

TOP GLOVE: WE PRIORITISE WELFARE AND WELL-BEING OF OUR WORKFORCE

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FOCUS MALAYSIA

Letter to Editor

Editor's note: Below is the response of Top Glove Corp Bhd, the world's largest glove maker, to our article titled *Forced Labour: Trampling Human Dignity for Big Bucks!* which appeared on Dec 19, 2021.

TOP Glove wishes to reaffirm that the welfare and well-being of its workforce are at the heart of its business.

It has made great strides in improving on its environmental, social and governance (ESG) practices.

In particular, it has successfully resolved the 11 International Labour Organization (ILO) indicators of forced labour as verified by independent international UK consultant Impactt Ltd, in its report dated April 22, 2021.

Please find appended below the chart for your kind perusal.

Forced Labour Indicators vs Impact assessment	Investigation completed 28/08/2020	CAP verification October 2020	CAP verification January 2021	Accommodation inspection March 2021	CAP verification April 2021
1. Abuse of vulnerability	Orange	Green	Green	Green	Green
2. Retention of identity documents	Yellow	Green	Green	Green	Green
3. Restriction of movement	Yellow	Green	*	Green	*
4. Excessive overtime	Orange	Green	Green	Green	Green
5. Abusive working and living conditions	Orange	Green	Green	Green	Green
6. Deception	Orange	Green	Green	Green	Green
7. Isolation	Green	Green	Green	Green	Green
8. Debt bondage	Red	Green	Green	Green	Green
9. Withholding of wages	Yellow	Green	Green	Green	Green
10. Physical and sexual violence	Red	Green	Green	Green	**
11. Intimidation	Yellow	Green	Green	Green	Green

➔ **11** **A**

- Key:**
- A** Green = All issues closed
 - B** Pale Yellow = Further progress made
 - C** Light Yellow = Significant progress made on issues
 - D** Dark Yellow = Critical issues present but isolated / not in chain
 - E** Orange = Critical issues but progress is being made
 - F** Red = Critical issues requiring immediate action

Note: The indicator of A to F is added in for easy reference

*It is important to note various mandatory government movement control orders (MCOs) are in place to prevent the spread of COVID-19, and despite all prior issues being closed, restriction of movement remains factually present.

** ILO Forced Labour Guidance on Physical and Sexual Violence states...*'Forced labourers..may be subjected to actual physical or sexual violence....so as to have greater control over them.'* It is Impactt's opinion that the instances of physical and sexual violence at TG are not representative of the company gaining 'greater control over workers', therefore these instances, although concerning, are not indicative of systemic forced labour.

Source: Impactt Report, 22 April 2021, ILO Indicators in Top Glove direct operations

Working closely with various stakeholders, the company was cleared by US Customs and Border Protection (CBP) and allowed to resume exporting and selling gloves manufactured by its Malaysian factories to the US following the modification (lifting) of the finding by the CBP effective Sept 10.

The company remains committed to being an employer of choice to its 22,000 strong workforce through fair and ethical business practices and people centric policies. – Dec 20, 2021