



From the heart of many for many



MODERN SLAVERY STATEMENT 2025

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1. INTRODUCTION

This is our sixth Modern Slavery Statement, covering the financial year ending 31 March 2025. It applies to every wholly owned entity of the Mun Global Group, as well as all entities under our control during the reporting period. This statement is prepared in accordance with the Australian Modern Slavery Act 2018 and outlines the progress we've made in identifying and reducing modern slavery risks, along with governance improvements to address any risks that may arise.

Modern slavery is a serious and persistent human rights violation. It includes forced labour, debt bondage, child labour, servitude, and deceptive recruitment. While often seen as an international issue, Australia is not immune. In 2023–24, the Australian Federal Police (AFP) received approximately 380 reports of modern slavery—more than in any previous year. Historically, forced marriage was the most commonly reported form of modern slavery to the AFP (2015–16 to 2022–23), but in 2023–25, human trafficking became the most reported type.

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 operates across Australia, India, Malaysia, and New Zealand, with its headquarters in Kuala Lumpur. We are a subsidiary of Hartalega Holdings Berhad, a publicly listed Malaysian company that manufactures medical examination and surgical gloves.

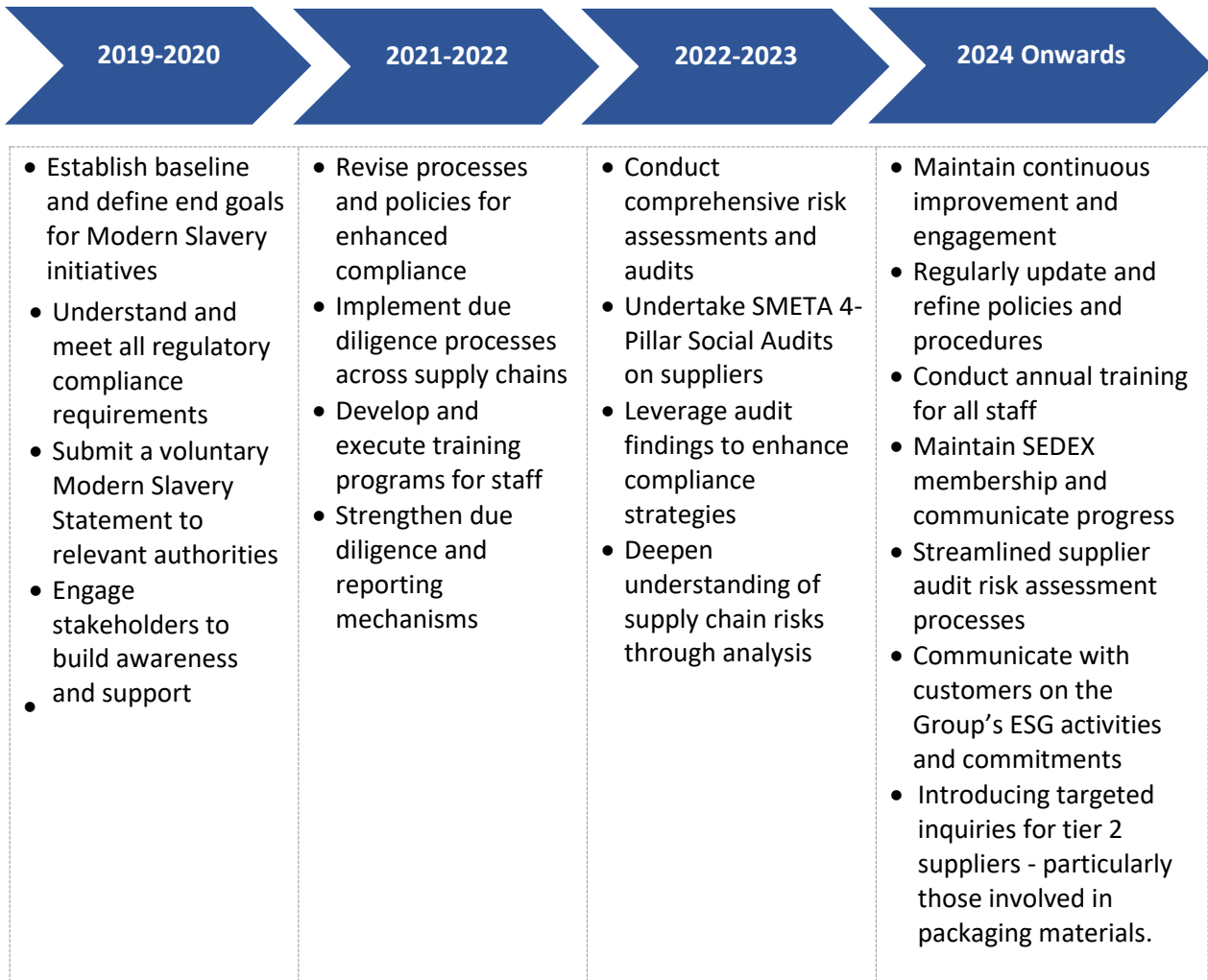
Our core business involves the supply and sale of medical consumables under the GloveOn, PrimeOn, and GuardOn brands. During this reporting period, all GloveOn-branded gloves were sourced from our parent company, Hartalega in Malaysia. PrimeOn products - such as face masks, gowns, aprons, scrubs, dental procedure packs, bouffant caps, shoe covers, and hygiene products - were sourced from Australia, Thailand, and China. GuardOn, our newest brand, includes compostable hollowware from China and sharps containers from Italy. We supply clients across healthcare, food production, and life sciences.

