



Sustainability @ HARPS



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8th December, 2023





BRIGHT FUTURE – SUSTAINABILITY

03



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.



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

Health & Safety

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

Integrated Business Strategy

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

People

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

Environmental

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





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Commitments to security of supply

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BRIGHT FUTURE

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



Surgical gloves production in Wimpassing, Austria and Pacaking facility in Sopron, Hungary*

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

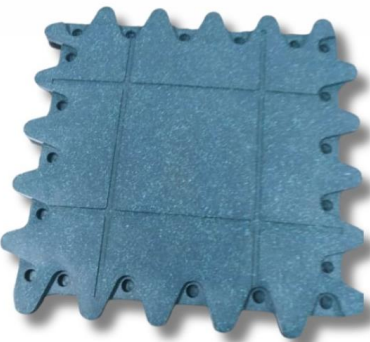
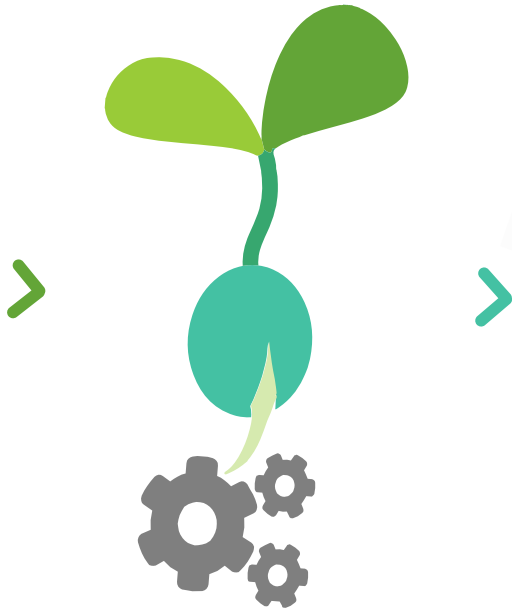
Other partnerships

- ❖ 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



Eco Floor Mat



RECLAIMED RUBBER

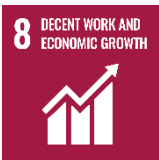


Eco Cup Coaster



Eco Sandals





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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		Health & Safety	✓	✓	✓	✓
11		Environmental	✓	✓	✓	✓
12		Ethics	✓	✓		✓
13		Management System	✓	✓	✓	
14	Others	Custom Compliance			✓	
15		Security/CTPAT			✓	
16		Supply Chain Management	✓			





