

MODERN SLAVERY STATEMENT

FY2026



Hartalega Holdings Berhad
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Table of Contents

1.	ABOUT THIS STATEMENT	2
2.	STATEMENT FROM CEO	3
3.	OUR BUSINESS AND SUPPLY CHAIN	4
4.	HUMAN RIGHTS GOVERNANCE	7
4.1.	The Board of Directors	7
4.2.	Risk Management and Sustainability Committee (RMSC)	7
4.3.	Sustainability Working Committee (SWC)	7
4.4.	Human Resources - Social Compliance Department	7
5.	POLICY FRAMEWORK	8
6.	DUE DILIGENCE PROCESS AND HUMAN RIGHTS PRACTICES	9
7.	AUDIT & ASSURANCE	13
7.1	Internal Review Programmes	13
7.2	External Assurance Review	13
8.	TRAINING, ENGAGEMENT & COLLABORATION	14
8.1	Human Rights and Social Compliance Training	14
8.2	Supplier Capacity Building	14
8.3	Proactive Stakeholder Engagement and Industry Collaboration	14
9.	CONCLUSION	15
10.	LOOKING AHEAD	15

1. ABOUT THIS STATEMENT

This is our 3rd Modern Slavery Statement, covering financial year ended 31 March 2026. This Modern Slavery Statement outlines the measures undertaken by Hartalega Holdings Berhad and its subsidiaries ("Hartalega").

This statement is prepared in accordance with principles of UK Modern Slavery Act 2015 and Australian Modern Slavery Act 2018 to identify, assess, prevent and mitigate modern slavery and human rights risks across our operations and supply chain.

For the purposes of this Statement, 'modern slavery' refers to severe forms of exploitation in which individuals are unable to refuse or leave a situation because of threats, coercion, deception, abuse of vulnerability or abuse of power. Consistent with the principles and standards of the International Labour Organization ("ILO"), modern slavery encompasses forced or compulsory labour, human trafficking, slavery and slavery-like practices, servitude, debt bondage and the worst forms of child labour.

Under the ILO Forced Labour Convention, 1930 (No. 29), forced or compulsory labour is defined as all work or service exacted from a person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

Hartalega takes the risks of modern slavery seriously and is committed to conduct business responsibly and respecting internationally recognised human rights. In line with this, we continue to work closely with those in our operations and supply chain to identify, manage, mitigate, and act on any risk of modern slavery.

2. STATEMENT FROM CEO

“At Hartalega, we believe that business success must be built on a foundation of integrity, respect for human rights and responsible business conduct. As one of the world's leading nitrile glove manufacturers, we recognise that our responsibility extends beyond delivering high-quality products to safeguarding the rights, dignity and wellbeing of everyone who contributes to our business.

Our commitment to human rights is embedded in our SHIELD core values and reflected in the way we conduct our business every day. We maintain a zero-tolerance approach to forced labour, human trafficking, child labour and all forms of exploitation. We are committed to providing a workplace where every employee is treated with fairness, dignity and respect, regardless of nationality, race, religion, gender or age.

As expectations from regulators, customers and other stakeholders continue to evolve, we continue to enhance our ability to identify, assess, prevent and mitigate human rights risks across our operations and supply chain. Responsible recruitment continues to be a key priority. Since implementing our Zero Cost Recruitment Policy in 2019, we have strengthened our recruitment governance through robust due diligence, independent oversight and comprehensive remediation measures. These initiatives reflect our commitment to ensuring that employment with Hartalega is freely chosen and free from recruitment-related debt or exploitation.

We also recognise that responsible business extends beyond our own operations. We continue to work closely with our suppliers and business partners to promote ethical labour practices, strengthen transparency and foster a culture of accountability throughout our value chain.

On behalf of the Board and Management, I reaffirm Hartalega's commitment to respecting internationally recognised human rights and preventing modern slavery in all its forms. We will continue to strengthen our governance, enhance our due diligence processes and work collaboratively with our stakeholders to create lasting positive impacts for our employees, communities and the wider society.”