Mun Global's departments include product development, supply chain, HR, marketing, sales, customer support, and administration. These functions operate across all locations and collaborate as needed to meet business demands. All departments contributed to the preparation of this statement.

Our global workforce engages a network of suppliers across Australia, China, Malaysia, and Thailand, covering both trade and non-trade needs. Trade suppliers provide goods for our brands; non-trade suppliers support our internal operations. Our strong, long-term partnerships with tier 1 suppliers have enabled us to strengthen processes, including supplier pre-qualification, agreement updates, and our code of conduct. We continue to apply Corrective and Preventative Action plans in response to any modern slavery allegations.

In 2024–25, we advanced our long-term roadmap to detect, manage, and mitigate modern slavery risks. This included continuing staff training in Australia, implementing due diligence processes for new tier 1 suppliers, and introducing targeted inquiries for tier 2 suppliers—particularly those involved in packaging materials.

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.



4. IDENTIFYING RISKS

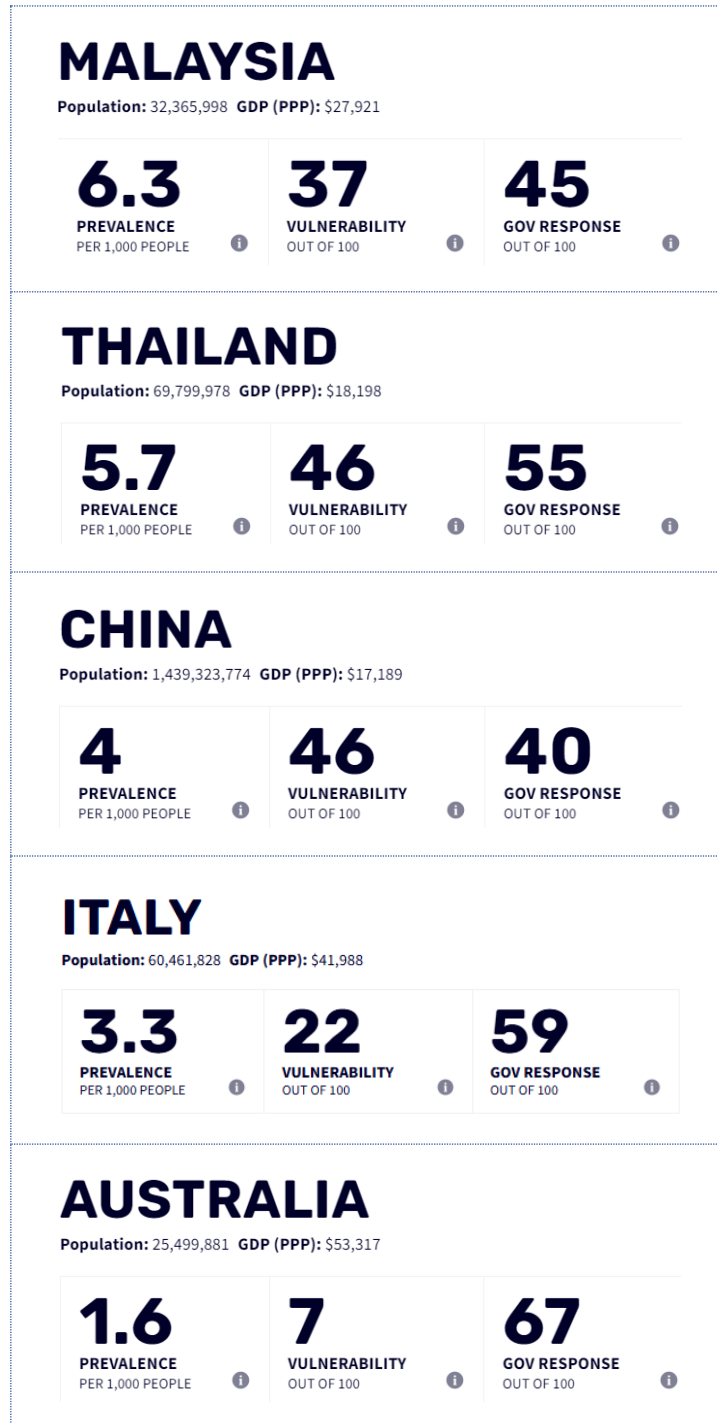
In line with the Mun Global Group's vision to 'optimise life globally', its operations and supply chain have continued to be assessed for modern slavery risks. We recognise that modern slavery risks may occur in both our local and overseas supply chains in the form of actions such as forced labour, debt 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/>



