



# **Sustainability Report**

# **FY2024**

*People, Protecting People*

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# ABOUT HARPS GLOBAL

# ABOUT HARPS GLOBAL

HARPS Global Pte. Ltd. (“**HGPL**”) is the corporate headquarters and holding company of a growing international group dedicated to the manufacturing and marketing of examination and surgical gloves. Established in Singapore in December 2021, HGPL oversees a global network unified by a shared purpose:

## People, Protecting People

*ensuring safety and well-being through high-quality glove solutions.*

The Group’s organisational journey began in 2015 with the incorporation of HARPS Manufacturing Berhad (“**HMB**”) in Malaysia as an investment entity. That same year, HARPS strengthened its operational base with the acquisition of two Malaysian glove manufacturers: Central Medicare Sdn Bhd (“**CMSB**”) and New Era Medicare Sdn Bhd (“**NEMSB**”).

CMSB, incorporated in 2004, became a wholly owned subsidiary in 2017. It has since grown into a core manufacturing arm of the Group, expanding from 6 production lines and 1.1 billion gloves annually in 2015 to 27 lines and 8 billion gloves by 2020.

NEMSB, incorporated in 2012, shifted its focus from manufacturing to R&D in 2017, and now plays a strategic role in developing advanced technologies for surgical and specialty gloves.

In a major expansion move, HGPL acquired Sempermed (“**Sempermed**”), on 1 September 2023, a globally recognised surgical glove manufacturer with over a century of experience. This acquisition significantly broadened the Group’s capabilities, reinforcing its commitment to compliance, innovation, and sustainability on an international scale.

Today, HGPL operates five manufacturing facilities across Malaysia, Austria, and Hungary, supported by commercial offices in Singapore, the USA, China, Austria and Hungary. With over 4,000 employees worldwide and an annual production capacity exceeding 30 billion gloves, HARPS continues to grow as a global leader, guided by its core values of Honesty, Accountability, Reliability, Presence, and Sustainability.



**Honesty, Accountability, Reliability, Presence, Sustainability**



- Modern **high-efficiency** manufacturing lines
- **Best-in-class quality**
- Focus on **OEM customers**

Acquired on September 1, 2023



- **100+ years’** history of making rubber gloves
- Surgical and exam gloves
- Strong brand equity in Europe
- Global presence
- Manufacturing facilities in Malaysia and Europe



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# OUR HISTORY

The journey of HARPS Group began in 2015 with its strategic acquisition of Central Medicare Sdn. Bhd. and New Era Medicare Sdn. Bhd. — two glove manufacturing companies that laid the foundation for the Group’s rapid growth in the global healthcare sector.

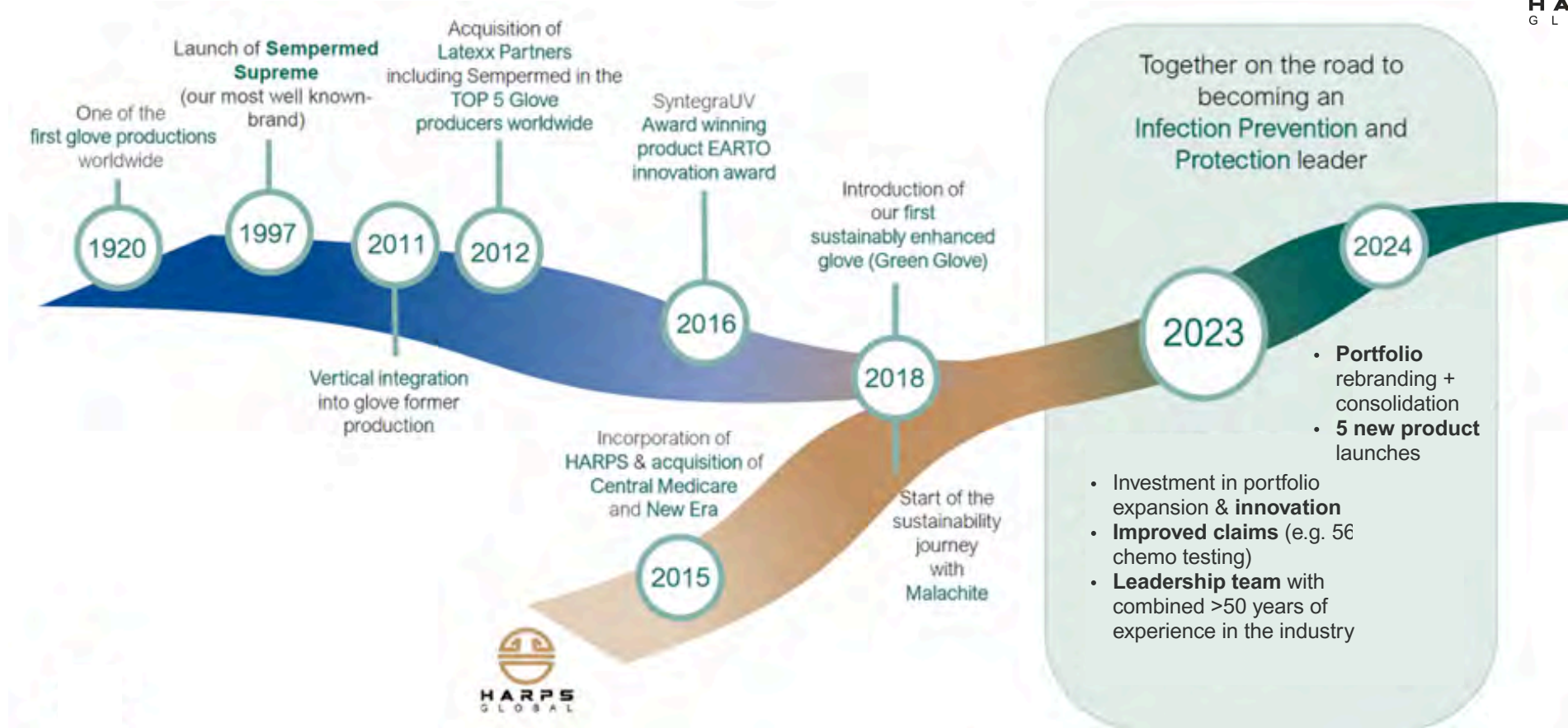
Nearly a century earlier, in 1920, Sempermed was established in Europe as a pioneer in surgical glove manufacturing. Over the decades, Sempermed built a strong legacy of innovation and quality, notably launching the widely recognised Sempermed Supreme brand in 1997.

The company expanded further with the acquisition of Latexx Partners in 2012, strengthening its production capabilities and global presence.

A shared commitment to sustainability emerged as a parallel path for both organisations. In 2018, both HARPS and Sempermed independently embarked on their respective sustainability journeys, introducing eco-conscious products and practices aligned with global environmental and social standards.

The year 2023 marked a significant milestone as HARPS Global completed the acquisition of Sempermed, bringing together two established product lines with a shared vision: to lead the market in infection prevention and protection. This union not only strengthened operational capabilities but also expanded the Group’s product portfolio and international reach.

2024 marks the beginning of a new chapter — a phase of portfolio consolidation, brand integration, and innovation. With the launch of five new products, the Group reaffirms its commitment to excellence, sustainability, and global healthcare impact.



## Memberships and Associations

### International Initiatives:

- International Labour Organization (ILO)
- United Nation Guiding Principles (UNGPs)

### Memberships:

- Responsible Glove Alliance (RGA)
- Worldwide Responsible Accredited Production (WRAP)
- Business Social Compliance Initiative (amfori BSCI)
- United Nation Global Compact (UNGC)

### Partnerships:

- OCBC Bank
- Materia Nova
- Universiti Teknologi PETRONAS
- Jabatan Alam Sekitar Malaysia
- Gas Malaysia
- Tenaga Nasional Berhad, GSPARX
- TEMBUSU Asia Consulting
- University of Technology Malaysia
- Malaysian Institute of Chemistry



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# OUR SHARED MEMORIES AND MILESTONES

## 2012

The wisdom and philosophical legacy of our CEO Haziq's late father, Mr. Oh Tiam Sing, whose passion and principles shaped HARPS' unwavering dedication to manufacturing excellence.



## 2017



The launch of Malachite, the 1<sup>st</sup> Eco offering from CMSB (HARPS) where we embarked on using Lifecycle Analysis to create our first sustainable gloves to manage the environmental impact of our products.

## 2019-2021

The commission of Block E & F marks the turning point for HARPS to be equipped with industrial benchmark manufacturing efficiency and capability.



## 2022

The signing of the SPA for the acquisition of Sempermed marked a defining moment in HARPS' journey, bringing us closer to the market and the people who use our products every day. A milestone built on trust, teamwork, and a shared vision for growth.



## 2024

Marking a meaningful step forward — HARPS' first Responsible Recruitment Programme (RRP) was conducted in Feb 2024. Under this multi-stakeholder collaboration, we reaffirm our commitment to fair recruitment and a workplace built on respect, dignity, and zero recruitment fees.



## 2016



The integration of UV cross-linking technology into HARPS' portfolio — an award-winning innovation recognised with the 2016 EARTO Innovation Award — reflects our commitment to accelerator-free, low-allergenic glove innovation and industry leadership, supported by four patented invention families.

## 2017



HARPS was recognised with the SME100 Awards, celebrating our strong performance, innovation, and growth — reinforcing our position as a leading SME driving excellence and resilience in the manufacturing sector.

## 2021



In the face of adversity, the entire HARPS family, from management to frontline teams, came together on-site to support our migrant workers during the COVID-19 vaccination drive. It was a moment of unity, care, and shared purpose that strengthened the bonds across our organisation and reminded us that we are stronger together as a team.

## 2023



HARPS Global Group Leadership Team Building brought together leaders across the organisation to strengthen trust, deepen collaboration and renew our shared commitment to the journey ahead.

