





Sustainability





Dr Thian Hong, Ng | Group Chief Sustainability Officer 8th December, 2023



S

BRIGHT
FUTURE –
SUSTAINABILITY

03

HARPS Sustainability Strategy

BRIGHT FUTURE





HARPS Sustainability Strategy

Although the operation of our group business and overall initiatives create impacts to the overall SDGs. Primarily, we contribute to seven priority SDGs through our material topics.





HARPS Sustainability Strategy

Integrated Business Strategy

Integrated strategy to govern the sustainability in product, operation, supply chain, business impacts & strategic collaborations, security of supply

01

Governance & Compliance

HARPS governance & compliance management system, Employee engagement and awareness, Code of conduct and Core values embracement, Commitment and reference to the international governing standards

People

HARPS People Programs, CSR, Employee engagement, Education encouragement, Mental health support, Diversity & Inclusion

Health & Safety

05

04

OSHA management system, Workplace safety awareness and prevention, Heath & Disease Prevention, Management commitment and Community involvement.

Environmental

GHGs and LCA reporting, Waste minimization, Renewable energy and Circular economy introduction





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Commitments to security of supply

Expansion of global manufacturing and distribution footprint



Expanded manufacturing footprint from Malaysia to Europe and plan to be continued. Distribution and warehouses capability for Asia, Europe and North America.



Latexx Manufacturing, Kamunting

Central Medicare,
Teluk Intan





* CMA until 2nd Closing



Integrated Business Strategy

Suppliers

- Close collaboration with supplier to drive sustainable solution
- Incorporation of sustainability in supplier qualification process

Suppliers & Business Partners

- Sustainable supply chain business partnership
- Support the supply chain due-diligence and enhance the understanding
- Scope 3 data collaboration & improvement

Customers

- Sustainable supply chain business partnership customers and distributions
- Scope 3 data collaboration & improvement
- ❖ Possibility of End-of-Life data improvement
- Product stewardship extension

Customers & Business Partners

Other partnerships

Collaboration with other stakeholder to create sustainable impact to the society e.g. educational support in term of sponsorship, academic contribution from the industrial expert perspective

More thinking on the potential of circular economy

Current recycleble waste from manufacturing plants are channelled to the licensed processor for "re-life" purposes



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Social Compliance









No	Pillars	Key Elements	RBA	SMETA	WRAP	BSCI
1		Freely Chosen Employment	✓	✓	✓	✓
2		Young Worker/Child Labor	✓	✓	✓	✓
3		Wages & Benefits	✓	✓	✓	✓
4		Working Hours	✓	✓	✓	✓
5		Freedom of Association	✓	✓	✓	✓
6		Non-Discrimination	✓	✓	✓	✓
7		Humane Treatment	✓	✓	✓	
8		Regular Employment		✓	✓	✓
9		Meal & Accommodation	✓			✓
10	(a)	Health & Safety	✓	✓	✓	✓
	(S)					
11		Environmental	✓	✓	✓	✓
12		Ethics	✓	√		✓
13		Management System	✓	✓	✓	
14	Others	Custom Compliance			✓	
15		Security/CTPAT			✓	
16		Supply Chain Management	✓			





Worker's accommodations



View of HARPS' workers accomodation in Teluk Intan



Diversity & Inclusion

Total of 3998 HARPS Members across the world (Wimpassing and Sopron will be included after 2nd Closing)



Female to Male Ratio

As of November, 2023, we recorded at ratio 1:3



HARPS Global Diverse Workforce

HARPS Global with the following demographics:

- Workforce comprises people from 39 countries
- Gen Z (1997 2012) **30.4%**
- Millennials, Gen Y (1981 1996) **61.5**%
- **Gen X** (1965 1980) **7.5%**
- Baby Boomers (1946 1964) **0.6%**
- Seventeen respected senior members with 60 years old or above



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Environmental Initiatives

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Right tools for the Environmental Measure – GHGs for Manufacturing sites

GHGs is based on GHGs Protocol¹ and reference to ISO 14064-1.

Right tools for the Environmental Measure – LCA for Product Stewardship Initiative

LCA is based on ISO 14040:2006 and 14044:2006. 3rd Party verified with ISO 14071:2014.