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 table below 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 also 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 Organization (ILO)'s 11 Indicators of Forced Labour and exceeds requirements of the Workers' Minimum Standards of Housing and Amenities (Amendment) Act 2019 (Act 446) under Malaysian law. Effective February 2025, Hartalega also complies with the internationally recognized 60-hour workweek limit, as validated by third-party assessors—demonstrating our commitment to upholding responsible labour practices in line with global customer expectations. Additionally, Hartalega initiated its Human Rights Due Diligence (HRDD) process in 2024, aimed at identifying and assessing actual and potential human rights impacts across our stakeholder groups.

Hartalega's Key Recognitions in Upholding Human Rights and Labour Standards:

- Triple Gold Winner (2022, 2023 & 2024) – Recognized in the Human Rights & Labour Standards category (Large Companies Tier) at The Star ESG Positive Impact Awards.
- Four Consecutive Years of Gold Certification (2022–2025) – Awarded by the Worldwide Responsible Accredited Production (WRAP) program for ethical manufacturing practices.
- Silver Rating Achieved in 2024 – First-year participation in the Responsible Business Alliance's Validated Assessment Program (VAP) for our manufacturing facility.



- Zero Non-Compliance in 2025 – Successfully completed the Sedex Members Ethical Trade Audit (SMETA) with full compliance across all assessed areas.

Sustainability recognitions:

- First in industry to announce verified carbon footprint for glove products through Life Cycle Assessment (LCA) – Link: <https://www.nst.com.my/business/esg/2024/06/1059248/hartalega-first-industry-announce-verified-carbon-footprint-glove>
- Received Gold Award (Healthcare Category) in The Edge Malaysia ESG Awards 2022 and Silver Award (Healthcare Category) in The Edge Malaysia ESG Awards 2023 & 2024;
- Received Gold Award for Human Rights and Labour Standards (Large Companies) at The Star ESG Positive Impact Award 2022, 2023 and 2024;
- Received Silver certification in the Responsible Business Alliance (RBA) audit
- Scored in the low-risk category in Sustainalytics;
- Awarded Committed 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.

As part of our due diligence, we have continued to engage with our customers and suppliers in providing documentation to 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 will be carried out 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 was implemented in 2023. Mun will continue to use the SAQ to promote greater accountability and transparency across the Mun Global Group's supply chain.

Mun (Australia) also maintains several formal policies to support this framework, including the Mun Anti-Slavery Policy, Modern Slavery Remediation Policy, Mun Grievance Policy, and Mun Human Rights Policy, which provide clear guidelines on ethical conduct and mechanisms for reporting and addressing concerns.

Engagement with suppliers has also been reinforced through audits, which are used to measure, track, and enforce our policies and procedures. Where instances of non-compliance are identified, Mun works closely with the supplier to develop corrective and preventative action plans within agreed timeframes.

Additionally, we have initiated targeted questions and review processes related to product packaging for tier 2 suppliers, conducted through our tier 1 partners. This initiative is part of our broader strategy to ensure that modern slavery risks are being addressed at all levels of the supply chain, not just at the point of direct procurement.

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

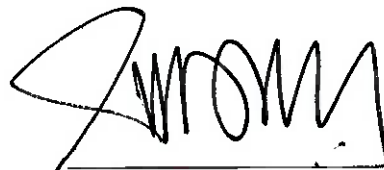
We are proud of the efforts that have been made across the Mun Global Group to tackle modern slavery risks, which is consistent with our core company values, and acknowledge more work is needed to ensure its eradication. Our success in doing so will be determined by the future actions we take and the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

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



Kuan Kam Hon

Executive Chairman



Kun Mun Leong

Director