## 2024



The signing of the 2<sup>nd</sup> closing agreement signifies the successful completion of the Sempermed acquisition, cementing a key milestone in HARPS' journey toward global growth and market integration.

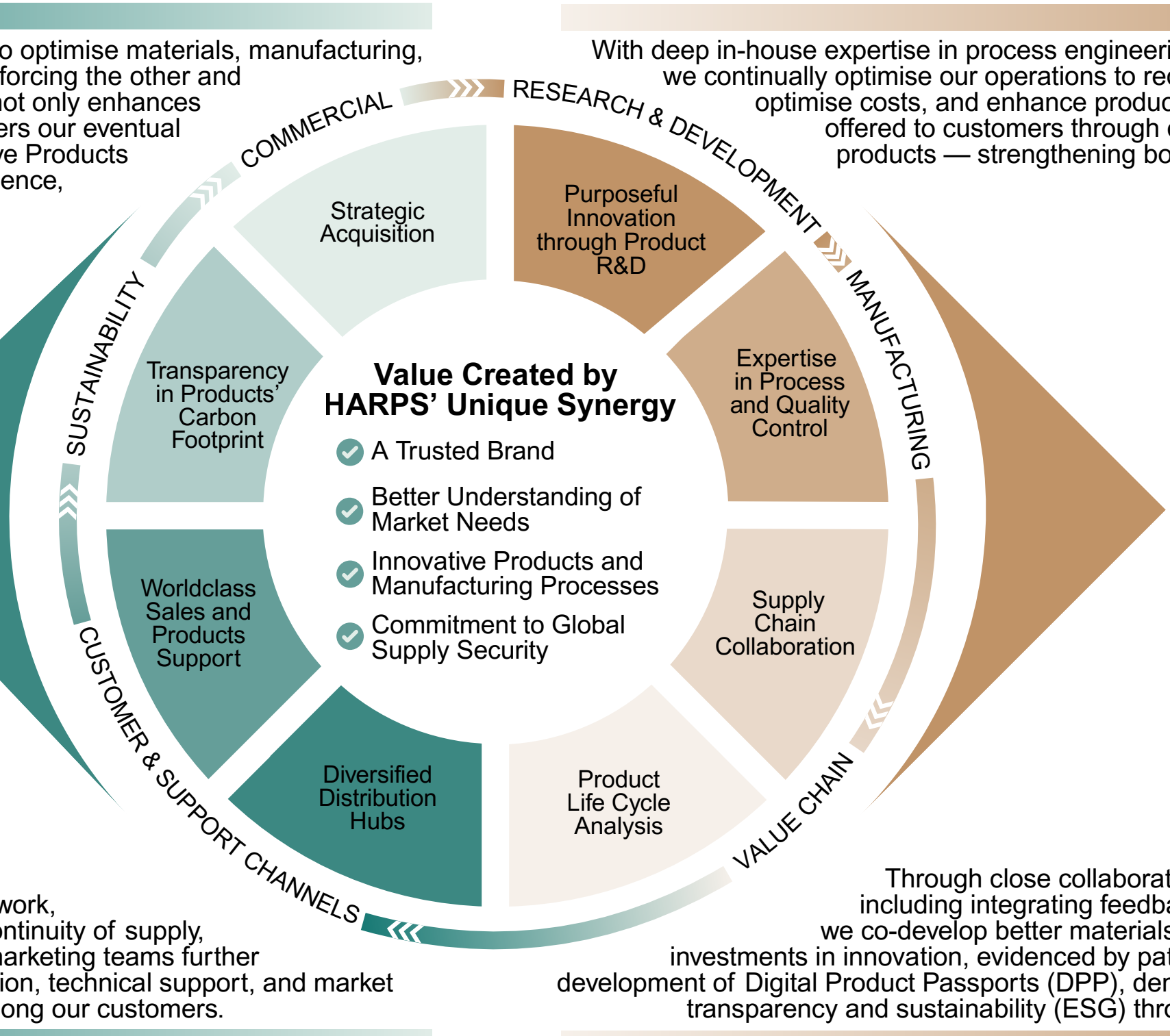
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# OUR VALUE CREATION FLYWHEEL

At HARPS, our value creation model operates as an integrated flywheel, each part of the business reinforcing and accelerating the others. By combining purposeful innovation, operation excellence and direct market access, we deliver trusted, high-performance glove solutions that are responsive to user needs and sustainability imperatives. Our unique position of owning both manufacturing capabilities and brand platforms (Sempermed & Semperguard) gives us end-to-end control over product quality, safety, and environmental impact. This also allows direct engagement with end-users, enabling faster response to market needs and deeper insight into our product performance.

**4**  
This integrated approach enables HARPS to optimise materials, manufacturing, distribution, and market insight — each reinforcing the other and accelerating our flywheel. This momentum not only enhances value delivery to end-users but also empowers our eventual expansion into Infection Prevention Protective Products (IPPP), supporting sustainable growth, resilience, and innovation.

**1**  
With deep in-house expertise in process engineering and quality management, we continually optimise our operations to reduce resource consumption, optimise costs, and enhance productivity. These efficiencies are offered to customers through competitively priced, reliable products — strengthening both our value proposition and sustainability outcomes.



**3**  
A strong global logistics and distribution network, particularly in the U.S. & Europe, ensures continuity of supply, even in times of disruption. Our sales and marketing teams further amplify our value by offering product education, technical support, and market engagement — building trust and loyalty among our customers.

**2**  
Through close collaboration across the supply chain, including integrating feedback from users and vendors, we co-develop better materials and solutions. Our ongoing investments in innovation, evidenced by patents and preparation for the development of Digital Product Passports (DPP), demonstrate our commitment to transparency and sustainability (ESG) throughout the product lifecycle.

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# OUR PRODUCTS

We are a global manufacturer of high-quality surgical gloves, medical examination gloves, and disposable protective gloves. Our products are marketed under our own brands — Sempermed for medical applications and Semperguard for occupational protection, as well as through private label and OEM partnerships.

Our surgical gloves are primarily made from natural rubber latex and synthetic polyisoprene (PI), offering optimal performance in sensitive and high-risk medical procedures.

Our examination and disposable protective gloves are predominantly made from nitrile, with additional options in latex and vinyl to meet diverse user needs. With over a century of glove manufacturing experience, we serve customers worldwide, with a strong focus on the European, US, and Japanese markets.



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# ABOUT THIS REPORT

## About This Report

HGPL reaffirms our commitment to sustainability with our inaugural Sustainability Report which discloses our vision, management approach and progress in sustainable development.

This report covers HGPL and our subsidiaries (collectively mentioned as “**HARPS**” or “**the Group**”) hereafter.

## Reporting Framework

This report adopts globally recognised sustainability reporting frameworks to ensure consistency, transparency, and comparability across the Group. It is prepared in accordance with the GRI Universal Standards 2021 (“**GRI**”), adhering to the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. The Group also integrates the Task Force on Climate-related Financial Disclosures (“**TCFD**”) recommendations to enhance climate-related transparency.

In line with its commitment to international best practices, the Group reports using both the GRI Standards and the International Sustainability Standards Board (“**ISSB**”) IFRS S1 and S2 standards. To support this dual-reporting approach, the report also references relevant Sustainability Accounting Standards Board (“**SASB**”) topics, ensuring coherence across frameworks.

## Reporting Boundary

The primary entity that would be covered by this reporting will be Central Medicare Sdn Bhd (“**CMSB**”) and Latexx Manufacturing Sdn Bhd (“**LMSB**”).

Following the recent acquisition of Sempermed, other entities are still in the process of integrating and onboarding with the Group, as well as aligning their processes and data. The acquisition process initiated in December 2022 for Sempermed's surgical glove operations located in Wimpassing, Austria, Sopron, Hungary, and Malaysia, and was fully completed by July 2024. Additionally, CMSB and LMSB are the primary contributors to the business operations, accounting for 92% of the production volume and 77% of the Group's revenue for 2024.

## Reporting Period and Frequency

This report will be published on an annual basis and unless otherwise specified, this report covers the Group's financial year 2024 from 1 January 2024 to 31 December 2024.

## Confirmation and Approval

The policy, practice and performance data presented in this report was obtained from formal documents and operational statistics across the Group and its subsidiaries. This report is published on 20 August 2025 upon approval from the Board of Directors. No printed copies were produced.

## External Assurance and Internal Review

We have established an internal review process of our sustainability governance and reporting in line with the GRI and IFRS Standards. The review forms part of our governance framework ensuring adequate effective internal control to add credibility to the approach undertaken in our reporting. This ensures a transparent, verifiable, accurate, and balanced reporting to our stakeholders. HARPS has obtained verification on our Life Cycle Assessment (LCA) of single-use medical gloves, against the requirements of ISO 14040:2006 and 14044:2006, in line with ISO 14071:2024. The GHG (Greenhouse Gas) emissions data from FY2019 to FY2023 presented in this report have undergone verification by a third party verifier in accordance with the requirements of ISO 14064-3. At the point of reporting, the FY2024 GHG emissions data is undergoing verification.

We will continue to assess the potential of external assurance for this report in the near future, taking into account regulatory requirements and the evolving sustainability reporting landscape, to further enhance the credibility and transparency of our disclosures.

