



From the heart of many for many



MODERN SLAVERY STATEMENT 2024

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1. INTRODUCTION

This is our fifth 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 2024. 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, the 2023 Global Slavery Index estimates that on any given day in 2021, there were 41,000 individuals living in modern slavery in Australia.

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 subsidiary of its parent company, Hartalega Holdings Berhad, a publicly listed company in Malaysia that engage in the manufacture of medical examination and surgical gloves. The Group's main business is the supply and sales of medical consumables under the GloveOn, PrimeOn and EnvirOn Brands. All medical examination and surgical gloves purchased by the Mun Global Group during this reporting period for the GloveOn brand were acquired through its related company within Hartalega Group 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, and China. Our newest brand EnvirOn includes a range of compostable hollowware, source 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, human resources, marketing, sales, customer support and administrative operations. All operating functions exist within each locations mentioned above, where meeting the business requirement and coordinate with each other where necessary. All departments within the Mun Global Group were consulted in the development of this statement.

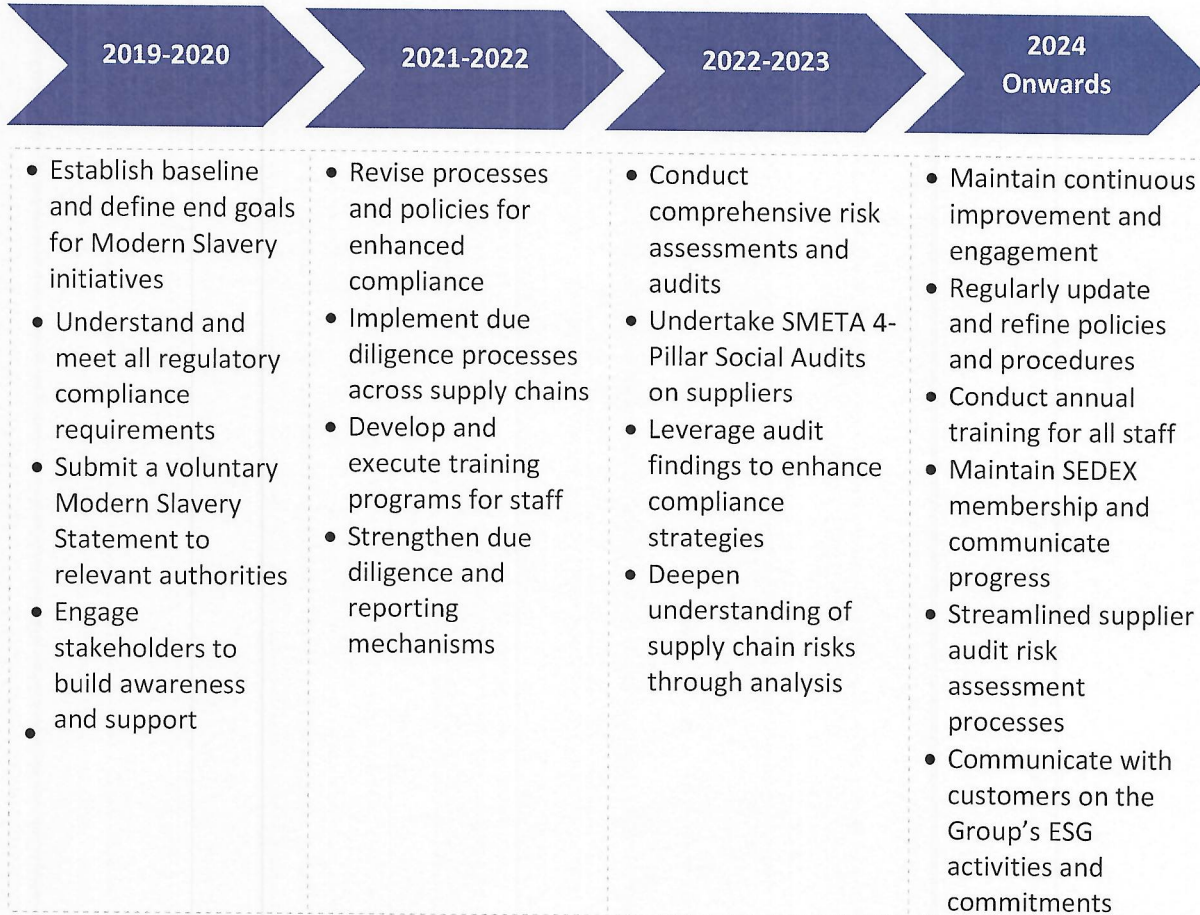
The Mun Global Group's international workforce engages with a worldwide supplier network to provide goods and services that support its operations. Suppliers used during the reporting period are located in Australia, China, Malaysia and Thailand and encompass both trade and non-trade suppliers. Trade 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, human resources, 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 quality 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 further applications can be achieved to succeed as leader in this sector and is continuing to work to broaden and deepen initiatives that address 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 organisation 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.globalslaveryindex.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

