

# ECO Medi Glove Sdn. Bhd. 200801013973 (815262-D)

Plant 1 : Lot 32586, No. 118, Jalan Logam 7, Kamunting Raya Industrial Estate, 34600 Taiping. Perak Darul Ridzuan. MALAYSIA

Plant 2 : Lot 23826, Jalan Tembaga Kuning, Kamunting Raya Industrial Estate, 34600 Taiping. Perak Darul Ridzuan. MALAYSIA

Plant 3 : PT 33500, Jalan Perusahaan 1, Kawasan Perusahaan Kamunting 34600 Taiping, Perak Darul Ridzuan, MALAYSIA

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SST NO. : A11-1808-21015730

<b>Title: Corporate Social Responsibility (CSR) Policy</b>		
Doc No: HR-34	Rev No: 03	Rev Date: 03/01/2023

## 1. Policy objectives

- 1.1. The Corporate Social Responsibility (CSR) policy has the objective to create and promote behaviour that generates value to all interest groups (customers, employees, suppliers, environment and shareholders).

## 2. Principles and commitments with interest groups

- 2.1. The base of the CSR is the continuous communication and transparency with the interest groups.
- 2.2. Through dialogue, Eco Medi Glove can establish stable relationship and active listening mechanisms, identifying the most relevant subjects, which can constitute a greater value for the Company.
- 2.3. In order to meet these principles, Eco Medi Glove has put in effect the following commitments:

### 2.3.1. Customers

- Place the customers in the centre of our activities with the objective of establishing long term and lasting relationships of trust, as well as developing sustainable and innovative products and services to meets their daily needs.
- Implement responsible and transparent communication to facilitate a better knowledge and understanding of our products and services.
- Promote the development of products and services that protect the environment and are as sustainable as possible.

### 2.3.2. Employees

- Respect the employee and comply with International Labour Organization Conventions and other international standards, particularly focusing on complying with Human Rights principles.
- Promote equal opportunity, respect diversity and ban discrimination based on gender, age, disability or any other circumstance. Support inclusive leadership from management.
- Obtain the maximum commitment and loyalty from the employees in Eco Medi Glove. Support employee training, promote Group work, open communication and work environment that stimulates employees emotionally and materially to allow them to reach their full capacity and maximum level of self-demand.
- Take measures to guarantee employee safety and general health, through Eco Medi Glove established Emergency and Evacuation Plan.
- Promote the conciliation of employee's personal and professional lives.

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- Ensure compliance with the Labour Law especially in regards to salaries, work hours and overtime.

### 2.3.3. Suppliers

- Compliance with work legislation in countries where the product is manufactured, as well as with International Labour Organization Conventions and other international standards, particularly focusing on complying with Human Rights principles.
- Take into account social and environmental criteria in purchasing decisions to contribute to the creation of a socially responsible supply and value chain.
- Provide complete and transparent information related to procurement processes in regards to complying with human and labour rights in the supply chain, as well as stimulating the demand of socially responsible products and services.
- Systematically promote communication with suppliers to generate open innovation, development and improvement of Eco Medi Glove products, services and processes.
- Applying technological advances proposed by suppliers to create a productive work environment that is sustainable and respectful with the surrounding environment.

### 2.3.4. Environment

- Promote and respect human rights according to international references.
- Promote practices boosting quality, competitiveness, sustainable development and responsible communication.
- Define and apply an environmental system by creating an objective based Environmental Policy to reduce and minimize the environmental impact.
- Comply with applicable environmental legislation, preventing the contamination or minimizing its possible impact on natural resources and people.

### 2.3.5. Shareholders

Eco Medi Glove operates according to its shareholder's interests, maximizing the company's value through:

- Ensuring a transparent and sustainable business by supplying knowledge of all necessary aspects for the adequate assurance of the shareholder's rights.
- Adequately complying with its legal and fiscal obligations, avoiding all practices that compose an illicit evasion of taxes or damage to public treasury. Eco Medi Glove therefore, has implemented a fiscal strategy in accordance with the principles of integrity, transparency, and prudence.

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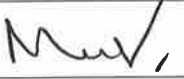


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### 3. Communication of the Corporate Social Responsibility practices

- 3.1. Transparency and communication are some of Eco Medi Glove main pillars, which is why Eco Medi Glove maintains a close relationship with its interest group.

The English language version of this Policy shall prevail in case of any inconsistencies with translated versions.

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Date	03.01.2023		