## Restatement of Information

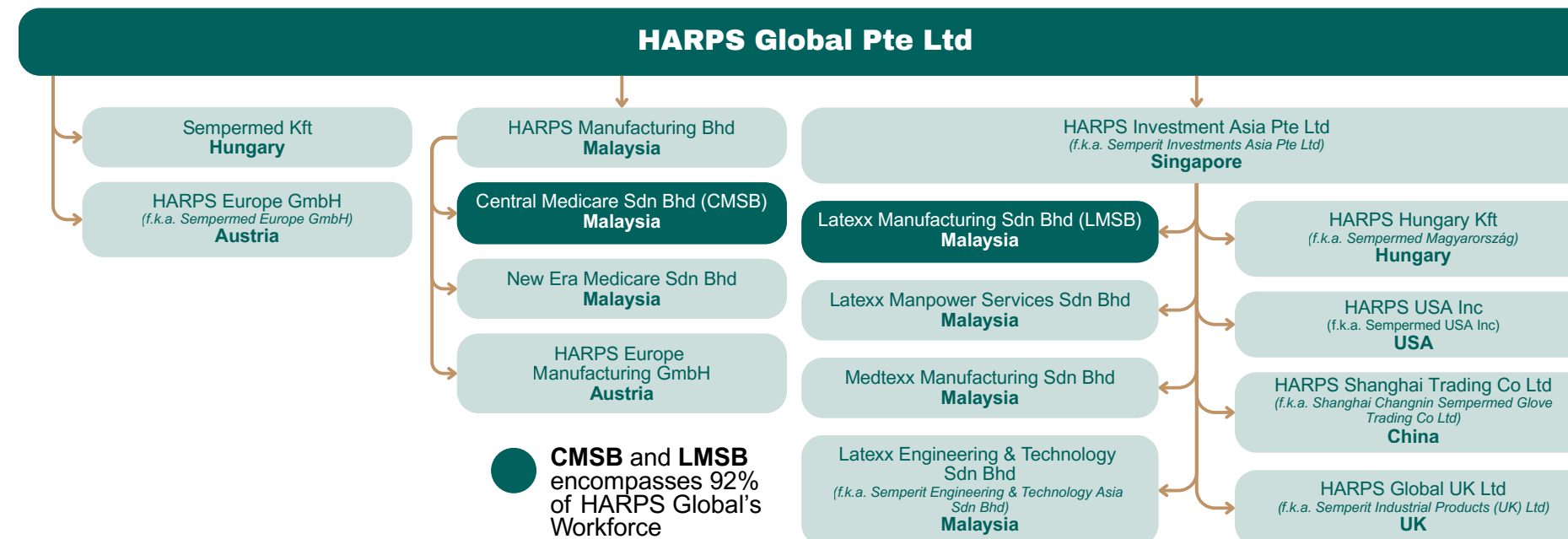
As this is our first Sustainability Report, there will be no restatement of information from any previous reporting period.

## Feedback

For enquiries and feedback regarding our sustainability initiatives or the content of this report, please contact:

### Group Chief Strategy Officer (GCSO)

9 Straits View #08-10A, Marina One West Tower, Singapore 018937  
Tel. +65 6274 4861, Fax: +65 6724 6977  
Email: thianhong.ng@harpsglobal.com



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# SUSTAINABILITY AND CLIMATE DISCLOSURE



# MESSAGE FROM THE BOARD

The global landscape continues to evolve rapidly, presenting both challenges and opportunities for businesses across sectors. Geopolitical tensions, intensifying climate impacts, increasing regulatory scrutiny, and heightened stakeholder expectations around sustainability have become defining forces of our time. These trends demand not only compliance but proactive, forward-thinking leadership. At HARPS, the Board recognises that long-term business resilience hinges on our ability to adapt to these shifts, not just through mitigation, but by turning sustainability into a strategic advantage

The glove manufacturing industry, especially in the medical and healthcare segments, is at the nexus of several converging global trends. Rising protectionism, tariffs, and evolving import-export restrictions — such as those stemming from ongoing U.S. trade tensions — have created operational uncertainty. At the same time, regulations such as the EU Medical Devices Regulation (EU MDR), the U.S. FDA requirements, and broader ESG-linked frameworks including the EU Corporate Sustainability Due Diligence Directive (CSDDD) and Carbon Border Adjustment Mechanism (CBAM) are reshaping market access conditions.

These developments are taking place amid post-pandemic demand normalization, raw material price volatility, and a growing push for ethical sourcing and decarbonisation. Buyers and investors alike are increasingly prioritising companies that demonstrate clear sustainability commitments and labour rights compliance. For HARPS, these trends underscore the urgency to future-proof our operations and reputation.

As a Board, we guide HARPS to treat sustainability not as a compliance exercise, but as a core strategic enabler, one that unlocks new opportunities especially into new markets with strict ESG import regulations, reduces long-term risks, and enhances stakeholder trust. In FY2024, we continue to sharpen this focus across four key dimensions:

## Strengthening Sustainability Governance and Risk Oversight

We have made sustainability a standing agenda at all Board meetings, ensuring regular oversight of ESG targets, progress, and challenges. We also established enterprise risk management (ERM) under the sustainability function to integrate ESG risks into the company's broader strategic radar.

Our governance framework now includes enhanced third-party risk assessments, mandatory training (via the LRN platform), and vendor compliance protocols including EcoVadis and alternative self-assessments.

## Deepening Environmental Stewardship and Innovation

HARPS initiated its first carbon inventory aligned with the GHG Protocol and ISO 14064 for our major manufacturing plant. In 2025, we look forward to on-boarding our other manufacturing facilities in Austria and Hungary into our carbon inventory.

In April 2025, we also successfully passed a third-party Life Cycle Assessment (LCA) audit by Bureau Veritas Sweden, based on ISO 14071, a milestone in our environmental transparency journey. These findings will be shared widely within our organisation and used to improve product design and resource efficiency.

We will be looking at the same audit for our surgical products produced in Austria and Hungary as our next phase. At the same time, we are accelerating the development of green glove materials, such as our Malachite gloves, which offer environmental impact assessments alongside key benefits like improved recyclability and low dermatitis risk, all without compromising barrier performance.

## Upholding Social Responsibility and Labour Rights

As a labour-intensive business, HARPS places the health, safety, and well-being of our workforce at the heart of our operations. The Board actively supports multi-stakeholder collaboration to uphold ethical recruitment and zero recruitment fee policies. In 2024, we completed three responsible recruitment programs involving independent observers, labour agents, workers' representatives, and NGOs. This complements our participation in platforms like RBA, amfori BSCI, and WRAP, alongside worker grievance mechanisms and ongoing third-party social audits.

We are also investing in workforce upskilling to prepare our people for Industry 4.0 transformation. Our partnerships with UNGC Academy, EcoVadis Academy, RBA Academy, BSCI, and others are helping us build capacity across our global operations.

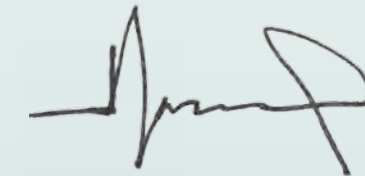
## Safeguarding Product Integrity and Customer Trust

Our position as a medical device manufacturer demands the highest standards of safety and compliance. We have dedicated product management and technical teams to ensure regulatory readiness, continuous product improvement, and licensing alignment with markets governed by the EU MDR, US FDA 510K and similar regimes.

Transparent product communication and responsible marketing remain central to our value proposition and brand identity.

Looking ahead, the Board views sustainability as a critical driver of HARPS's future growth and competitiveness. We are confident that by embedding sustainability into our innovation agenda, governance model, and operating practices, HARPS will continue to thrive in an increasingly complex global landscape.

The journey is ongoing, but our direction is clear — to lead with purpose, protect people through quality products, and leave a positive impact on society and the planet.



**Mr. Haziq Zairel Oh**  
Group Chief Executive Officer

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# SUSTAINABILITY GOVERNANCE AND LEADERSHIP

The Board of Directors (“**BOD**”) and the Group CEO (“**GCEO**”) regularly review the Group’s sustainability material factors to manage key impacts and provide strategic formulation that considers sustainability issues. The BOD is responsible for the review and approval of this Sustainability Report and ensures that all material topics are covered. Review of Sustainability topics and the impacts, risks, and opportunities is done annually.

The Sustainability Team, led by the Group Chief Strategy Officer (“**GCSO**”), meets multiple times a year to discuss the Group’s sustainability strategy, goals, and performance. The GCSO reports on the Group’s sustainability initiatives and their effectiveness, objectives and targets, metrics and performance, as well as industry trends to the GCEO regularly. The Sustainability Team comprises representatives across functional departments. Representatives from LMSB and HEM are also on the Sustainability Team.