Worker's accommodations

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BRIGHT FUTURE



View of HARPS' workers accomodation in Teluk Intan



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**



Female Executive Committee Member composition

33% of Female colleague





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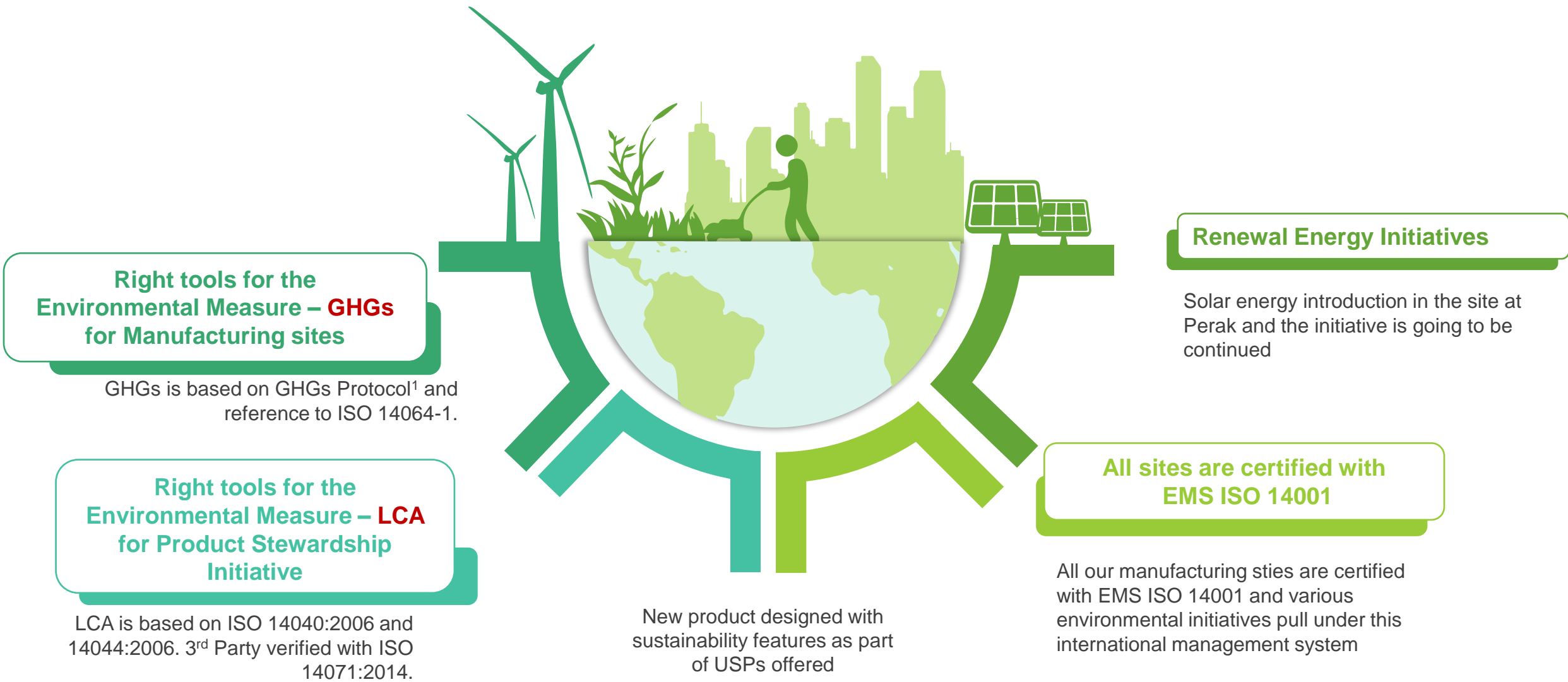
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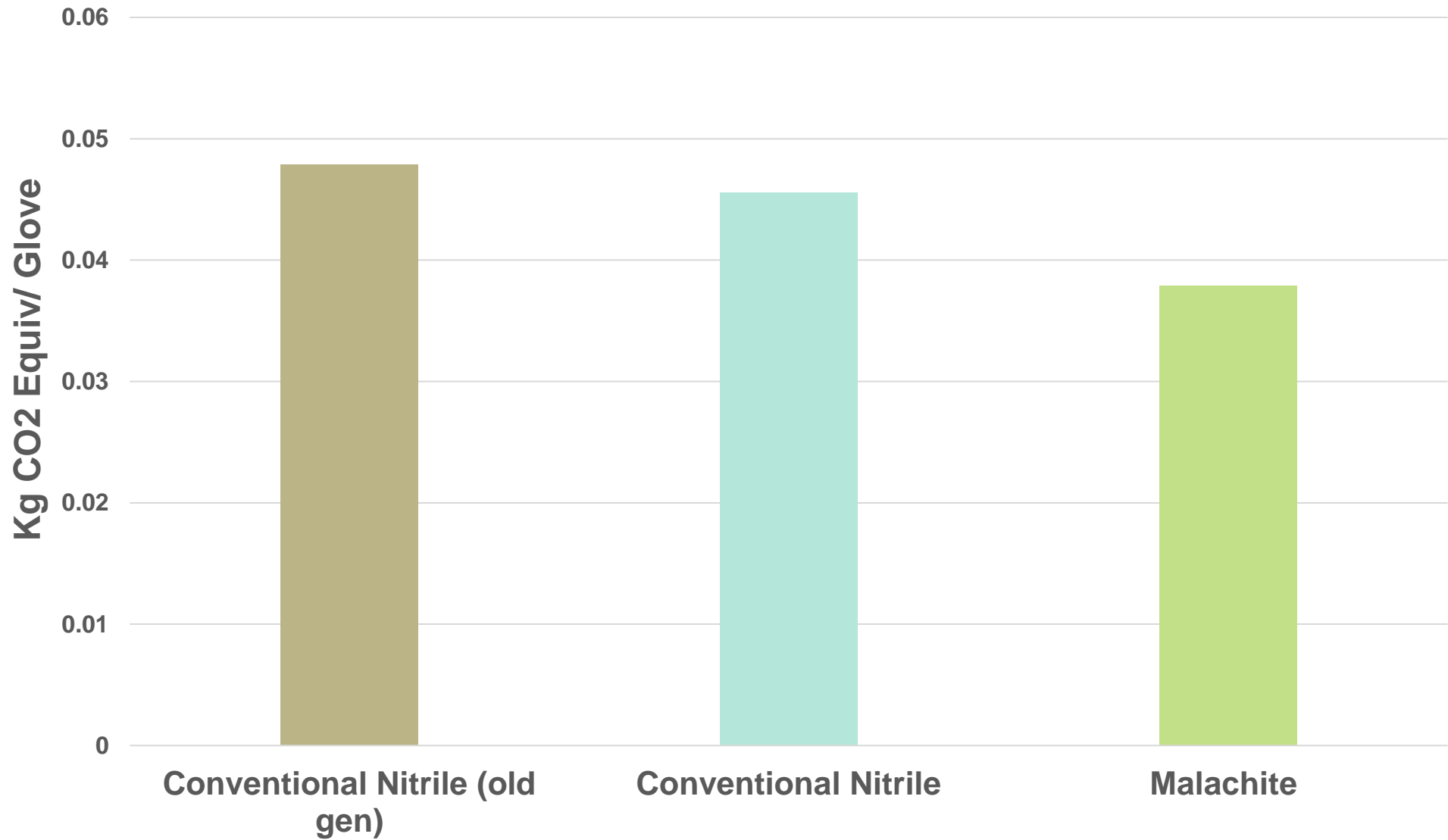
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¹ GHGs Protocol Corporate Accounting & Reporting Standard Revised Edition, 2004