Kuan Mun Leong

Chief Executive Officer,
Hartalega Holdings Berhad

3. OUR BUSINESS AND SUPPLY CHAIN

Our core business is the manufacture of high-quality gloves to protect healthcare practitioners and glove users globally. With more than 38 years of industry experience, Hartalega is one of the largest and leading global manufacturers of nitrile gloves.

Operating from our manufacturing facility in Sepang, Selangor, we have the capacity to produce 37 billion pieces of gloves annually. We export to over 70 countries spanning to continents in different regions across the globe, mainly in North America, Europe, Asia and the rest of the world. In addition to our original equipment manufacturing (“OEM”) glove manufacturing business, we continue to strengthen our global market presence through our distribution subsidiary, MUN Global, with focus on emerging and developing markets.

To strengthen the resilience and sustainability of our supply chain, we source materials from both local and international suppliers, ensuring a diversified and reliable supply base. Our workforce engages a network of suppliers mainly across Asia Pacific countries covering direct raw materials suppliers and other goods and services required for our operations. Our direct raw material suppliers principally provide latex, chemicals, glove formers and packaging materials. Our procurement of other goods and services includes indirect materials and services such as spare parts, repairs, maintenance and other operational requirements.

During the year, we engaged with our primary suppliers, which mainly comprise direct raw material suppliers and sub-contractors, through supplier assessment, on-site visits and the enhancement of our Supplier Manual and Supplier Code of Conduct. Aside, we extended capacity-building programmes participated by majority of primary suppliers focusing on human rights practices, promoting procurement best practices and ESG awareness.



Guided by Hartalega’s SHIELD core values, we uphold the belief of doing the right thing at all times. Our strong business ethics and values are reflected in how we conduct ourselves daily in all aspects of our business, ensuring that the rights and welfare of all employees are supported and protected at all times. In all that we do, we go above and beyond to ensure that regardless of nationality, race, religion, gender or age, all our employees are treated with fairness and respect.

We understand that responsible supply chain management is instrumental in promoting transparency, ethical practices and protecting workers’ rights. Hence, our relationships with suppliers are premised on ethical conduct and deeply ingrained in our corporate ethos. We continue to maintain this by enhancing our focus on suppliers’ compliance with economic, environmental, social and governance practices in keeping up with Hartalega’s efforts.

This is reinforced through integration of our sustainability practices across all aspects of our operations in keeping with economic, environmental, social and governance considerations, focusing on four key pillars:

Pillar 1:	Uphold the highest standards in our business practices and product quality
Pillar 2:	Care for the Environment
Pillar 3:	Care for Our Employees
Pillar 4:	Contribute to the Wellbeing of Local Communities

Aligned with our Sustainability Policy and Framework, the material matters of Human Rights which were encapsulated in third pillar – Caring for our Employees of our Sustainability Framework, continues to remain as one of the key material matter for our business.

Our commitment to making a meaningful difference is reflected in our support for the United Nations 2030 Agenda for Sustainable Development. By aligning our efforts with global initiatives, we seek to address pressing challenges affecting people and the planet while helping to build a more sustainable future for generations to come. Through supporting and upholding social compliance, we align ourselves with the UN Sustainable Development Goals.

Building on its strong foundation in social compliance, Hartalega has been a Sedex Supplier Member since August 2019. Hartalega is also a founding member of the Responsible Glove Alliance (“RGA”), established in March 2022 with the support of the Responsible Business Alliance, the world’s largest industry coalition dedicated to advancing responsible business conduct in global supply chains.

Hartalega complies with the International Labour Organization (ILO)’s 11 Indicators of Forced Labour and exceeds the requirements of the Employees’ Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446) under Malaysian law. Effective February 2025, Hartalega also complies with the internationally recognised 60-hour workweek limit, as validated by third-party assessors - demonstrating our commitment to upholding responsible labour practices in line with global customer expectations. Additionally, Hartalega initiated its Human Rights Due Diligence (HRDD) process in 2024, aimed at identifying and assessing actual and potential human rights impacts across our stakeholder groups.