1.6

PREVALENCE
PER 1,000 PEOPLE



7

VULNERABILITY
OUT OF 100



67

GOV RESPONSE
OUT OF 100



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 since August 2019 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. Additionally, Hartalega is currently complying with local legal requirements regarding working hours and wages.

Hartalega have achieved the following recognitions;

- Received Gold Award for Human Rights and Labour Standards (Large Companies Tier) in ESG Positive Impact Awards 2023;
- Maintained an overall rating of A in the amfori Business Social Compliance Initiative (BSCI) audit for NGC facilities, refers to Appendix 4.0;
- Maintained Gold rating by WRAP certification for Hartalega’s manufacturing facilities;



Sustainability recognitions:

- Received Gold Award (Healthcare Category) in The Edge Malaysia ESG Awards 2022 and Silver Award (Healthcare Category) in The Edge Malaysia ESG Awards 2023;
- Scored A rating in MSCI index;
- Scored in the low-risk category in Sustainalytics;
- Awarded Bronze medal in Ecovadis Sustainability Assessment; and
- Awarded Prime status (in Health Care Equipment & Supplies sector) in Institutional Shareholder Services (ISS).

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 our procedures, the self-assessment questionnaire (SAQ) developed in 2022 has been implemented in 2023. Mun will continue to use the SAQ to increase the level of accountability and transparency within the 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.
- Appendix 4.0 includes Amfori Social Audit summary report, 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

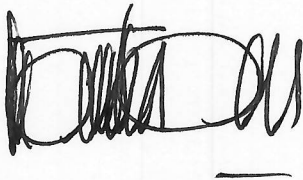
The Mun Global Group is committed to the continuum of improvement and building further experience to tackle offenders that use coercion, deception, or threats to exploit victims and undermine their freedoms.

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.



Kuan Kam Hon

Executive Chairman



Kun Mun Leong

Director

Appendix 1.0 : Examples of initiatives undertaken in this reporting period

1.1 Example of awareness campaign

The graphic is a vertical rectangular banner with a dark red background. At the top, a blue button contains the text "LEARN MORE". Below this, a white rectangular area contains the "gloveon" logo (with a stylized 'e' icon) and the text "TYPES OF DISPOSABLE GLOVES". Underneath the text is a blue play button icon. Below the white area, the text "Not sure on your glove size?" is centered. Below that is an orange rounded rectangular button with the text "DOWNLOAD SIZE CHART". The bottom section of the banner has a blue background. On the left, there is an illustration of two hands with red chains around their wrists, and a starburst effect above them. Below the illustration is the text "Break the chains of Modern Slavery". To the right of the illustration, the text "ARE YOU BUYING ETHICALLY SOURCED PRODUCTS?" is followed by a paragraph: "Mun Australia are continuously working with suppliers to ensure all products are ethically sourced and manufactured. Our ongoing membership with Sedex ensures we have the ability to monitor and manage our supply chain. [LEARN MORE HERE....](#)". At the bottom right of this section, it says "A Brand By" above the "mun" logo.

