

Touching Lives

Through Innovation

Hartalega is more than a glove manufacturer. Beyond protecting the lives of healthcare practitioners as well as the people they care for, the "Touching Lives" series features how Hartalega improves the lives of our own people and the communities we operate in.

Nurturing Malaysia's Technology Value Chain

The creation of our trailblazing technological advancements is a synthesis driven by Hartalega in collaboration with Malaysian SMEs and talented innovators in the fields of engineering and R&D, amongst others.

Together with our Malaysian SMEs, we have assembled proprietary manufacturing facilities that are unrivalled. Hartalega is home to the fastest production lines in the glove industry – producing more than 45,000 gloves per hour per production line. Our high-speed production lines are only matched by our industry-first automated mechanical stripping system, which can remove more than 45,000 gloves per hour. This is but a handful of the many firsts we have managed to achieve in partnership with our Malaysian SMEs.

Importantly, Hartalega has cultivated an ecosystem of Malaysian innovation, driving technological breakthroughs in manufacturing processes.

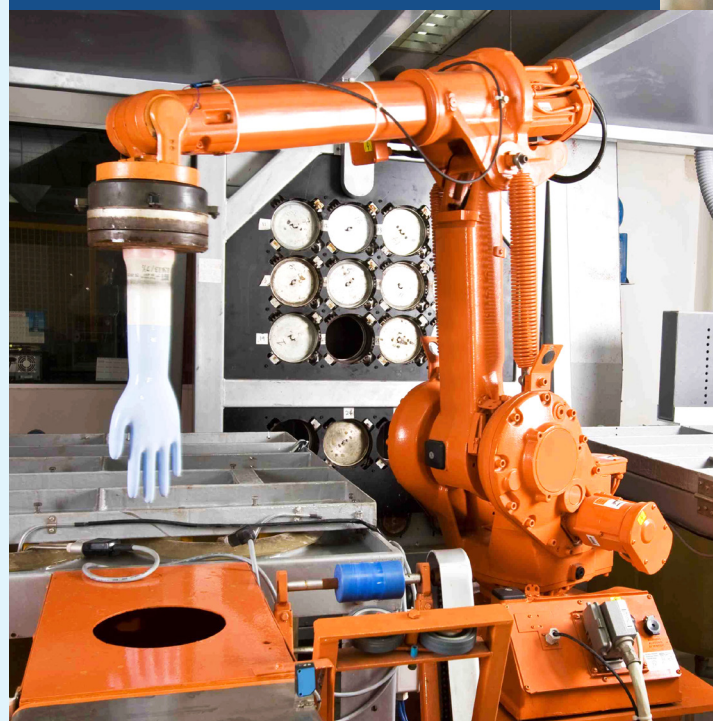
Our intention will always be to create a robust value chain that is constantly growing and transforming. Only when our value chain flourishes will we see sustained growth in the sector for the benefit of all.



Our Passion Drives Our Innovation

Every aspect of our business involves touching lives, be it directly or indirectly, and we do this with a constant emphasis on innovation.

We introduced the world to its first lightweight nitrile glove back in 2005 and clearly, our passion for raising the bar through disruptive innovations is what sets us apart. It continues to allow us to break new ground while staying true to our mission of protecting lives.



Cultivating Talent Through an Ecosystem of Technology

Automation, Industry 4.0 and Internet of Things technologies are fundamental if Malaysia is to stay ahead in the global manufacturing arena. At Hartalega we ensure that our equipment and facilities are state-of-the-art. Beyond this, we future proof our Hartanians by ensuring that our workforce continues to upskill through structured talent development and training programmes.

Testament to this is our Competency Development Programme, allowing employees to refine their leadership skills. This is further supplemented by Structured On-the-Job Training, which features over 300 modules to arm employees with pertinent skills. Moreover, our HartaLearns learning management system software offers a diverse range of e-learning and online training modules, which can easily be accessed through mobile applications and laptops.





Touching Lives

Across the Globe

Hartalega is more than a glove manufacturer. Beyond protecting the lives of healthcare practitioners as well as the people they care for, the “Touching Lives” series features how Hartalega improves the lives of our own people and the communities we operate in.

Beyond the Ordinary Solutions for Extraordinary Caregivers

Being of service to those who play a pivotal role in caring for our collective health will always be Hartalega’s highest honour.

We turn to our deeply-rooted commitment to innovation to cater to the intrinsic needs of our glove users.

Our bold invention of the world’s first lightweight nitrile glove, blazed a new trail in the nitrile glove market, specifically to counter the protein allergy issues faced by healthcare workers of the past.