Hartalega’s Key Recognitions in Upholding Human Rights and Labour Standards:

- **Triple Gold Winner (2022, 2023 & 2024)** – Recognised in the Human Rights & Labour Standards category (Large Companies Tier) at The Star ESG Positive Impact Awards.
- **Four Consecutive Years of Gold Certification (2022–2025)** – Awarded by the Worldwide Responsible Accredited Production (WRAP) programme for ethical manufacturing practices.
- **Silver Rating Achieved in 2024** – First-year participation in the Responsible Business Alliance’s Validated Assessment Program (VAP) for our manufacturing facility.
- **Maintained an ‘A’ Rating in 2025** – Successfully renewed our Business Social Compliance Initiative (BSCI) assessment.
- **Zero Non-Compliance in 2025** – Successfully completed the Sedex Members Ethical Trade Audit (SMETA) with full compliance across all assessed areas.

Sustainability recognitions:

- First in industry to announce verified carbon footprint for glove products through Life Cycle Assessment (LCA) – Click [here](#) to read more.
- Received Gold Award (Healthcare Category) in The Edge Malaysia ESG Awards 2022 & 2025 and Silver Award (Healthcare Category) in The Edge Malaysia ESG Awards 2023 & 2024;
- Received Gold Award for Human Rights and Labour Standards (Large Companies) at The Star ESG Positive Impact Award 2022, 2023 and 2024;
- Received Silver Award for Human Rights and Labour Standards (Large Companies Tier) at the Asia ESG Positive Impact Awards 2025;
- Received Silver certification in the Responsible Business Alliance (RBA) audit;
- Scored in the low-risk category in Sustainalytics;
- Awarded Bronze medal in Ecovadis Sustainability Assessment; and
- Awarded Prime status (in Health Care Equipment & Supplies sector) in Institutional Shareholder Services (ISS).

4. HUMAN RIGHTS GOVERNANCE

Strong governance is fundamental in managing human rights and modern slavery risks across our operations and supply chain. The Board, through the Risk Management and Sustainability Committee (RMSC), is assisted by Management who oversee the implementation of Hartalega's sustainability measures. Human rights and modern slavery risks are managed through this governance structure, with oversight by the Board and RMSC, implementation by Sustainability Working Committee (SWC), and operational execution by Human Resources – Social Compliance Department.

4.1. The Board of Directors

The Board provides oversight on the Group's sustainability agenda, including economic, environmental, social and governance topics. The Board recognises its responsibility to set the "tone from the top" and ensure good governance within the Group. In this regard, the Board continues to play an active role in providing oversight on all economic, environmental, social and governance topics, including human rights.

4.2. Risk Management and Sustainability Committee (RMSC)

Sustainability governance, including economic, environment, social and governance topics is spearheaded at the Board level by the Risk Management and Sustainability Committee (RMSC). Ensuring that sustainability is deeply rooted throughout the Group and embedded in decision-making processes, the key responsibilities of the RMSC include formulating relevant strategies, identifying priorities and setting targets in relation to environment, social and governance (ESG) goals and sustainability risks and opportunities of material importance to the Group.

4.3. Sustainability Working Committee (SWC)

The RMSC is supported by the Sustainability Working Committee (SWC). Chaired by the Chief Executive Officer (CEO), members of the C-Suite and Senior Management from relevant departments. The primary responsibilities of the SWC include driving proper business conduct and putting in place the necessary management processes which integrate relevant ESG practices.

4.4. Human Resources - Social Compliance Department

Our human rights policies are overseen by the Human Resources – Social Compliance Department. Working closely with other departments, the Human Resources – Social Compliance Department is responsible for implementing effective social compliance practices, as well as managing internal and external social compliance audits. This enables us to maintain our rigorous standards, continuously enhance our strategies, and undertake corrective action when necessary.