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
ABN 49 075 460 838

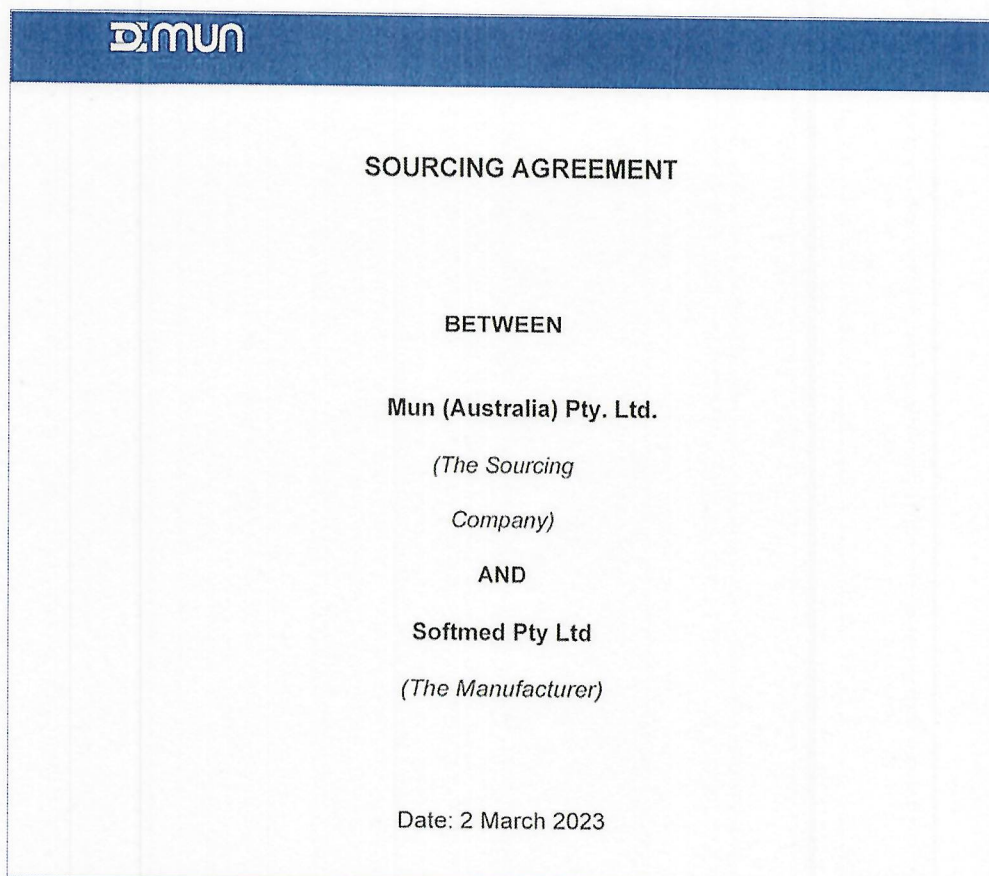
Suite 305, 51 Rawson St
Epping, NSW, 2121 Australia

Tel: 1800 806 640
munglobal.com.au



MKT-QMF-050_052024_R4


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



Document Name	Mun Human Rights Policy			
Doc Ref No	Original Issue Date	Revision Number	Last Revision Date	Department Responsible
HR-POL-010	19/05/2023	1	18/01/2024	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.

1.0 Child Labour

- 1.1 Mun Australia does not work with manufacturer, supplier and subcontractor who employ or use illegal child labour in which case that breaches the governing law in Australia and that locality of the manufacturer, supplier and subcontractor.
- 1.2 Employment of any young worker by the Mun Australia is limited to the conditions set as per the local law. “Young worker” is defined as any personnel under the age of 18. Personnel in turn is defined as all individuals in the direct employ by Mun Australia



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1.5 Extract from HR-MKT-POL-019 Mun Anti-Slavery Policy



Document Name	Mun Anti-Slavery Policy			
Doc Ref No	Original Issue Date	Revision Number	Last Revision Date	Department Responsible
HR-MKT-POL-019	31/07/2024	0		HR & Marketing

Introduction

This policy sets out our expectations and commitments in accordance with the Australian Modern Slavery Act 2018. Focused on high-quality caregiving for all, Mun is the global platform for premium healthcare consumer brands and products across many markets. We come empowered with knowledge, expertise, and experience gained from developing some of the best, most forward-thinking products in the healthcare industry.