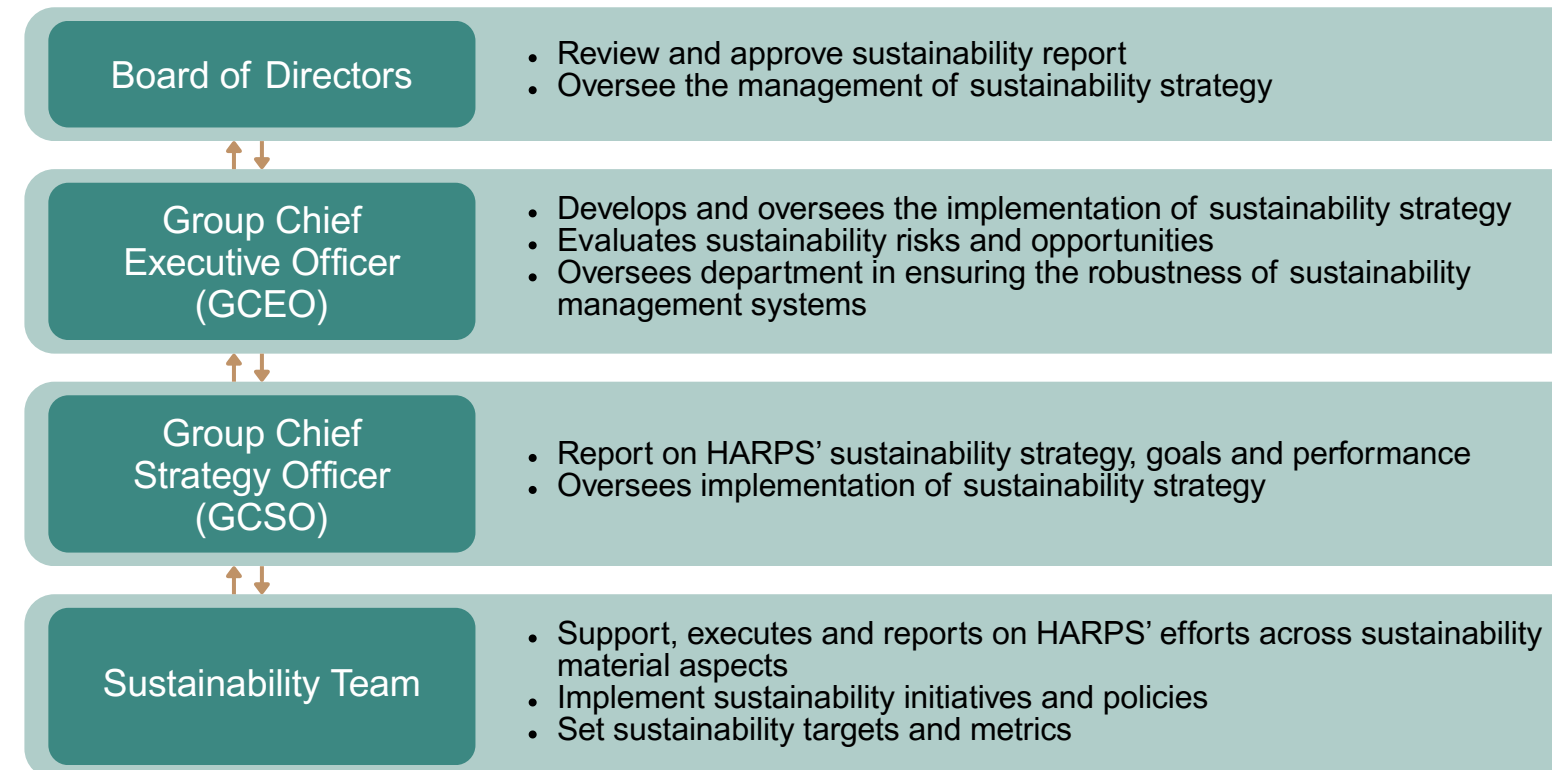
The Sustainability Team supports, executes, and reports on the Group’s efforts across sustainability material aspects. Members of the Sustainability Team have extensive knowledge and experience, and have a sound understanding of the company strategy, risk, and opportunities.

## Board Nomination

As the company is privately held and not subject to listing requirements, it is not mandated to establish a formal nomination committee for the appointment of its Board of Directors. Nevertheless, the nomination and selection of Board members are guided by the company’s strategic priorities and the need for industry-relevant expertise.

The current Board comprises individuals with extensive tenure in the legacy business unit and deep experience in the glove manufacturing industry. Their long-standing contributions and institutional knowledge position them well to support the continued growth and development of the company under its current structure. Board appointments are made based on the individuals’ proven track record, industry insight, and alignment with the company’s long-term vision and values.

## Sustainability Reporting Structure



Reporting ↑ ↓ Delegation

## Evaluation of the Board’s Performance

The Group is also not subject to regulatory requirements mandating a formal nomination or governance committee to oversee Board evaluations. Nevertheless, the performance of the Board is reviewed through an informal yet robust approach that aligns with the Group’s commitment to accountability and effective governance.

Evaluations are primarily based on key factors such as the overall performance of the Group, strategic outcomes, and the effectiveness of decisions made by the Board, including any incidents that arise as a result. While this current approach has proven effective in maintaining Board accountability, the Group acknowledges that evaluation processes can continue to evolve. Moving forward, the Board remains open to enhancing its performance review mechanisms in line with the changing needs of the organization and any future regulatory developments.

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# SUSTAINABILITY GOVERNANCE AND LEADERSHIP

## Remuneration Policies

As a privately held entity, the Group considers detailed information regarding Board remuneration to be confidential and therefore is not at liberty to disclose such data publicly in this report. While there is no formal voting process in place for the approval of Board members' remuneration, the Group is committed to maintaining a fair, equitable, and market-aligned approach in determining compensation.

Remuneration levels are guided by industry benchmarks and are reviewed periodically to ensure they remain competitive and reflective of the roles, responsibilities, and contributions of Board members. Although the Group does not currently have a formal remuneration committee, it remains open to establishing such a structure in the future should the organisation's needs evolve or should regulatory requirements necessitate it. This flexible yet principled approach underlines the Group's ongoing commitment to sound governance and responsible compensation practices.

## Conflict of Interest

To uphold integrity and transparency in its business dealings, the Company has established a comprehensive Related Party Transactions ("RPT") Policy. This policy provides a clear framework for the identification, registration, and governance of related party transactions, thereby helping to manage potential conflicts of interest effectively.

The Company maintains a structured process for the identification and registration of related parties, requiring all directors, key management personnel, and employees to declare any relationships or interests that may constitute a related party under applicable financial reporting standards. These declarations are reviewed periodically and updated as necessary to ensure accurate and up-to-date records.

To uphold strong governance standards, the RPT Policy outlines detailed procedures for the review and approval of related party transactions. This includes applying a materiality threshold, conducting thorough internal evaluations, and escalating transactions for Board approval. All transactions must be conducted at arm's length and on terms no more favourable to the related party than those available to the general public. The Group Finance Department is responsible for reviewing all RPTs to ensure that they are executed on normal commercial terms and are not detrimental to the interests of minority shareholders. Proper documentation is required for every transaction to ensure transparency and traceability. This robust approach underscores the Company's commitment to ethical business conduct, responsible decision-making, and sound corporate governance.

As at the end of FY2024, the Company confirms that all related party transactions are reviewed and approved in the shareholders general meeting annually and had been appropriately disclosed in the audited annual financial statement, related party transactions involved the interests of any Director or controlling shareholder.



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# POLICIES AND PRACTICES

In our endeavour to become responsible corporate citizens, we strive to deliver positive value not only to our customers, but also to the society at large. We continuously challenge ourselves to improve our Sustainability stewardship, in ensuring that we are in tune with the needs of our stakeholders and our business.

At HARPS, we acknowledge that our strategies today will affect the lives of others tomorrow. In our pursuit of delivering better value for our stakeholders, we have taken steps to realign our sustainability motivations and drives and have developed the HARPS Sustainability Framework to ensure unified action moving forward.

Our Sustainability Framework also aims to support the bigger agenda, namely the United Nations Sustainable Development Goals (UN SDGs), United Nations Global Compact (UNGC) Ten Principles, United Nations Paris Agreement, United Nations Guiding Principles on Business and Human Rights (UNGPs).

Our Code of Conduct is designed to uphold high standards of ethical and responsible business practices not only within our organisation but also across our broader business network. While most of our internal policies apply to employees at all levels — including Directors, Management, and staff across the Group and its subsidiaries — we extend the principles of our Code of Conduct to third-party business partners as well. This includes suppliers, customers, consultants, agents, contractors, and other external stakeholders, who are expected to adhere to the same standards of conduct as HARPS.

Additionally, we require our approved vendors within the supply chain to adhere to the guidelines outlined in our Vendor Code of Conduct policy. This includes commitments to social and environmental responsibility, business ethics, operational excellence, and verification processes.

 <b>People, Protecting People</b> HARPS Global and its brands to be globally recognised by healthcare professionals and consumers worldwide as leaders in infection prevention and protection by producing & distributing innovative quality products that safeguard communities and enhance public health. Achieve long-term financial growth and profitability through continuous investment in innovation & sustainability to promote global health and safety.				
Sustainability Themes	Motivations and Drivers	Sustainability Initiatives	Material Topics	UN SDGs
<b>Economic (E) - Sustainable, Innovative, and Quality Development</b>				
<b>Environmental (E)</b>	Best practices in environmental management	<ul style="list-style-type: none"> <li>Right environmental measurement tools</li> <li>Climate Action Program (CAP)</li> <li>Renewable energy initiatives</li> </ul>	<ul style="list-style-type: none"> <li>GRI 302: Energy</li> <li>SASB RT-CH-130: Energy Management</li> <li>GRI 303: Water and Effluents</li> <li>SASB RT-CH-140: Water Management</li> <li>GRI 305: GHG Emissions</li> <li>SASB RT-CH-110: Greenhouse Gas Emissions</li> <li>SASB RT-CH-120: Air Quality</li> <li>GRI 306: Waste</li> <li>SASB RT-CH-150: Hazardous Waste Management</li> </ul>	
<b>People (S)</b>	People are our greatest assets and foundation to sustain business performances	<ul style="list-style-type: none"> <li>HARPS People Programs (HPP)</li> </ul>	<ul style="list-style-type: none"> <li>GRI 401: Employment</li> <li>GRI 404: Training and Education</li> <li>GRI 406: Non-discrimination</li> <li>GRI 408: Child Labour</li> <li>GRI 409: Forced or Compulsory Labour</li> </ul>	
<b>Governance (G)</b>	Ethical conduct and business integrity	<ul style="list-style-type: none"> <li>Group Governance and Compliance Policy</li> <li>International Benchmark Referencing on Social Management System</li> <li>Grievance Mechanism</li> </ul>	<ul style="list-style-type: none"> <li>GRI 205: Anti-corruption</li> <li>GRI 416: Customer Health and Safety</li> <li>SASB HC-MS-250: Product Safety</li> <li>GRI 417: Marketing and Labelling</li> </ul>	
<b>Health &amp; Safety (H&amp;S)</b>	Workplace risk reduction and accident prevention	<ul style="list-style-type: none"> <li>Occupational Safety and Health Administration (OSHA) Management System</li> <li>Health and Safety related training</li> </ul>	<ul style="list-style-type: none"> <li>GRI 403: Occupational Health and Safety</li> <li>SASB RT-CH-320: Workforce Health and Safety</li> </ul>	
<b>Integrated Business Strategy (IBS)</b>	Continuous engaging strategic collaboration and partnership with stakeholders to achieve a common goal of emissions reduction on top of meeting customer demand	<ul style="list-style-type: none"> <li>Sustainable supply chain business partnership engagement</li> <li>Responsible sourcing</li> <li>Support the supply chain due-diligence and enhance the understanding</li> <li>Scope 3 data collaboration and improvement</li> <li>Potential End-of-Life data improvement</li> <li>Product stewardship extension</li> </ul>	<ul style="list-style-type: none"> <li>GRI 204: Procurement Practices</li> <li>GRI 308: Supplier Environmental Assessment</li> <li>GRI 414: Supplier Social Assessment</li> <li>SASB HC-MS-430: Supply Chain Management</li> </ul>	

# POLICIES AND PRACTICES

## Commitments to Address and Remediate Negative Impacts

At HARPS, we encourage a culture of transparency, where our stakeholders, both internally and externally, feel comfortable voicing their opinions, raising concerns, and asking questions.

