

## **Top Glove Corporation Bhd**

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## PRESS RELEASE

For Immediate Release

TOP GLOVE RESOLVES ALL 11 ILO INDICATORS

Independent international UK consultant, Impactt Limited, verifies the Company's resolution of the

International Labour Organization's 11 forced labour indicators

**Shah Alam, Monday, 26 April 2021** Top Glove is pleased to announce that the Company has resolved all eleven International Labour Organization (ILO) indicators of forced labour.

The resolution of the eleven ILO indicators of forced labour has been verified by independent international UK consultant, Impactt Limited (Impactt), in its report dated 22 April 2021 (Thursday).

Since July 2020, Top Glove has engaged Impactt to advise on measures for improving the Company's labour policies and practices. In March 2021, the Company had five ILO indicators of forced labour that were in the pale yellow category, which indicates "further progress made" and is one step away from the green category, which indicates full resolution of the forced labour indicators. Please

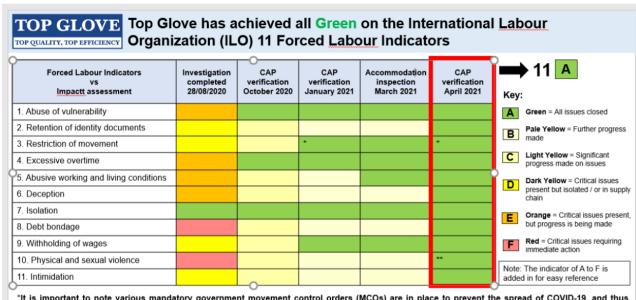
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## Chart 1 on page 2.

Towards this, Top Glove has effectively resolved all eleven ILO indicators of forced labour as of 22 April 2021 (Thursday).

While the Company is pleased to have resolved all the aforementioned ILO indicators of forced labour, we assure our stakeholders of our continued efforts to improve the welfare of our employees. We remain committed to be the best company that we can become, ensuring high quality welfare, health, safety, working conditions and living accommodation of our 21,000 strong workforce.

## Chart 1



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

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"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 related to 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