5. POLICY FRAMEWORK

Hartalega's approach to addressing modern slavery is guided by internationally recognised frameworks of International Labour Organization (ILO) Core Conventions, United Nations Guiding Principles on Business and Human Rights (UNGPs), Universal Declaration of Human Rights (UDHR) and OECD Due Diligence Guidance for Responsible Business Conduct. These frameworks guide how we identify, assess, prevent, mitigate, monitor and address actual and potential modern slavery risks across our operations and supply chain.

As a staunch advocate of human rights, we implemented a comprehensive suite of policies that promote responsible business conduct and protect the rights of our employees and supply chain workers. These include our:

- Social Compliance Policy
- Prohibition of Forced Labour Policy
- Child Labour Protection Policy
- Zero Cost Recruitment Policy
- Supplier Code of Conduct
- Whistleblowing Policy and Procedure

These policies require our employees and business partners to comply with applicable human rights laws, internationally recognised standards and Hartalega's ethical expectations, providing the foundation for responsible and sustainable practices across our operations and supply chain.

Aligning to the principles of EU Corporate Sustainability Due Diligence Directive (CSDDD), we adopted a risk-based Human Rights Due Diligence (HRDD) approach to identify, assess, prevent, mitigate and address actual and potential human rights risks across our operations and supply chain.

In FY2025, we initiated our HRDD process through worker interview sessions involving employees and on-site service providers. Building on this foundation, we expanded the scope of the assessment in FY2026 to include both internal and external stakeholders, comprising employees, on-site service providers, primary suppliers, local communities surrounding our operations, government authorities and educational institutions (schools).

6. DUE DILIGENCE PROCESS AND HUMAN RIGHTS PRACTICES

To safeguard the rights of workers across our operations and supply chain, we continue to strengthen our social compliance practices to prevent and mitigate risks associated with human right, guided by International Labour Organization (ILO) 11 Indicators of Forced Labour.

Prohibiting Forced Labour

- Hartalega firmly stands against forced labour, adopting a zero-tolerance approach. We provide transparent employment terms and ensure that wages are paid accurately and on time, with no unlawful withholding or deductions from employees' salaries.
- We ensure non-retention of personal documents for foreign workers and allowing them to freely retain possession of their passports and identity documents. As we strive to maintain supply chain that is free of forced labour, it is mandatory for all our suppliers and sub-contractors to acknowledge and comply with our Supplier Code of Conduct (SCOC) which explicitly prohibits forced labour.
- In FY2026, there were zero incidents of forced labour reported.

Prohibiting Child Labour

- With strict adherence to Child Labour Protection Policy, we do not allow the employment of child labour and young workers under the ages of 15 and 18 respectively. All suppliers and sub-contractors are to comply with this in accordance with our Supplier Code of Conduct.
- As result of our proactive measures, we recorded zero reported cases of child labour in FY2026.

Responsible Recruitment

• Zero Cost Recruitment Policy

On 1 April 2019, we implemented a Zero Cost Recruitment Policy to uphold ethical hiring standards for foreign workers recruited through agencies in source countries and to eliminate the risk of recruitment fee-related debt bondage. While recruitment of foreign workers was not carried out in FY2026, the Policy remains a cornerstone of our commitment to ethical recruitment and will continue to be fully implemented in future recruitment exercises.

To ensure ethical recruitment practices, we continue to implement following measures:

- Implemented Zero Cost Recruitment Policy with four checkpoints to ensure no foreign workers have paid recruitment fees.



- Established robust due diligence process to ensure integrity of our hiring process through licensed recruitment agents in source countries.
- Engaged third-party auditor to assess selection of recruitment agents and verify their social compliance.
- Deployed HR personnel to source countries to brief and recruit new workers directly.

Responsible Recruitment (cont.)