We provide multiple channels for open communication and will not tolerate retaliation or threats against the stakeholders who report concerns. When issues are identified, we take immediate action to assess the situation, correct any problems, and ensure that necessary improvements are made.

For our external stakeholders, we have established a whistleblowing policy which is uploaded on our corporate website with details on how to raise a concern either in writing or via email. All concerns raised will be directed to an independent director who will be the only one who have been granted access to both channels of feedback.

For our internal stakeholders, multiple channels of grievance mechanisms have also been established, elaborated on in the Appendix. Besides internal channels, the Group also utilises an external third-party managed grievance channel, RBA Voices, to provide added transparency and independence into the grievance process.



### External Grievance Channel, RBA Voices:

RBA Voices is an independent, third-party-managed grievance mechanism provided by the Responsible Business Alliance (RBA). It offers our workers and stakeholders a secure and confidential channel to report workplace concerns, including issues related to ethics, safety, or human rights.



Operated externally from the company, RBA Voices enhances transparency and accountability by ensuring reports are handled impartially and securely. RBA Voices will be progressively rolled out to all HARPS employees, ensuring free and easy access to the app. To promote awareness and ease of use, posters with QR codes linking directly to the platform are prominently displayed across company premises. By leveraging this externally managed system, HARPS ensures concerns are addressed impartially and reinforcing our commitment to responsible business practices.

### For Additional Information

View our Internal Grievance Channels and details on Feedback Management in Appendix 2: Policies and Practices (Page 98)

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# SUSTAINABILITY AND CLIMATE-RELATED DISCLOSURES

While HARPS has long prioritized the protection and well-being of people, embodied in its mission, People, Protecting People, it also recognizes its environmental responsibilities. In addition to adhering to national regulations such as Bursa Malaysia’s listing requirements and Malaysia’s Nationally Determined Contributions (NDCs), the Group aligns its practices with international frameworks, including the UN Guiding Principles (UNGPs), the UN Global Compact (UNGC), and the Sustainable Development Goals (SDGs).

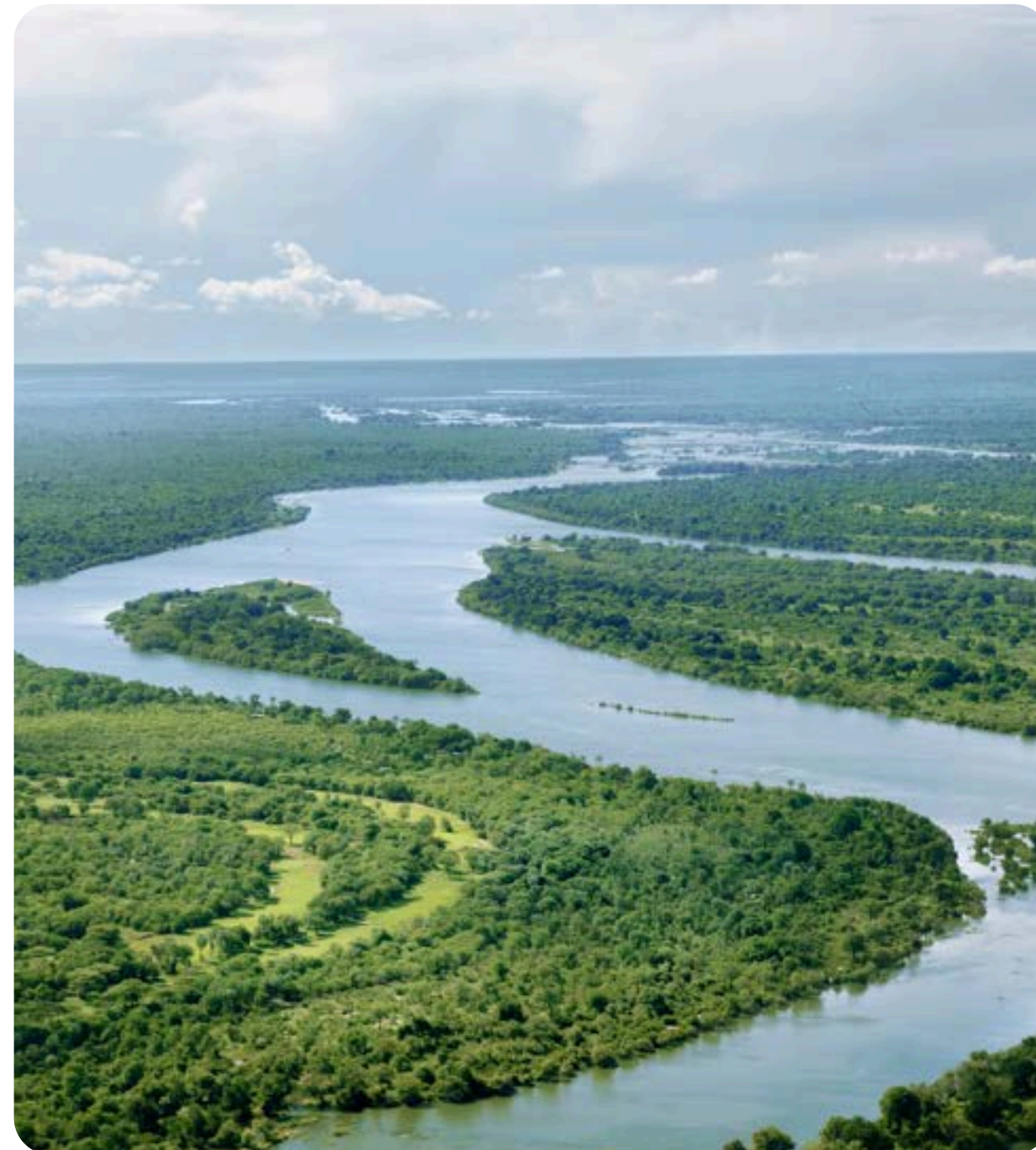
Although climate disclosure is currently a voluntary initiative for HARPS, the Group acknowledges that understanding and addressing climate-related risks is essential to long-term business resilience. Climate change presents both physical and transition risks that could materially affect operations, supply chains, and financial performance.

Starting this year, HARPS is proud to present its climate-related disclosures aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), an integral part of the IFRS S2 Climate-related Disclosures standard. As part of this commitment, we have identified, assessed, and are actively managing climate-related risks and opportunities across our operations to ensure the continuity of sustainable, responsible growth.

## Risks Identification Process

In FY2024, HARPS began the process of identifying climate-related risks and opportunities by:

- Gathering stakeholder perspectives on climate-related risks via on-going communications and discussions.
- An internal Risk Management Report (RMR) is prepared by the Sustainability department and validation from the Board is obtained before integrating into the enterprise risk management.
- RMR is used by the engaged external sustainability consultant to identify and prioritise climate-related risks.



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# SUSTAINABILITY AND CLIMATE-RELATED DISCLOSURES

## Governance

### Board Oversight and Role

HARPS' Board exercises active oversight of sustainability and climate-related risks through its dedicated Sustainability Team. ESG and climate issues are standing items in quarterly Board meetings, with regular updates provided on performance, targets, and emerging developments. ESG performance is also linked to executive incentives, reinforcing accountability at the leadership level.

Sustainability is integrated into HARPS' core strategy, with operational departments working toward KPIs that support both business and ESG objectives — such as energy efficiency, emissions reduction, and waste minimisation. This alignment ensures sustainability is embedded in daily operations and long-term planning, enhancing both resilience and competitiveness, especially in markets with stringent ESG regulations.

Senior management translates Board direction into action by integrating sustainability into strategy, operations, and risk management. Key initiatives include expanding into diverse glove segments and geographies, investing in green materials like Malachite, advancing automation, and enforcing ethical labour practices through robust policies and third-party due diligence. Management also drives strategic partnerships and acquisitions that support long-term climate resilience and sustainable growth.

## Strategy

### Sustainability and climate-related risks and opportunities

HARPS identifies climate and sustainability risks and opportunities across three key horizons:

Horizon	Risks	Opportunities
<b>SHORT TERM</b> 2024-2028	<b>Risks</b> Demand volatility post-COVID, raw material cost fluctuations, limited ESG awareness in supply chain, and reputational risks linked to poor product stewardship or non-compliance in labour practices (e.g. recruitment fee issues).	<b>Opportunities</b> Cost savings via energy and water efficiency, increased product competitiveness, and enhanced brand value through independent social assessments (e.g., WRAP, amfori BSCI, RGA <sup>1</sup> (RBA)).  Internal capacity building through platforms such as EcoVadis, amfori BSCI, UNGC Academy, and RBA training to strengthen ESG knowledge and alignment.
<b>MEDIUM TERM</b> BY 2030	<b>Risks</b> Stringent ESG import and supply chain due diligence regulations (e.g., EU CBAM, Germany's LkSG, Canada's Modern Slavery Act), with rising buyer expectations for verified ESG data.	<b>Opportunities</b> Product diversification beyond medical gloves, expansion into sustainability-focused markets, and sustainable material innovation (e.g., HARPS' Malachite).
<b>LONG TERM</b> BY 2050	<b>Risks</b> Physical risks from climate events (e.g., floods), regulatory pressure on emissions, and growing investor expectations.	<b>Opportunities</b> Access to green financing, brand resilience, and cost competitiveness via low-carbon and circular production.