We have zero tolerance for slavery and human trafficking in any part of our business, including our supply chains. We have a number of policies and procedures in place to ensure all our employees have the right to work and are paid fairly, that we act with integrity and ethically, and that we have effective measures in place to ensure slavery is not present anywhere in our business or supply chain. This includes Recruitment, Inclusion and Diversity, Human Rights, Whistleblowing & Anti-Bribery Policy, and New Employee Induction checklist which encompasses recruitment, promotion, training, performance management, and reward. Our principles of fair treatment and respect are also applied to our relationships with customers, suppliers, contractors, and other stakeholders.

1. Policy Statement

1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

1.2 We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Australian Modern Slavery Act 2018. We expect the same high standards from all of our contractors, suppliers, and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.



1.6 Extract from HR-MKT-POL-020 Mun Modern Slavery Remediation Policy



Document Name	Mun Modern Slavery Remediation Policy			
Doc Ref No	Original Issue Date	Revision Number	Last Revision Date	Department Responsible
HR-MKT-POL-020	31/07/2024	0		HR & Marketing

Introduction

At Mun, we are committed to combating modern slavery and human trafficking in all its forms. We understand that eradicating these practices is not only a legal obligation but also a moral imperative. Modern slavery includes slavery, servitude, forced and compulsory labour, and human trafficking, which involve the deprivation of a person's liberty by another for personal or commercial gain. Our Modern Slavery Remediation Policy outlines our approach to addressing and rectifying any instances of modern slavery within our business operations and supply chains.

Scope

This policy applies to all employees, contractors, suppliers, and business partners working with or on behalf of Mun. It encompasses all aspects of our operations, including recruitment, employment practices, supply chain management, and engagement with external partners.

Objectives

- 1. Preventing Modern Slavery:** Establish robust systems and controls to prevent modern slavery in our operations and supply chains.
- 2. Detecting Modern Slavery:** Implement effective mechanisms for identifying and reporting instances of modern slavery.
- 3. Remediating Modern Slavery:** Develop and execute comprehensive remediation plans for addressing cases of modern slavery.
- 4. Training and Awareness:** Ensure all employees and partners are aware of modern slavery risks and understand how to report concerns.
- 5. Continuous Improvement:** Regularly review and enhance our policies and procedures to stay ahead of emerging modern slavery risks.

1. Preventing Modern Slavery

1.1 Policy and Procedure Development

We have implemented a range of policies and procedures designed to prevent modern slavery, including:

- **Recruitment Policies:** Ensuring fair and ethical recruitment practices.
- **Supplier Code of Conduct:** Requiring suppliers to adhere to our standards on labour practices.
- **Supplier Self-Assessment Questionnaires:** Requiring suppliers to provide information on their company practices.
- **Contract Clauses:** Including anti-slavery clauses in all contracts with suppliers and business partners.




Appendix 2.0 : CAPR Plan Extract – Hartalega



Sedex Audit Reference: 2023MYZAA423621344 SMETA Corrective Action Plan Report (CAPR) Version 6.1

Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC: 407400958	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 293220458
Business name (Company name):	Hartalega NGC Sdn Bhd		
Site name:	Hartalega NGC Sdn Bhd		
Site address: <i>(Please include full address)</i>	No. 1, Persiaran Tanjung Kawasan Perindustrian Tanjung 43900 Sepang, Selangor Darul Ehsan	Country:	Malaysia
Site contact and job title:	Mr. Terence Ang Wai Sheng, Social Compliance Manager on behalf of Ms. Leong Siew Mui		
Site phone:	+603-8707 3000	Site e-mail:	ang.weisheng@hartalega.com.my
SMETA Audit Pillars:	<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:	26 & 27 June 2023		

Audit Company Name & Logo: 	Report Owner (payer): <i>(If paid for by the customer of the site please remove for Sedex upload)</i> Hartalega NGC Sdn Bhd
--	--

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)			

