

## **HARPS MODERN SLAVERY STATEMENT** **2024 Financial Year**

### **The Purpose of this Statement**

This Statement is made pursuant to the requirements of the UK Modern Slavery Act 2015, which requires businesses to state the actions that they have taken during any given financial year to deal with modern slavery risks within their operations and supply chains.

The HARPS Global Group, as defined below ("**HARPS**"), is fully committed to playing its part in eradicating modern slavery and human trafficking and firmly advocates transparency and collaboration to eliminate related risks throughout the value chain. HARPS takes responsibility for individuals that work with and for the HARPS Group (as defined below).

This Statement sets out the actions HARPS has taken during the 2024 Financial Year to ensure that its corporate activities and supply chains are free from modern slavery.

### **About the HARPS Global Group**

The HARPS Global Group is an international conglomerate focused on the manufacturing and marketing of examination gloves and headquartered in Malaysia.

Recognizing the importance and potential growth in the glove industry, in 2015, HARPS Holdings Berhad acquired Central Medicare Sdn Bhd ("**CMSB**") and New Era Medicare Sdn Bhd ("**NEM**"). As HARPS continued its efforts on expansion and innovation in the glove industry, on 1 September 2023, HARPS Global Pte. Ltd. acquired Sempermed, a worldwide leader in the glove business with over 100 years' history of making rubber surgical and examination gloves (together with CMSB, NEM, and the acquired entities creating the **HARPS Global Group**).

The acquisition of Sempermed not only enhanced HARPS' capabilities in glove manufacturing and sales, but also reinforced and solidified HARPS' commitment to ensuring strong business values and ethics. In particular, ensuring that HARPS pioneers the gloves industry in compliance and sustainability and embraces the international standards.

With over 4,000 employees, five (5) manufacturing plants, and a gloves capacity of more than 30 billion worldwide, HARPS provides **Honesty Accountability, Reliability Presence Sustainability** to not only its customers, but more importantly, also as corporate core values to its own team members worldwide.

### **Policies and Trainings on Human Rights and Social Standards and Performance Indicators**

HARPS protects people, most importantly their own. As an international conglomerate with employees from different backgrounds and cultures, social compliance as well as diversity and inclusion are key factors for HARPS. HARPS stands for the protection of human rights and for compliance with the highest social standards. This is not only the core of the corporate culture but also an important component when it comes to retaining existing employees and attracting new ones.

HARPS is in strict compliance with both local and global standards for human rights and social compliance. This includes Malaysian labor statutes and regulations as well as international standards. Internationally, all factories in the HARPS Group have been audited and certified as meeting various relevant international standards by amfori BSCI. Further, HARPS' major sites are a part of the Responsible Business Alliance ("RBA") via the RBA initiative under Responsible Glove Alliance, the Worldwide Responsible Accredited Production ("WRAP"), and the Sedex Members Ethical Trade Audit ("SMETA").

The principles and internal guidelines of HARPS for respecting human rights and for interacting with one another as well as the applicable social standards are defined in the Code of Conduct as well as HARPS' sustainability roadmap and key pillars. HARPS' Code of Conduct summarizes the core values, principles, and standards for suppliers concerning the production and delivery of goods and services according to recognized, globally applicable principles. HARPS encourages its business partners to communicate these guidelines to their employees as well as to their suppliers. Customers are also asked to be acquainted with HARPS' Code of Conduct.

Mitigation of corruption risks in value chains is also important to HARPS and part of the HARPS key pillars is a groupwide anti-corruption policy. Corruption enables flourishing environment for modern slavery and modern slavery allows corruption to thrive. HARPS has "zero tolerance" for bribery and corruption. Consistent and robust efforts are taken to eliminate corruption, including comprehensive ongoing training for staff, transparency in business, and effective internal controls.

HARPS is fully engaged in preventing and fighting against human rights abuse both inside the organization and inside its business partners' organizations.

## Due Diligence, Risk Assessment, and Management

As is clear from the above, HARPS strongly opposes child and forced labor and is fully in favor of fair wages as well as freedom of assembly and freedom of expression. There is zero tolerance for discrimination, harassment, and violations of minimum social protection and corporate principles, regardless of where in the value chain they occur. Information, training, and corrective actions will be used to ensure that high social standards are maintained everywhere and that human rights are respected at all times.

Misconduct of any business and of any kind will not be tolerated and HARPS expects all of its stakeholders to adhere to national and international laws and act according to comparable guidelines, ethics and compliance principles. While the Code of Conduct applies to employees, they are also a precondition for companies who wish to establish and continue business relationships with HARPS. HARPS reminds agents, customers, suppliers, and other partners about ethical business and the condition for such practices in order to continue doing business with HARPS.

All HARPS' business activities must be conducted in accordance with the UN Guiding Principles on Business and Human Rights and the core labor standards of the ILO, as well as in strict compliance with local laws. The Compliance Team must review all reports and determine appropriate measures.

HARPS is aware of the regulatory and reputational risks to which a supplier, customer, partner or other third party can expose the group to. To prevent any risks from contracting with business partners that are subject of human rights breach, modern slavery, corruption, bribery and/or any other international provisions, HARPS has a standardized process in place enabling HARPS to

manage business partner relationships and associated risks effectively. This third-party risk management and due diligence platform creates transparency, minimizes compliance risks and supports the company in making informed decisions. HARPS performs background checks, which provide the required information on the business partner and offer the possibility to engage business partners' responsibility by answering external due diligence questionnaires.

Continuous and periodical checks with a comprehensive risk-based approach supports HARPS in identifying risks and enables the company to increase in the level of due diligence and mitigating actions. The tool also enables the documentation of decision making and due diligence conducted.

HARPS has also implemented RBA Voices, the RBA Worker Voice Platform, which includes worker surveys, on-site assessment support, mobile learning, and feedback and grievance reporting as part of its Sustainability Roadmap and Pillars for the HARPS Group's major sites. RBA Voices assists HARPS internally to improve conditions in their international supply chains by giving workers more ways to provide feedback and learn important professional and personal skills while providing companies with greater visibility into facilities.

## Conclusion

HARPS has implemented and will continue to implement and carry-out its policies within as well as with its suppliers and other third-parties to deal with modern slavery risks within their operations and supply chains. In order to ensure that such policies work towards eradicating modern day slavery and human trafficking, HARPS will continue to maintain its local and international standards and work towards developing even more stringent measures to ensure that its suppliers and related third parties meet the same goals.

As HARPS continues to grow and develop, it will continue to work towards enhancing its Sustainability Roadmap and Pillars, which include their dedication to playing its part in eradicating modern slavery and human trafficking.

This Statement has been approved by HARPS Global Pte. Ltd.'s Board of Directors for the 2024 Financial Year as of 30 September 2024, and signed off by Mr. Haziq Bin Zairel Oh, Founder, Managing Director, and Chief Executive Officer of the HARPS Global Group on the same date.