### Relevant UN SDGs



<sup>1</sup> The Responsible Glove Alliance (RGA), an initiative of the Responsible Business Alliance (RBA), is a collective effort established by purchasers and producers of rubber gloves from Malaysia that aims to protect workers and reduce the risk of forced labour.

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# SUSTAINABILITY AND CLIMATE-RELATED DISCLOSURES

## Strategy

### Impact on Business Strategy

Sustainability is a core enabler of HARPS' business strategy:

#### Strategic Positioning

ESG alignment is seen as a growth driver — fueling customer trust, regulatory readiness, and innovation.

#### Capital Allocation

Prioritized investments include automation, green R&D, sustainable materials, and social infrastructure (e.g., hostels, medical access, festive support). Recruitment fee reimbursements and compliance consulting form a key part of social risk mitigation.

#### Integrated Risk Management

Climate-related risks are tracked through the Enterprise Risk Management (ERM) process, with supply chain transparency a strategic focus.

#### Financial Advantage

Strong ESG performance enhances HARPS' attractiveness to buyers and financiers. Improved operational KPIs driven by sustainability also lower production costs — translating into more competitive pricing and market advantage.

### UNGC CoP Alignment

- **Principle 7** Precautionary approach to environmental challenges
- **Principle 8** Environmental responsibility through initiatives
- **Principle 10** Anti-corruption in supply chains and procurement practices



### Strategic Resilience

HARPS is strengthening resilience through climate scenario planning (e.g., 2°C-aligned pathways):

<b>Regulatory Compliance</b>	Aligning with GRI, TCFD, and IFRS S1 & S2 Standards ensures continued access to key markets and investor confidence.
<b>Operational Preparedness</b>	Ongoing upgrades in energy, water, and waste management, with added focus on flood and heatwave resilience across facilities in Malaysia and Europe.
<b>Product Innovation</b>	Leveraging Life Cycle Assessments (LCA) to reduce product footprints and support low-carbon product development.
<b>Market Future-Proofing</b>	Robust ESG disclosures and verified performance provide a competitive edge in procurement and evolving regulatory landscapes.

### Relevant UN SDGs



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# SUSTAINABILITY AND CLIMATE-RELATED DISCLOSURES

## Risk Management

### Identifying and Assessing Climate-Related Risks

HARPS integrates climate-related risk assessment into its Enterprise Risk Management (ERM) framework, ensuring alignment with global ESG standards and stakeholder expectations.

#### Risk Categorisation

Risks are classified as transition (e.g., regulatory shifts, reputational risks) or physical (e.g. floods, extreme weather). These are identified through internal assessments, industry research, and scenario analysis.

#### Third-Party Assurance

Certifications from RBA, WRAP, amfori BSCI, and EcoVadis support risk identification, especially in labour practices and supply chain sustainability.

#### Stakeholder Input

Regular engagement with investors, NGOs, customers, regulators, and worker representatives helps identify emerging ESG risks and evolving disclosure needs.

### Managing Climate-Related Risks

HARPS applies proactive measures to manage ESG and climate risks, with a focus on resilience and operational integration.

#### ESG Integration in Operations

ESG goals are embedded into business processes through:

- Emission reduction targets
- Responsible sourcing practices
- Compliance with third-party labour standards
- Grievance and remediation mechanisms

#### Scenario Planning

Climate and regulatory scenario analysis guides investment decisions and product development in response to trade dynamics and resource volatility.

#### Monitoring & Reporting

Risks are documented in the Risk Management Report (RMR), which outlines mitigation plans and responsible owners. Senior Management and the Board review this regularly.

### Integrated Risk Management Approach

Climate and sustainability risks are embedded into HARPS' corporate risk and governance structures.

#### Board Oversight & Accountability

Sustainability is a standing item at Board meetings, with ESG targets tied to executive compensation. The Group Sustainability unit, under the ERM framework, ensures cross-functional integration of climate risk priorities.

#### 3<sup>rd</sup> Party Insights for Continuous Improvement

Findings from social and environmental audits feed into the ERM dashboard, enabling HARPS to benchmark and strengthen its risk management practices.

#### Framework Alignment

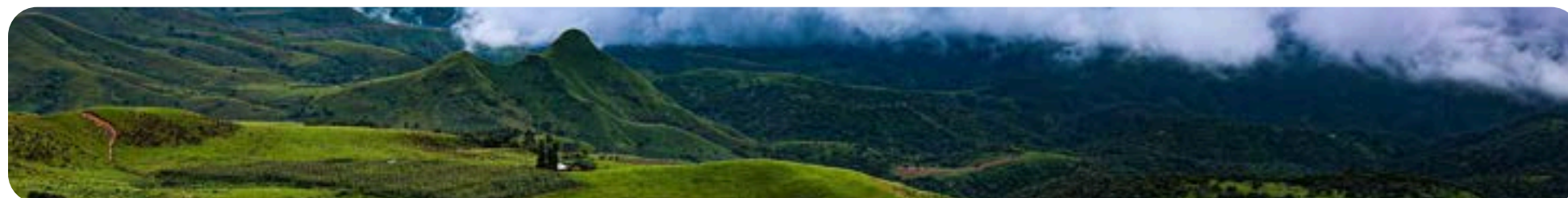
HARPS aligns ESG risk processes with international standards such as GRI, ISSB, and the UNGC.

Efforts contribute to the achievement of:



#### Stakeholder Engagement

Ongoing dialogue with regulators and partners in high-regulation regions (e.g., EU, Canada, Japan) ensures HARPS remains adaptive and compliant with fast-evolving ESG demands.



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# SUSTAINABILITY AND CLIMATE-RELATED DISCLOSURES

## Metrics & Targets

### Key Sustainability & Climate Metrics

HARPS integrates climate and sustainability metrics across five pillars: Strategy, People, Environment, Health & Safety, and Governance, to track performance, manage risks, and support decision-making. These are aligned with ERM and frameworks such as TCFD, GRI, ISSB (IFRS S1 & S2), and the UN Global Compact.

#### Core metrics include:

Number of sustainable supply chain collaborations <b>Target: ≥3/year</b>	Annual stakeholder engagement events <b>Target: 3/year</b>
Verified GHG inventory for CMSB, with roll-out to other sites	ISO 14001 certification status across all major entities
Verified carbon footprint of products via LCA	Supplier due diligence progress (Tier 1)
EcoVadis scores and improvements	Safety audit improvements <b>Target: 20% year-on-year</b>
Social compliance certifications (WRAP, BSCI, and RBA)	

These indicators support HARPS' climate risk management, reputational resilience, and supply chain integrity.

### Performance Monitoring

All targets are reviewed quarterly by the Group Sustainability Team, with progress captured in the Risk Management Report (RMR). Insights from third-party platforms (e.g., UNGC, EcoVadis, BSCI) support ongoing ESG improvement.

### GHG Emissions Disclosure

HARPS follows the GHG Protocol and has initiated group-wide carbon accounting:

- Scope 1** On-site fuel emissions (e.g., boilers, gensets)
- Scope 2** Purchased electricity and steam
- Scope 3 (initial)** Raw materials, packaging, logistics, and employee commuting

#### Progress Includes:

- Verified GHG inventory for CMSB
- Expansion of GHG framework to LMSB, Wimpassing, and Sopron
- LCA-linked product carbon footprint tracking
- CAPEX in automation and energy efficiency
- Collaboration with Gas Malaysia on lower-emission alternatives

#### Key Risks include:

- EU CBAM exposure
- Vendor emissions data gaps
- Energy price volatility
- Audit-related reputational risks

### Sustainability & Climate Targets

HARPS has defined actionable targets to support SDGs 8, 12, and 13:

#### Carbon & Energy

- GHG inventories for all major sites by 2025
- Launch of Carbon Improvement Plan as a foundation for SBTi by 2050
- Achieve carbon reductions in next generation glove lines

#### Environmental Management

- Maintain ISO 14001 at CMSB, LMSB, Sopron
- Regain ISO 14001 for Wimpassing by 2030
- Host at least one ESG awareness event per year

#### Governance & Certification

- Sustain compliance with WRAP, RBA, BSCI
- Enrol all sites in RBA Voices for grievance transparency
- Implement Vendor Code of Conduct for Tier 1 suppliers

#### People & Safety

- Group-wide roll-out of the HARPS People Program
- Track Lost Time Injuries (LTI) across all sites
- 20% improvement in social audit scores

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# SUSTAINABILITY AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

During the assessment of risks materiality, several physical risks and transition risks were assessed. After engagement with stakeholders, reviewing existing practices and analyzing best practices among industry peers, HARPS has streamlined a few risks and assessed their implications. As risk assessment is a dynamic process that continues to evolve, Management will review existing responses and fine-tune where necessary. Our business faces both risks and opportunities due to climate change and the global shift towards decarbonization. The following TCFD disclosures play a crucial role in shaping HARPS's strategic outlook, as outlined below.

## Sustainability and Climate-Related Risks Possibly Affecting HARPS

### Regulatory Shifts

*Evolving regulations such as EU CBAM, CSRD, SBTi, and ESG import bans create compliance risks for exports and access to capital.*

Likelihood: Frequent

Short Term

Transition Risk: Policy and Legal

**Potential Impact:** Increased cost of compliance, market exclusion, and need for emissions tracking and reporting.

**Risk:** Non-compliance

**Opportunity:** Leaders can work towards early alignment

#### Adaptation and/or Mitigation Strategies

- Build GHG inventory
- Obtain ISO 14001, LCA, WRAP, BSCI certifications and RBA
- Implement sustainable procurement
- Conduct stakeholder engagement with regulators

### Market Access Limitations

*Restrictions linked to ESG criteria in major export markets, buyer due diligence, post-pandemic demand normalization, raw material cost fluctuations (especially for natural rubber and petrochemical-based nitrile), and overcapacity.*

Likelihood: Likely

Medium Term

Transition Risk: Market

**Potential Impact:** Revenue decline, export/import challenges, reduced competitiveness. Increased competition in oversupplied glove manufacturing leading to market pricing pressure.