New product designed with sustainability features as part of USPs offered

Renewal Energy Initiatives

Solar energy introduction in the site at Perak and the initiative is going to be continued

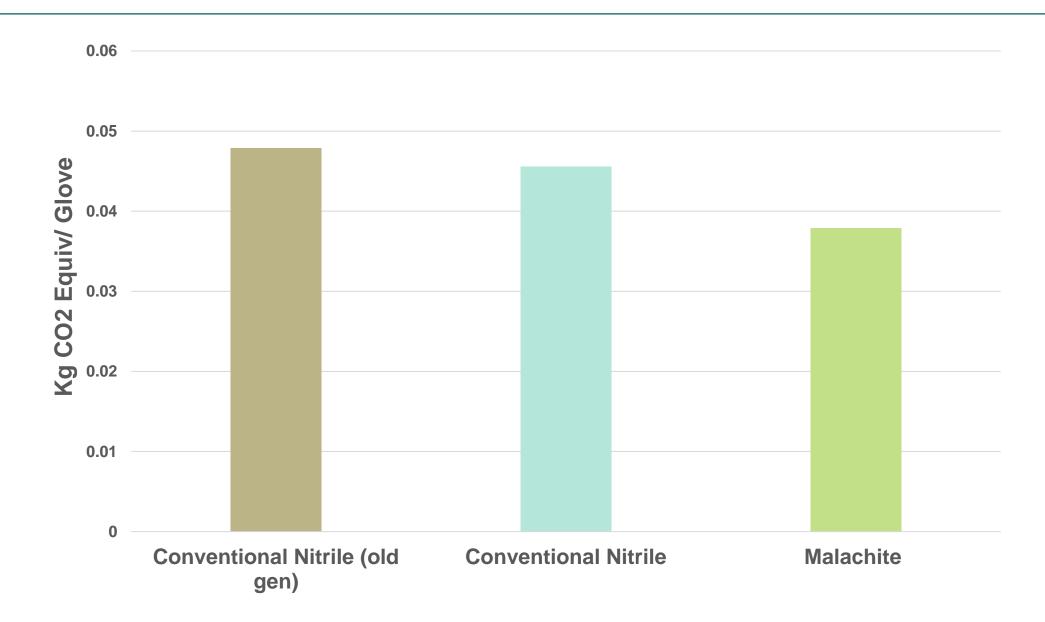
All sites are certified with EMS ISO 14001

All our manufacturing sties are certified with EMS ISO 14001 and various environmental initiatives pull under this international management system



LCA outcome for Examination Glove – Malachite





Renewable energy initiative

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Mental health support, Diversity & Inclusion







OSHA Management System

ISO 45001 certified sites for majority of our plants. Direction of all sties to be certified.

Awareness creation & Training

Effort in the area of awareness creation, near miss reporting, lesson learnt not only for employees but also for contractors or service providers

Community Engagements

Engagement with the community stakeholders for impact and value-added events

Others

- Proactive learning during cross-functional social audits.
 WRAP, RBA, BSCI, SMETA
- Commitment from the management e.g leadership walk & talk



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Group governance and compliance initiatives

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Group Compliance & Governance Policy

Group code of conduct, Anti-corruption, whistle blowing and other governing policies.

International benchmark as backbone for social management system

Our social management system was derived based on reference on RBA code-of conduct, ETI Base code, WRAP principles, Amfori BSCI in the spirit of relevant conventions of ILO and UNGPs





Proactive stakeholder engagement survey / interaction

Detailed and constructive stakeholder identification, review and proactive engagement e.g. forum and dialogue with local authorities and regulators, surrounding communities, social activist and our valuable asset - employees

Third party grievance mechanism

RBA Voices – 3rd party grievance application to be rolled out for all HARPS Global group

RBA VOICES

Voluntarily participation in consortium or international recognizing body to support our journey in sustainability

Global sustainability rating – Ecovadis, On-going plan in participation in United Nations Global Compact, commitment to SBTi after the consolidated base-line established





Nobody can do everything BUT

EVERYBODY CAN DO SOMETHING!

