

# OTHERS Top Glove Resolves All 11 International Labour Organization's Forced Labour Indicators

## TOP GLOVE CORPORATION BHD

<b>Type</b>	Announcement
<b>Subject</b>	OTHERS
<b>Description</b>	Top Glove Resolves All 11 International Labour Organization's Forced Labour Indicators

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.

Top Glove has engaged Impactt in July 2020 to advise on measures for improving the Company's labour policies and practices. The progress made since Impactt's engagement was reflected in the attached Chart.

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

This announcement is dated 26 April 2021.

Please refer attachment below.

### Attachments

TG 11 ILO Forced Labour Indicators\_26042021.pdf  
91.6 kB

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### Announcement Info

<b>Company Name</b>	TOP GLOVE CORPORATION BHD
<b>Stock Name</b>	TOPGLOV
<b>Date Announced</b>	26 Apr 2021
<b>Category</b>	General Announcement for PLC
<b>Reference Number</b>	GA1-26042021-00044

# Top Glove has achieved all **Green** on the International Labour Organization (ILO) 11 Forced Labour Indicators

➔ **11** **A**

Forced Labour Indicators vs Impactt 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

- 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 / or in supply chain
  - E** Orange = Critical issues present, 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 thus, 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 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