 2021, October and November 2022) and personal files were randomly selected and reviewed. 22 individual interviews + 8 groups of 5 interviewees were completed successfully in this audit.
- The audit activities have included the workers' interview. A total of 62 workers were selected by sampling basis based on employment pattern (i.e. local worker and migrant worker, gender, year of service, department, agency worker etc). Generally, workers are aware of the audit and give corporation and response to the auditor during the interview. The details of the worker interview could be referred to in the "worker interview summary" clause in this report.

- Records of review covered recruitment history, paid records, overtime records, disciplinary files etc. 62 samples records were selected. The records review covered also the environmental, health and risk assessment, where the site has established management system to manage the compliance against the local law and ETI code. Detail of records review referred to section 3 and section 8 of this report.
- There was one (1) non-conformance (NC), two (2) observations, and three (3) good examples were issued in this audit related to site's management system, freely chosen employment, Health & Safety and Wages & benefit.

\*Please note the table above records the total number of Non-compliances (NC), Observations (Obs) and Good Examples (GE). This gives the reviewer an indication of problem areas but does not detail severities of each issue – Reviewers need to check audit results by clause.