

OTHERS TOP GLOVE CORPORATION BHD ("TOP GLOVE" OR THE "COMPANY") CLARIFICATION TO THE ARTICLE APPEARED IN THE EDGE MARKETS ON 10 DECEMBER 2018

TOP GLOVE CORPORATION BHD

Type	Announcement
Subject	OTHERS
Description	TOP GLOVE CORPORATION BHD ("TOP GLOVE" OR THE "COMPANY") CLARIFICATION TO THE ARTICLE APPEARED IN THE EDGE MARKETS ON 10 DECEMBER 2018

Reference is made to the Article which appeared in The Edge Markets on 10 December 2018.

The Board of Directors of Top Glove (or "the Company") wishes to clarify the following main issues as highlighted in the above Article :

1. High recruitment fees resulting in debt bondage

Top Glove's workers are recruited through approved recruitment agencies listed by the source countries. Recruitment cost is charged by the foreign agents to the workers at the source countries which Top Glove is not involved. The recruitment costs are either fixed by the government or the recruitment agent in the source countries. Top Glove does not deduct worker salaries to pay for recruitment fee on behalf of the agent. Top Glove only pays for the processing cost in Malaysia which comprises levy, visa stamping, medical examination etc. This processing cost is borne by Top Glove of which the Company does not divert any of the cost to workers.

As the next course of action, Top Glove will engage with the embassies of the labour source countries, to request that they take urgent action on the issue of high recruitment fees mentioned above.

2. Excessive overtime

There is absolutely no forced overtime ("OT"). Measures to prevent OT in excess of the allowed 104 hours a month have been implemented on a staggered basis across all Top Glove factories between March 2018 to November 2018. By December 2018, workers will not be working in excess of the 104-hour limit as permitted by the labour law.

Top Glove has undertaken the following initiatives to reduce OT :

1. Progressively investing in more automation for factory operations to reduce the need for manual labour.
2. Introducing new changing shift patterns to allow sufficient rest time for workers.
3. Regularly conducting training to improve worker efficiency and quality of work.

3. Working / living conditions

Top Glove provides accommodation for its workers which equipped with bathrooms, toilets and water dispensers. For the workers' convenience, other facilities made available are mini market, sports facilities, prayer rooms, canteen, laundry, barber, currency exchange facility and ATM machine.

For the workers' well-being, Top Glove also organizes regular recreational activities such as sports tournaments, cultural night and festive celebrations. Personal protective equipment such as helmets, specialized gloves, ear plugs, masks, goggles according to requirements of the job is provided to workers in the factory. Transportation to and from the workplace is also provided to workers.

In addition, the Company also have 5 full-time Corporate Nutritionists who look into food preparation by the canteen to ensure quality and hygiene and also workers' health. All employees have access to an in-house clinic (with 2 medical doctors, 1 dentist and 3 nurses) and are provided with a dental kits.

Going forward, Top Glove will continuously improve the working environment of the workers as the well-being of the Company's employees at large, continues to be Top Glove foremost priority.

This announcement is dated 10 December 2018.

Announcement Info

Company Name	TOP GLOVE CORPORATION BHD
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