- Appointed non-governmental organisation (NGO) to provide independent oversight of recruitment process in source countries to minimise risk.
- Established a dedicated third-party hotline for candidates to raise any queries or concerns throughout the recruitment process.
- **Remediation of Recruitment Fee**
 - As part of our commitment to responsible recruitment, we completed a comprehensive recruitment fee remediation programme. We fully reimbursed all current workers, including those who joined before implementation of Zero Cost Recruitment Policy, with all reimbursements independently verified by third-party auditor. The programme was subsequently extended to former workers and completed in February 2022, resulting in the remediation of more than RM45.5 million in recruitment-related costs.
 - Hartalega maintains a zero-tolerance approach towards unethical recruitment practices. Suspension or termination of contractors or recruitment agents will be undertaken following an in-depth investigation where violations of our Zero Cost Recruitment Policy are identified.

Workers Representation, Freedom of Association & Collective Bargaining

- Cultivating a culture of open dialogue helps us create a supportive working environment for all Hartanians. To ensure workers have an equal voice, worker representatives from each dormitory are elected by their fellow workers, with diverse nationalities represented.
- The workers' representatives attend monthly meetings, where they can directly interface with the Senior Management to express the needs, concerns, and feedback of all workers.
- All employees have freedom to create, join or associate with trade unions through legal means, and to bargain collectively. We uphold this in our supply chain via our Supplier Code of Conduct, requiring our suppliers, sub-contractors and service providers to enable the right to freedom of association and collective bargaining for their workers.

Regulation of Working Hours

- In compliance with Malaysian Employment Act 1955, we maintain decent working hours and overtime limits that are below statutory limits.
- In FY2026, we implemented 60-hour work week inclusive of overtime, which is well below national legal limit of 72 weekly hours. All overtime is closely tracked, regulated and approved, and is on a voluntary basis with fair compensation provided.
- Digital tools and third-party audits help us accurately monitor, manage and uphold ethical working hours.

Freedom of Movement

- We recognise the right of our foreign workers to unrestricted movement outside of working hours, free from any curfew limitations. To facilitate their travel, we offer complimentary shuttle services from our hostels to amenities in the vicinity and visits to local tourist attractions.
- Moreover, no constraints on movements are imposed to foreign workers who opt to return to their respective home countries prior to or after completion of their contracts.

Advocating Equal Opportunities

- All employees are provided with equal opportunities, and we do not condone discrimination in any form, adopting a fair and equitable approach to treat all employees with dignity and respect. This is supported by key policies and practices, including:
 - Our Social Compliance Policy articulates our approach to cultivating an inclusive organisation free from discrimination. Employment application forms exclude discriminatory element such as gender, race, marital status, or dependent information.
 - Equal employment opportunities are provided based on qualifications and skills, with positions advertised on career platforms including JobStreet and LinkedIn. Internal positions are shared through our intranet portal.
 - Accelerated Development Programme (ADP) provides structured career advancement pathways for both local and foreign high-performing employees, with equal opportunity requirements established by HR Department.
 - Robust promotion process involves cross-departmental assessments by immediate supervisors and peers, ensuring objectivity in evaluating every candidate's performance and capabilities.
 - Maintaining our equal-job-equal-pay principle, whereby entry-level pay for local and foreign workers is equal.
 - Equal access to worker facilities for all, including our canteens, nursing rooms, personal lockers and sickbay.

Prevention of Sexual Harassment

- To foster a safe and conducive working environment free from any form of harassment, a Sexual Harassment Procedure was established to provide an effective mechanism to eradicate any forms of sexual harassment and instil a zero-tolerance approach against sexual harassment at the workplace.
- This includes providing a clear definition of sexual harassment, the roles and responsibilities of employees, Head of Departments and superiors, and the HR Department, as well as a Sexual Harassment complaint process.

Decent Working & Living Conditions

- To promote workers' wellbeing, we provide first-rate accommodation which is aligned with ILO's guidelines and surpasses the Malaysian Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446). With more than RM148 million invested to date, our multi-purpose accommodation is fully equipped with facilities and amenities to support the comfort, wellbeing and convenience of our workers.
- Further prioritising employee wellbeing, we have Health Management Programme in place to support employees in the management of non-communicable diseases. Spearheaded by our Sickbay team, services offered include screening for early detection and treatment of health conditions and non-occupational disease where costs for medical screening tests are borne by Hartalega.