Over the years, we have introduced many industry-shifting first-of-its-kind innovations.

Biodegradable and Sustainable



Caring for our glove users also extends to caring for the environment and reducing our collective impact.

Reflecting our dedication to play an active role in preserving the environment for our future generations, we have created our Biodegradable Glove (BDG). This is part of our contribution to providing an end-of-life solution for nitrile gloves, which is imperative given the global need to reduce waste.

Our BDG drop-in technology allows us to integrate an organic additive to accelerate the biodegradation rate of our gloves, without compromising product quality.

With this product of the future, our glove users are able to play their part in supporting a greener environment.



COATS™, Protecting the Hands of Those Who Protect Us

Skin problems due to frequent hand washing and continuous use of hand sanitisers are a painful side effect that doctors and nurses have had to deal with. Our healthcare professionals are so focused on those under their care that we knew it was our job to understand their needs and create a solution that would keep their hands hydrated and prevent dry and itchy skin.

We created and patented the next revolution in glove coating, the Colloidal Oatmeal Active Therapeutic System, or COATS™ which is the #1 selling therapeutic glove in the world in terms of volume.

We are now able to integrate the therapeutic benefits of colloidal oats as a clinically proven skin protectant in our gloves.

As a testament to its effectiveness, many healthcare workers across the globe have shared that thanks to COATS™, they are no longer suffering from skin afflictions including eczema.



Strengthening Food Safety with Metal Detectable Gloves

Our food sector users expect no compromises when it comes to food safety as it involves the health and wellbeing of millions. While gloves are utilised in the food manufacturing process to ensure a clean and efficient work environment, it is imperative to also ensure that the gloves themselves do not accidentally make their way into food products.

To address this issue, we developed the FindMe™ Metal Detectable Glove (MDG), the world’s first metal detectable nitrile gloves that are suitable for the food manufacturing industry.

Our patented MDG is embedded with magnetite, which when used together with industry equipment that are able to detect metal, allows our glove users to breathe easier knowing that they will be able to eliminate this risk and ensure the safety of consumers.



Touching Lives *of Our People*

A Fulfilling Experience

Fulfilling careers are at the heart of Hartalega's success. In pursuit of our passion for protecting lives, Hartanians are assured of a rewarding career, both professionally and financially.

As a testament to this fact, irrespective of executive or non-executive, Hartalega has successfully created substantive rewards for its workforce through its employee stock option scheme.

This is but a fraction of the dedicated programmes, rewards and most important, career development initiatives, that Hartalega has put in place for its more than eight thousand Hartanians.



Hartalega is more than a glove manufacturer. Beyond protecting the lives of healthcare practitioners as well as the people they care for, the "Touching Lives" series features how Hartalega improves the lives of our own people and the communities we operate in.

Our Values, Our Foundation

Hartalega is ever conscious that a company is only as good as its values. Our core values transcend boundaries, time and cultures.

These core values are embodied by the acronym SHIELD, representing Synergy, Honesty, Innovation, Excellence, Learning and Dedication.

SHIELD forms the foundation of all that we do at Hartalega. We nurture this in our Hartanians, inspiring them to live out our values and be part of our vision of enriching lives around the world.

It is above all, the guiding principle for how each Hartanian engages with one another, our suppliers, customers as well as our associates.



"We as a family are beyond grateful to Hartalega. We come from humble origins and Hartalega has given us the opportunity to prove our capabilities. Today, we train fellow employees and help colleagues improve. Being a part of the Hartalega family has also allowed us to

provide a comfortable future for our family. We were even able to build a family home back in our village."

**Fadzil bin Othman
& Sharkawi bin Othman**

"While I am a Malaysian, I grew up in Brunei. So, when I was looking for an internship placement in Malaysia, I was pleasantly surprised to find that Hartalega provided accommodation on site. I completed my internship and was very sure I wanted to continue my journey at Hartalega as a microbiologist. I have to say one of the best perks of the job is the activities under Hartagize that have allowed me to make new friends and increase my social circle."



Ding De Qin



"The last 11 years with Hartalega have been truly rewarding. Not only was I able to achieve my goal of becoming a leader within five years, I was also rewarded for my contributions to the company. I have been able to experience first-hand what it is like to work for a company that champions gender equality. I am proud to say that women comprise more than 30% of our Malaysian workforce."

Peggy Cheah

"My career with Hartalega commenced when I joined the company as a fresh graduate, back in 2015. From the beginning, I was given the opportunity to be a part of many large-scale projects under the mentorship of our seniors, which ultimately led to my promotion to Senior Engineer within a year. With so many knowledgeable and experienced Hartanians willing to share their expertise with us, it makes it that much easier to build a formidable career path. To me, Hartalega is a company that constantly seeks to empower young graduates who aspire to prove themselves in this industry, particularly through the importance placed on innovation."