**Risk:** Declining demand

**Opportunity:** Reposition through sustainability branding and product innovation

#### Adaptation and/or Mitigation Strategies

- Launch of green product lines
- Product eco profile (in preparation for digital product passports)
- Improved packaging
- Supplier diversification
- Partnerships with energy and logistics providers

### Reputational Risks

*Stakeholder scrutiny (NGOs, consumers, investors) around labour practices, emissions, and product sustainability.*

Likelihood: Likely

Medium Term

Transition Risk: Reputation

**Potential Impact:** Loss of business, investor pullout, regulatory investigation.

**Risk:** Reputational damage from legacy practices

**Opportunity:** Build brand equity through transparency and verified practices.

#### Adaptation and/or Mitigation Strategies

- Worker grievance mechanisms (RBA Voices)
- Third-party social audits WRAP, BSCI certifications and RBA
- Public ESG disclosures
- EcoVadis participation

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# SUSTAINABILITY AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

Sustainability and Climate-Related Risks Possibly Affecting HARPS

## Extreme Weather Events

Physical risks such as flooding, heatwaves, and water stress affecting facilities, logistics, and raw material sourcing.

Likelihood: Likely

Long Term

Physical Risk: Acute

**Potential Impact:** Supply chain challenges leading to production disruption, raw material shortages and higher operating costs

**Risk:** Climate exposure varies by site

**Opportunity:** To build climate resilience through strategic planning and investment

### Adaptation and/or Mitigation Strategies

- Scenario planning
- Investment in climate-resilient infrastructure
- Work with government bodies to support the structural measures<sup>2</sup>
- Emergency preparedness protocols
- Diversification of sourcing and utility partners

## Forced or Compulsory Labour

Sustainability-related risk involving the payment of migrant workers paying fee to recruitment agents to secure employment.

Likelihood: Frequent

Short to Long Term

Sustainability Risk: Social Compliance

**Potential Impact:** Violation of fair labour practices resulting in fines or audit finding with social compliance programs

**Risk:** Social compliance violation resulting in reputational damage

**Opportunity:** To position as employer of choice through fair recruitment practices

### Adaptation and/or Mitigation Strategies

- Freely chosen employment policy
- Zero recruitment fees, bonds, deposits, or savings policy
- Recruitment reimbursement policy and remediation procedure

## Management Response

- Board has mandated accelerated ESG compliance and exploring alignment with green financing opportunities to support ESG targets and capital investments and oversees progress via Risk Management and Sustainability Teams.
- Market strategy includes prioritising ESG-compliant product innovation and advocacy through industry alliances (e.g., RGA (RBA), UNGC).
- ESG governance integrated into Board-level reporting; continuous engagement with stakeholders and public commitments to global compacts (e.g., UNGC).
- Board ensures climate resilience planning is included in ERM and CAPEX discussions.
- Full reimbursement is provided should any worker be found to have paid a recruitment fee and corrective actions will be taken with the recruitment agency.
- Collaborating with multi-stakeholder platforms such as the Responsible Business Alliance (RBA) for supply chain due diligence and the International Labour Organization (ILO) to support regional studies on labour practices and sustainable development.
- Strengthening internal capabilities through capacity building using platforms such as EcoVadis Academy, UNGC Academy, RBA, BSCI, and other global sustainability learning resources to enhance team expertise and performance.

## Definitions:

- Short Term By 2028 (1-3 years)
- Medium Term By 2030 (5 years)
- Long Term By 2050 (>5 years)

## Likelihood of an occurrence happening once in:

- Frequent: Up to 2 years or more
- Likely: 2 years up to 25 years
- Possible: 25 years up to 50 years
- Unlikely: 50 years up to 100 years
- Rare: 100 years or more

<sup>2</sup> Upgrading the river and drainage systems, Dams, Reservoir, Diversion of river, Embankment of the river and the beach, Pump house

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# MATERIAL TOPICS



# STAKEHOLDER INCLUSIVENESS

HARPS maintains regular engagement with stakeholders through a variety of channels to better understand their expectations, concerns, and priorities. These interactions play a vital role in shaping our long-term strategies and strengthening risk management. We place high value on transparency, accountability, and open communication in all our business relationships. To guide our engagement efforts, we have mapped our stakeholders into three categories: (i) internal, (ii) external – value chain, and (iii) external – non-value chain.

This engagement with our stakeholders provides valuable insights into key focus areas for implementing initiatives that enhance our performance on material topics relevant to our business. It also enables us to establish more meaningful targets, allowing us to effectively track and measure our progress. The table below provides a summary of the stakeholder groups that we engage continuously with, our engagement approaches, the stakeholders' interest, and our responses to their concerns.

<h3>External and Non Value-chain</h3>	
<h3>External and Value-chain</h3>	<ul style="list-style-type: none"> <li>• Government (DOE, DOSH)</li> <li>• Regulatory Bodies</li> <li>• Associations/Alliances</li> <li>• Embassy</li> <li>• Industry Peers</li> <li>• NGOs</li> </ul>
<h3>Internal</h3> <ul style="list-style-type: none"> <li>• Shareholders</li> <li>• Board of Directors</li> <li>• Executive Committee</li> <li>• Leadership Team</li> <li>• Employees</li> <li>• Worker Representatives</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Vendors</li> <li>• Certification Bodies</li> </ul>



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  - Responsible Business Practices
  - Responsible Supply Chain
  - Bettering the Planet
  - Responsibility and Assurance to Customers
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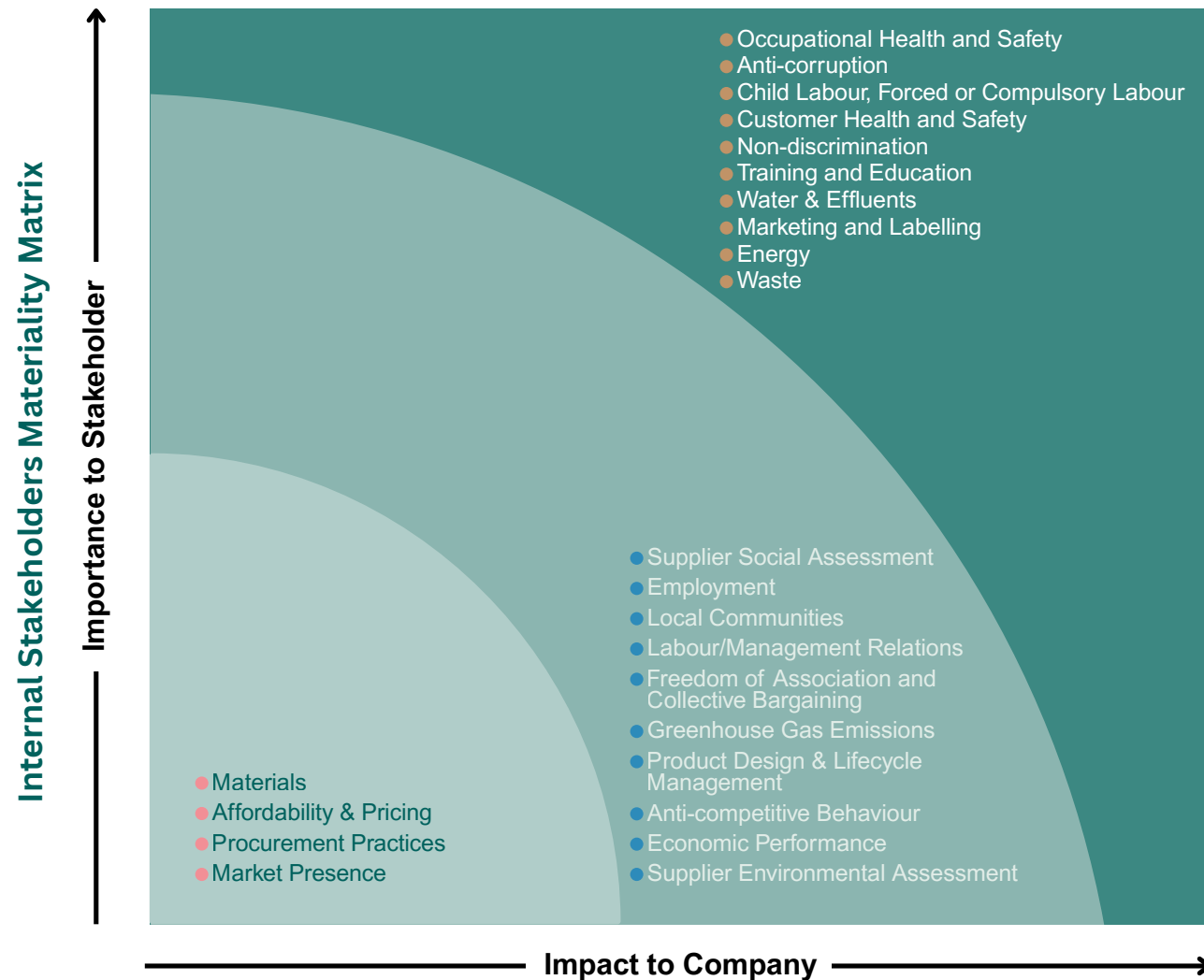
# MATERIALITY ASSESSMENT

## Stakeholder Inputs

The Group conducted a comprehensive materiality assessment to identify key Economic, Environmental, Social, and Governance ("EESG") topics — also referred to as material topics — relevant to its business operations and stakeholders. This process involved stakeholder engagements, peer review, industry benchmarking, and a review of historical EESG topics prioritized by the Group.