Audit company: Intertek

Report reference: MAL-2719-02

Date: 26 & 27 June 2023

Sedexglobal.com

2



MKT-QMF-050_05/2024_R4

Appendix 3.0 : Sedex Members Ethical Trade Audit Summary – Hartalega

SMETA		Sedex Audit Reference: 2023MYZAA423621344 Sedex Members Ethical Trade Audit Report Version 6.1							
Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause)</i> <i>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 boxes 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	Universal Rights covering UNGP			<input type="checkbox"/>	<input type="checkbox"/>		0	1	Good Example Hartalega Holdings Berhad has adopted Environment, Social and Governance (ESG) practices to be sustainable in the long run. In September 2022, Hartalega has become a Gold Winner for Large Companies Tier Social Category: Human Rights and Labour Standard in ESG Positive Impact Awards.
0B	Management systems and code implementation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	None observed.
1.	Freely chosen Employment	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	0	None observed.
2.	Freedom of Association	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	0	None observed.
3.	Safety and Hygienic Conditions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	4	4	1	Non-conformances 1. During on the site tour observed that facility has not validated the secondary containment for Chemical storage. Noted that "WAX" was stored near the Compound area with secondary containment. When inquired the volume of the tank & secondary bed, facility management unable to confirm

Audit company: Intertek Report reference: MAL-2719-02 Date: 26 & 27 June 2023 Sedexglobal.com 5

SMETA		Sedex Audit Reference: 2023MYZAA423621344 Sedex Members Ethical Trade Audit Report Version 6.1							
									<p>the volume. No validation report was evident. Further facility has not pasted a label displaying the volume on the tank & secondary tank. Facility could not prove that secondary containment was 110% of the main tank to contain in case of leakage. During the site tour noted this was lacking in 2 out of sampled tanks.</p> <p>2. Based on the site tour at the facility building Plant 6 line 39, noted that Electrical Panel was open & exposed to electrical risks. Further investigation revealed that there was some repairing work in progress. No person was stationed near the repairing electrical panel to prevent any entry. Area was not barricaded.</p> <p>3. Based on the site tour at the Chemical storage area, it was observed that MSDS was displayed English & Malay only. It was not available in migrant worker languages. Facility has migrant workers from Nepal, Bangladesh & Myanmar.</p> <p>4. Based on the document review observed that facility has conducted the Fire Prevention system inspection for Hostel Apartment Phase 3 on 22nd to 24th May 2023. However, the facility has not signed an agreement with the external company for fire system panel maintenance.</p> <p>Observations</p>

Audit company: Intertek Report reference: MAL-2719-02 Date: 26 & 27 June 2023 Sedexglobal.com 6



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										<ol style="list-style-type: none"> Based on the document review noted that facility has not included Food Poison for their emergency preparedness procedure. It was noted that the facility has provided dormitories to foreign workers, and it complied with Act 446 and regulation. However, the following were noted for improvement: <ol style="list-style-type: none"> During the site tour at the dormitory observed that all windows in the dormitory were not covered with dark curtains. Walking from the dormitory corridor can see workers beds. Worker privacy is not maintained. During the interviews, workers claimed that they cannot change their cloths. During the site tour noted that some employees have put dark curtains on their own. Facility has not identified this in their risk assessment. During the site tour at the dormitory observed that rubber carpets were not provided in toilets to prevent slippages. It was observed that many toilets inside & near coridor with water would lead to injury due to slippage. Based on the document review, it was noted that the facility has conducted fire drills at the dormitories which covers all 3 shifts on 23 September 2022 and 31 October 2022. However, there is no drills conducted during nighttime to monitor workers behaviour during emergency.
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											<ol style="list-style-type: none"> During the site tour at facility observed that facility has posted evacuation maps only in English and not in worker languages. Further observed that all evocation maps did not clearly show the relevant assembly point. However, during interview with workers, they are aware on the location of assembly point. <p>Good Example Based on document review, it was noted that the facility has obtained Gred "A" from Department of Occupational Safety and Health (DOSH) during Workplace Assessment which was taken place on 2 August 2022.</p>
4	Child Labour	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	0	0	None observed.	
5	Living Wages and Benefits	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	0	0	0	0	None observed.	
6	Working Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	1	0	0	0	<p>Non-conformance Based on the time attendance record review, it was noted that worker's total weekly working hours (regular + overtime) exceeded 60 hours per week for the following months:</p> <p>i. May 2023 (current month): 12 out of 76 selected workers worked 61.75 to 66.00 hours per week in Chemical handler (Warehouse), Control and Instrument, Engineering, Finished goods, Offline Packing, Online Packing, Dipping, Farmer, Compounding, Clean Room, Packaging Materials, Project, Spare Part, Utilities, wastewater treatment, Security provider – Wira Security Sdn Bhd.</p>	