Yaamuna Regan



"I have been supporting product compliance of new products for the past 10 years at Hartalega. Besides having a conducive working environment with excellent facilities, we are always encouraged to expand our skillset by attending numerous training sessions. Above and beyond role-specific training, I have

seen significant improvement in my soft skills, including critical thinking, time management, conflict management, leadership, as well as communication. More importantly, I have gained greater self-confidence, and this fuels my desire to learn and grow even more."

Khairunnisa Warsito



"My only intention when I came to work at Hartalega was to help my family back in Bangladesh, financially. Hartalega has taken very good care of us. Apart from the great living facilities, we also get to organise sports activities. My favourite is playing in the cricket tournament with my friends. I am proud to

say that I have received the Hartanian of the Month and Hartanian of the Year Awards several times since joining Hartalega. It's not just about saving money now, I am able to enjoy my work thanks to Hartalega."

Manik Khan



Opportunities to Make a Difference

As an employer, our ultimate goal is to empower Hartanians with an enriching and fulfilling career that is not only fair, but also rewarding. It is not just about monetary rewards, our Hartanians are provided with the opportunity to make a difference everyday through the work that we do.

As we grow as a company, our Hartanians are also able to expand their personal and professional skills.

At the same time, we insist on taking care of the welfare of our people so that they may perform at their highest potential. Testament to this, we have invested RM95 million to date in our employees' accommodation, which is in line with international benchmarks. We also provide upgrades and further amenities based on feedback from our employees.

The health of our employees is of paramount importance to us, which is why we provide sufficient health management programmes and benefits for all employees.

Hartalega is more than a glove manufacturer. Beyond protecting the lives of healthcare practitioners as well as the people they care for, the "Touching Lives" series features how Hartalega improves the lives of our own people and the communities we operate in.



Engaging and Meaningful Initiatives Close to Our Hearts

United by a shared purpose to drive positive change, we work with like-minded partners and stakeholders to execute a variety of programmes that place environmental preservation at the forefront.

Malaysia is home to one of the world's richest and most diverse ecosystems. Through our partnership with the Malaysian Nature Society, the Kuala Selangor District Council and Taman Alam Selangor, we organised a 'World Wet Lands' programme. The initiative saw us making an effort to improve awareness levels on the importance of protecting Malaysia's indigenous flora and fauna.

Hartalega is committed to joining hands with the local community to preserve the integrity of our local ecosystem. To this end, we organised a riparian tree replanting initiative along the Selangor River in collaboration with Kelab Alami Kawa. This crucial environmental conservation effort was driven by Hartanians and the local community.

Access to clean water plays a pivotal role in the welfare of our communities. In recent



times, we have organised river clean-ups at Sungai Selangor to improve river health, thereby enhancing the welfare of affected communities. As a result of this initiative, we have successfully removed over 1,950 tonnes of pollutants.

Evolve to Grow Stronger

Understanding that young Malaysians are the future of our nation and that education is the cornerstone to improving the welfare of any community, we have invested in initiatives that help our young minds blossom.

Teach for Malaysia (TFM) continues to be a programme that is close to our hearts. Through our involvement in TFM, our Hartanians are glad to be able to teach alongside TFM Fellows at suburban schools. This is above and beyond our contribution to TFM, on a yearly basis.

Going a step further, we have strengthened our role in improving the welfare of our surrounding rural communities through our Students with Ambition & Goals project. Through this initiative in partnership with social enterprise, Sisterhood Alliance and Discover Muay Thai, we help bright young Malaysians from rural schools increase their self-esteem, encourage self-understanding and develop critical thinking.



Touching Lives in Our Communities

Empowering Hartanians to Make a Difference

Our commitment to society is clearly evident via Yayasan Hartalega. Through our impactful programmes touching on health, education and the environment, Hartalega is single-minded in improving the welfare of the communities we operate within.

To bring our vision to reality, every year, Hartanians volunteer and give back to society in a meaningful way. This year alone more than 1,660 volunteer hours were contributed by Hartanians. This has had a tangible positive impact on more than 27,700 lives from various communities.

With the Covid-19 pandemic impacting so many communities, Yayasan Hartalega has contributed two million pieces of gloves to our Malaysian Frontlines. In addition, Student Covid Packs were also presented to students at selected schools within our surrounding communities. This was on top of the numerous other outreach efforts during this trying time.