LCA outcome for Examination Glove – Malachite





Rooftop solar photovoltaic system in factory and hostel capable to supply ~ 8000 MWh / annum



Approximately 5215 Metric Ton CO₂



Approximately 14,568,970 cars off the road



Approximately 58,390 tree seedlings grown for 10 years



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OSHA Management System

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

Community Engagements

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

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

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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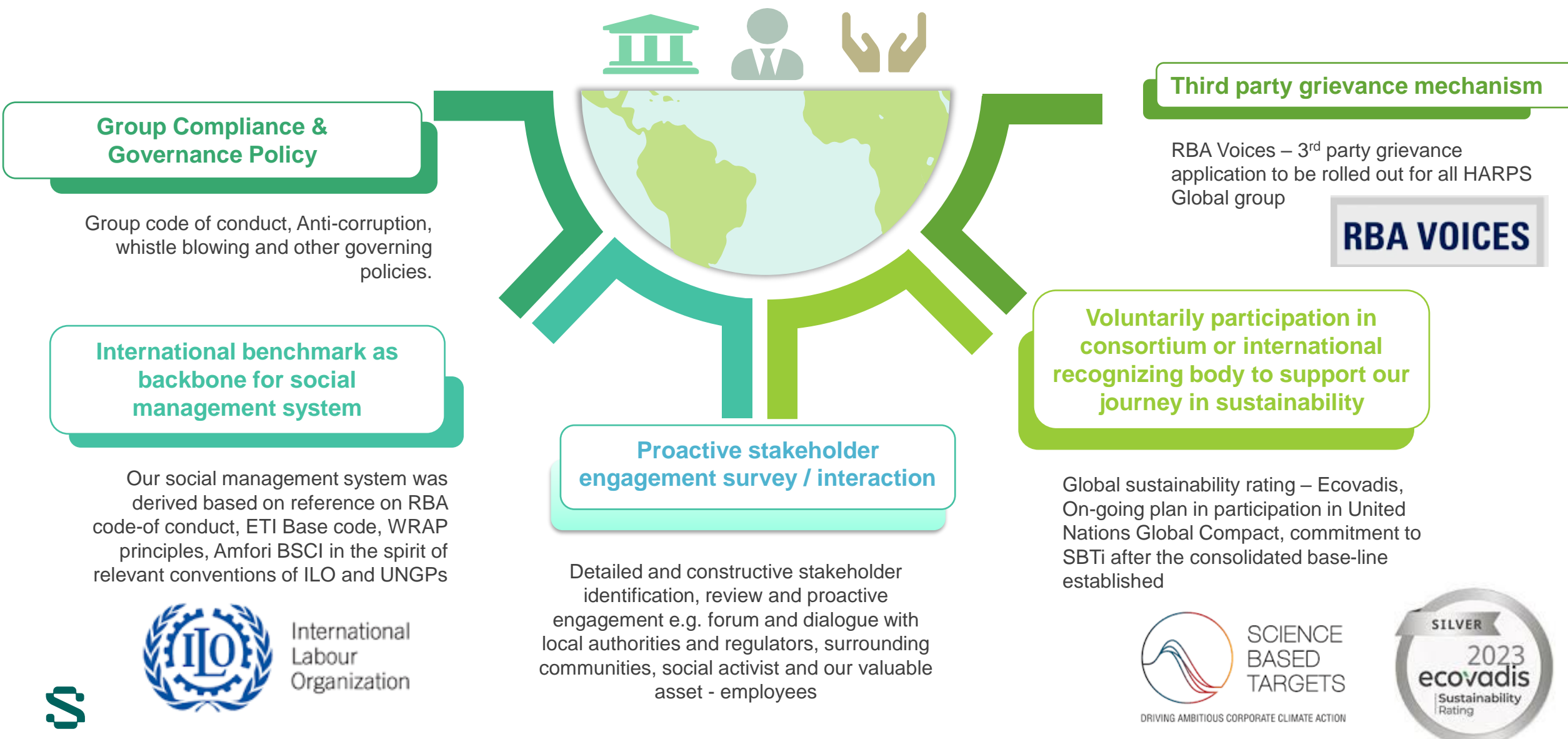
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Group governance and compliance initiatives



Nobody can do everything
BUT
EVERYBODY CAN DO SOMETHING !