Responsible Supply Chain

- As part of our commitment to safeguarding human rights across our supply chain, we established a Supplier Manual in FY2026 with a structured, risk-based approach in managing supplier risks and promoting responsible business conduct, which includes following key elements:
 - **Supplier Code of Conduct (SCOC):** All suppliers are required to formally acknowledge and comply with SCOC, demonstrating shared commitment to ethical, social, and responsible business practices, and to cascade these requirements throughout their own supply chains.
 - **Assessment and Verification:** Suppliers undergo a Supplier Social Compliance Survey ("SSCS") to identify and assess potential social compliance risks. Where risks are identified, relevant documentation is reviewed to evaluate suppliers' actual practices, with on-site visits conducted where necessary to verify their level of compliance.
 - **Remediation & Follow-up:** When gaps are identified, a Continuous Improvement Plan (CIP) is developed, outlining clear corrective actions and remediation timelines. Hartalega will monitor the progress to ensure timely and effective closure.
 - **Capacity Building:** Ongoing guidance, sharing updates, and training initiatives aimed at strengthening social compliance capability, and long-term performance.
- In FY2026, 743 suppliers were assessed against our SCOC through the supplier onboarding and procurement process. All assessed suppliers acknowledged and accepted the Purchase Order Terms and Conditions, which incorporate our SCOC, without raising any concerns or exceptions.
- No suppliers were identified through our supplier assessment processes as having actual or potential significant negative environmental or social impacts requiring corrective actions.

Grievance Mechanism & Remedy

- **Grievance Mechanism**
 - We have implemented a robust grievance mechanism that facilitates safe reporting of non-compliance or unethical behaviour for employees. This mechanism provides multiple channels for employees to voice their grievances in a confidential manner, such as via QR code, email, telephone, worker representatives, department managers, Social Compliance department, Human Resources Business Partners (HRBPs) and HR Industrial Relations in the HR Department or security supervisors.
 - Once a grievance is reported, this will trigger an investigation by our Human Resources Department. This is carried out in a timely manner, engaging with whistleblowers within two weeks of a report being lodged. The results of the investigation reviewed by CHRO and CEO for prompt remedial actions.
 - In FY2026, a total of 26 grievances were reported and resolved.
- **Whistleblowing Policy and Procedure**
 - A Whistleblowing Policy and Procedure has been implemented to enable all stakeholders, including employees, suppliers, customers, shareholders, or any parties with a business relationship with Hartalega with an avenue to report suspected wrongdoings that may adversely impact Hartalega. Hartalega treats all reports in a confidential manner and at the same time provides protection for anyone who reports such concerns in good faith. Whistleblowing reports are lodged to an independent third-party outsourced service provider via email and/or website ("Hartalega Speak Up"), which are available in multiple languages, namely English, Bahasa Malaysia, Burmese, Bengali and Nepali.
 - This is aligned with the Whistleblowing Policy and Procedure that is in place to provide an avenue to employees, suppliers, customers and other applicable stakeholders to report on genuine concerns with regard to unethical behaviour, malpractice, regulatory or legal violations or similar.

7. AUDIT & ASSURANCE

7.1 Internal Review Programmes

Our Social Compliance Department regularly carries out internal audit programmes to proactively identify and mitigate social compliance risks, allowing us to address internal risks and implement targeted improvements in a timely manner prior to external, regulatory or compliance audits.

In FY2026, we conducted 10 internal social compliance audits at our NGC facility. These included targeted assessments of in-house service providers such as canteen operators and security personnel. This approach allows us to strengthen internal controls, close compliance gaps and maintain our standards ahead of external audits.

7.2 External Assurance Review

In addition, we regularly assess our adherence to social compliance and relevant human rights regulations through external audit programmes, both customer-appointed and self-initiated.