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										<p>ii. January 2023 (random month): 14 out of 76 selected workers worked 63.00 to 66.00 hours per week in Chemical handler (Warehouse), Control and Instrument, Engineering, Finished goods, Offline Packing, Online Packing, Dipping, Former, Compounding, Clean Room, Packaging Materials, Project, Spare Part, Utilities, wastewater treatment, Security provider – Wira Security Sdn Bhd.</p> <p>iii. September 2022 (random month): 15 out of 76 selected workers worked 63.00 to 66.00 hours per week in Chemical handler (Warehouse), Control and Instrument, Engineering, Finished goods, Offline Packing, Online Packing, Dipping, Former, Compounding, Clean Room, Packaging Materials, Project, Spare Part, Utilities, wastewater treatment, Security provider – Wira Security Sdn Bhd.</p> <p>Remark: Facility is in compliance with National Regulations on working hours. It was noted that there is improvement on the working hours as the facility currently monitor the compliance to comply with 60 hours working hours (regular + overtime) per week.</p>
7	Discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	None observed.	
8	Regular Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	None observed.	
8A	Sub-Contracting and Homeworking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	None observed.	
9	Harsh or Inhumane Treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	None observed.	

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10A	Entitlement to Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	None observed.
10B2	Environment 2-Pillar	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A	Not applicable.
10B4	Environment 4-Pillar	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	None observed.
10C	Business Ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	None observed.

General observations and summary of the site:

Hartalega NGC Sdn Bhd is located at No. 1, Persiaran Tanjung Kawasan Perindustrian Tanjung 43900 Sepang, Selangor Darul Ehsan, Malaysia. The facility specializes in the glove industries. The facility has been operating from the current site since 2014 with the total land area occupied by the facility approximately 95,185.1 meter square and the total build up area occupied is approximately 58,445.5 meter square. Main products produced are examination & surgical gloves.

The current sites consist of three (3) identical site (Phase I, II & III). All sites are designed and build almost identical with each phase with twenty-four (24) production lines. The sites complement each other in their operations.

The 4-pillar audit was performed over three (2) days by two (3) auditors and include worker interviews and records inspection of seventy-five (75) workers. Workers interviewed included migrant and local male and female workers. The interview was conducted together with interpreters for foreign workers by using Microsoft Team with the present of the auditor on-line.

Accommodation is provided by the facility which is located approximately 500 meters away from the nearest site of Phase III and about 800 meters away between Phase I & II. The accommodation is operated and managed by the facility. The building for the accommodation is purposely build by the facility in the adjoining property that they owned which is located beside Phase III.

Facility management allowed photograph. However, the photographs on the production area are restricted to protect the interest of the facility's intellectual property and customers. As such, some photograph may not be available. Photographs are taken using facility's camera with the management team present during the site tour.

The facility has implemented some good examples that need to be highlighted in the following categories:

0A: Universal Rights covering UNGP
3: Safety and Hygienic Conditions.

However, during the assessment there are non-conformances was noted on the following categories:

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- 3: Working Conditions are Safe and Hygienic;
- 6: Working Hours, which the facility needs to correct for continual improvement.

*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.

Appendix 4.0 : Amfori Social Audit Summary – Hartalega

Monitoring summary report for Hartalega SDN BHD MONITORING ID: 23-0202985



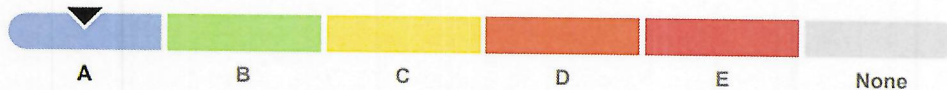
Monitored Party Hartalega SDN BHD	amfori ID 458-000041-000	Address No. 1 Persiaran Tanjung, Kawasan Perindustrian Tanjung, 43900 Sepang, Selangor, 43900 Sepang, Selangor, Malaysia
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner UL LLC
Monitoring Start Date 15/08/2023	Closing Meeting Finished Date 29/08/2023	Submission Date 29/08/2023
Expiration Date 29/08/2025	Announcement Type Semi Announced	
Site Hartalega NGC Sdn Bhd	Site amfori ID 458-000041-003	

This is an extract of the online Monitoring Result, generated on 30/08/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	



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PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	