In FY2026, we underwent a total of 13 external audits at our NGC facility, including assessments under the amfori BSCI, WRAP and SMETA frameworks. These audits reported no major or critical findings, allowing us to sustain an exemplary compliance record with “A” rating under amfori Business Social Compliance Initiative (BSCI) audit, “Gold” certificate for Worldwide Responsible Accredited Production (WRAP) audit and “zero non-compliance” in our Sedex Members Ethical Trade Audit (SMETA).

Through the audits, no instances of forced labour, child labour or human trafficking were identified during FY2026. Ongoing due diligence and stakeholder engagement continue to monitor and address these areas.

8. TRAINING, ENGAGEMENT & COLLABORATION

8.1 Human Rights and Social Compliance Training

We take matters relating to people very seriously in Hartalega. To foster a good understanding of human rights and social compliance amongst our workforce, we provide training to our employees to ensure that all our employees understand our policy of eliminating forced labour, child labour and human trafficking.

Employees are required to complete e-learning modules on an annual basis. Our elected worker representatives also disseminate information on our human rights and social compliance practices to workers who do not have access to e-learning platform. Employees at management level and key personnel across departments receive additional training to be better equipped in handling human rights matters.

In FY2026, we achieved a training completion rate of 91% across the workforce, with employees collectively recording 6,173 learning hours related to human rights and social compliance training. During the year, apart from the dedicated e-learning modules and elected worker representatives, our HR Department also strategically embedded social compliance modules within other training programmes, further enhancing learning outcomes.

8.2 Supplier Capacity Building

To strengthen social compliance across our supply chain, we provide capacity-building opportunities for strategic suppliers. In FY2026, training and workshops were conducted for our key suppliers, covering updates to Malaysian laws, as well as amfori BSCI, WRAP, SMETA and the ILO's 11 Indicators of Forced Labour.

During the year, 69 primary suppliers participated in our Supplier Capacity-Building Training Programme, which focused on enhancing ESG awareness and promoting procurement best practices.

8.3 Proactive Stakeholder Engagement and Industry Collaboration

Regular engagements and industry collaborations enable us to transparently communicate on our social compliance performance with stakeholders, while providing the opportunity to contribute to driving positive change in the industry.

In FY2026, we continued to engage with government authorities from key markets, customers, suppliers, NGOs, industry participants and academia. Alongside this, we participated in various industry-driven initiatives and forums aimed at strengthening human rights and labour practices within the glove sector.

As a founding member of the Responsible Glove Alliance (RGA) and member of the Responsible Business Alliance (RBA), we continued to strive for the implementation of best practices within the glove sector and the global supply chain, in collaboration with global industry participants and stakeholders.

9. CONCLUSION

Hartalega remains committed to continuously strengthening its approach to identifying, preventing and addressing modern slavery risks across its operations and supply chain. We recognise that managing these risks is an ongoing process that requires continuous improvement, stakeholder engagement and effective due diligence.

Guided by our core values and commitment to internationally recognised human rights, we will continue to enhance our policies, risk assessment processes, supplier engagement, training, grievance mechanisms and remediation measures. Through these efforts, Hartalega seeks to promote responsible business practices, safeguard the rights and dignity of workers, and contribute to the eradication of forced labour and other forms of modern slavery.

10. LOOKING AHEAD

To strengthen our human rights and modern slavery programme, Hartalega has identified the following strategic priorities:

- Strengthen stakeholder engagement by maintaining active participation in industry forums, multi-stakeholder initiatives and regulatory engagements to monitor emerging human rights risks.
- Enhance Human Rights Due Diligence (HRDD) by conducting annual reviews and progressively expanding stakeholder engagement to include workers, onsite service providers, suppliers, local communities, government authorities and educational institutions.
- Enhance suppliers' awareness, capability and compliance with Hartalega's human rights expectations and responsible business practices through supply chain capacity building initiatives.
- Enhance human rights awareness by continuing to integrate human rights, modern slavery and social compliance topics into employee training and awareness programmes to reinforce a culture of ethical conduct and accountability.

More information can be found in our latest Integrated Annual Report.

This statement is approved by the Hartalega's Board of Directors.