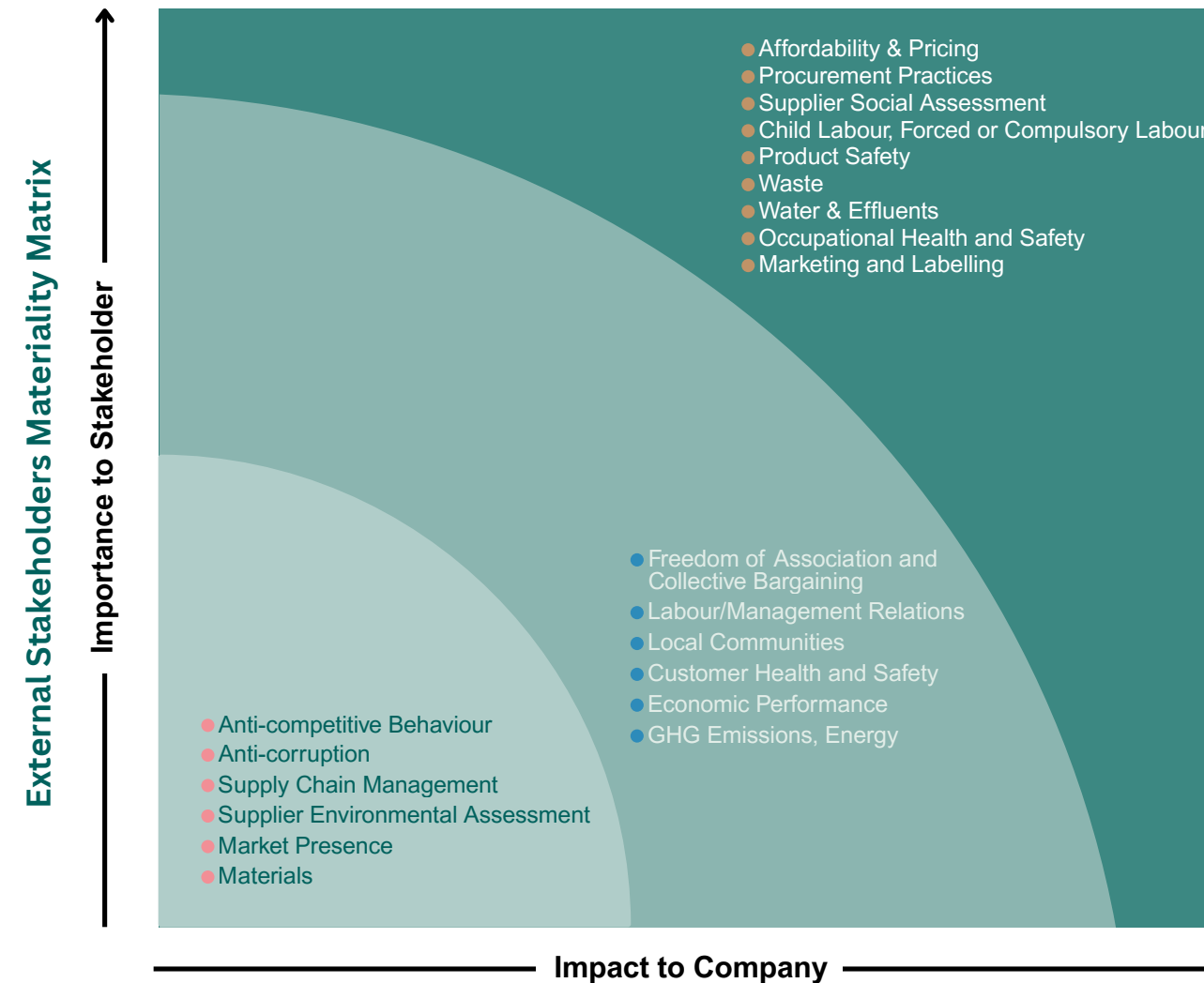
### Internal Stakeholders

We engaged our internal stakeholders, comprising the Board of Directors, shareholders, the Leadership Team (C-Suite level), employees, and worker representatives, through an online questionnaire. This exercise gathered their perspectives on the importance of the identified material topics and their perceived impact on the Group.



### External Stakeholders

Through our regular communication with a diverse range of external stakeholders, including customers, suppliers, service providers, alliances, regulators, communities, and more, we identified material topics aligned with the GRI and SASB Standards. We translated our qualitative discussions into quantitative insights to ensure a balanced perspective, which helps prioritize and rank these topics based on their significance.



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# MATERIALITY ASSESSMENT

## Review and Prioritisation

The materiality assessment process involved multiple review methodologies to prioritise ESG topics:

- 1. Stakeholder Engagement (both External and Internal) Results**

ESG topics were ranked using a materiality matrix, evaluating their importance to stakeholders and their impact on the Group. The top 10 topics were further prioritised for consideration.
- 2. Peer Review**

ESG topics were benchmarked against five industry peers of similar size, sector, and geographical presence. Topics reported by at least 50% of peers were shortlisted.
- 3. Industry Benchmark**

Taking reference from report by Health Care Without Harm (HCWH) Europe on Sustainable Procurement Criteria for the purchase of examination gloves, 15 topics were identified as important for the industry.
- 4. Sustainability Initiatives Review (SIR) Comparison**

Recurring material topics from the Group’s Sustainability Initiatives Review, with reporting from 2022-2024, were considered to ensure consistency in tracking ongoing topics and initiatives which the Group prioritize on.
- 5. Selection and Validation of Material Topics**

A preliminary list of 16 ESG topics was consolidated through the structured materiality assessment process and subsequently presented to Management for review. While the topic of Employment was not identified through the initial assessment, it was recommended for inclusion based on its materiality among industry peers and its significance in the Group’s internal sustainability review.

The final set of material topics was validated and formally approved by the Board through a Board resolution. Following the Board’s endorsement, the data collection process for these material topics was initiated.



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## Material Topics

### Responsible Business Practices

- *Anti-corruption*

### Responsible Supply Chain

- *Procurement Practices*
- *Supplier Environmental Assessment*
- *Supplier Social Assessment*

### Bettering the Planet

- *Energy*
- *Emissions*
- *Water and Effluents*
- *Waste*

### Responsibility and Assurance to Customers

- *Marketing and Labelling*
- *Customer Health and Safety*

### Supporting People and Communities

- *Employment*
- *Non-discrimination*
- *Child Labour*
- *Forced or Compulsory Labour*
- *Occupational Health and Safety*
- *Training and Education*

# GOALS AND TARGETS

## Responsible Business Practices



### Anti-Corruption

- NEAR TERM:**  
Establish a Group compliance training and governance reporting system
- MID TERM:**  
Establish a risk assessment system to assess potential business areas for risks related to corruption
- LONG TERM:**  
Achieve a target % of business operations to be assessed for corruption-related risks  
(% to be determined at a later stage)

## Responsible Supply Chain



### Procurement Practices

- NEAR TERM:**  
Set a target for sourcing goods and services from local suppliers
- MID TERM:**  
Continuously monitor progress towards target set
- LONG TERM:**  
Refine the target set for local procurement



### Supplier Environmental & Social Assessment

- NEAR TERM:**  
Strengthen the capabilities of supply chain partners in preparation for compliance with RBA standards  
To implement a Vendor Code of Conduct for Tier 1 suppliers as a first phase, with progressive capacity building for the rest of the supply chain
- MID TERM:**  
All HARPS critical suppliers to fulfil RBA requirements
- LONG TERM:**  
Evaluate the supply chain's readiness in order to set a realistic target % for supplier screening



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# GOALS AND TARGETS

## Bettering the Planet



### Energy

- NEAR TERM:**  
Engage in sustainable collaboration with supply chain stakeholders
- MID TERM:**  
Establish a risk assessment system to assess potential business areas for risks related to corruption
- LONG TERM:**  
Achieve a target % of business operations to be assessed for corruption-related risks (% to be determined at a later stage)



### Emissions

- NEAR TERM:**  
Publish CMSB's first 3rd-party verified carbon inventory update  
Extend the Group's carbon inventory framework by onboarding Wimpassing & Sopron entities  
Complete 3rd-party verification of the Group's product Life Cycle Assessment (LCA) in accordance with ISO 14071  
Deliver an external awareness presentation on an international platform
- MID TERM:**  
Further extend the Group's carbon inventory framework by onboarding LMSB  
Develop an LCA calculation model to support the continuous monitoring of environmental impacts
- LONG TERM:**  
Continue monitoring reductions of net Scope 1, 2, and 3 emissions intensity, striving towards Net Zero by 2050  
Establish emission reduction targets under the HARPS Carbon Improvement Plan, as part of preparations for future enrolment in the Science Based Targets Initiative (SBTi)



### Water and Effluents

- NEAR TERM:**  
Ensure ongoing full compliance with national environmental regulations on effluent discharge across all manufacturing sites  
Establish a water intensity baseline across all manufacturing sites  
Explore conducting a water stress study for key manufacturing sites to identify potential water stress areas
- MID TERM:**  
Conduct a feasibility study to enhance the raw water extraction process, with the goal of reducing the amount of scheduled waste produced  
Establish a target for water consumption intensity across all manufacturing sites
- LONG TERM:**  
Implement the findings of the concluded study to improve the raw water extraction process  
Enhance the target for water consumption intensity across all manufacturing sites



### Waste

- NEAR TERM:**  
Conduct an annual audit of the scheduled waste recovery service provider to ensure compliance with relevant standards  
Maintain ISO 14001 Environmental Management System (EMS) certification for CMSB, Sopron, and LMSB
- MID TERM:**  
Set a realistic target for overall waste reduction (% to be determined at a later stage)  
Pursue reacquisition of the ISO 14001 EMS certification for Wimpassing
- LONG TERM:**  
Enhance the target set for waste reduction (% to be determined at a later stage)

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# GOALS AND TARGETS

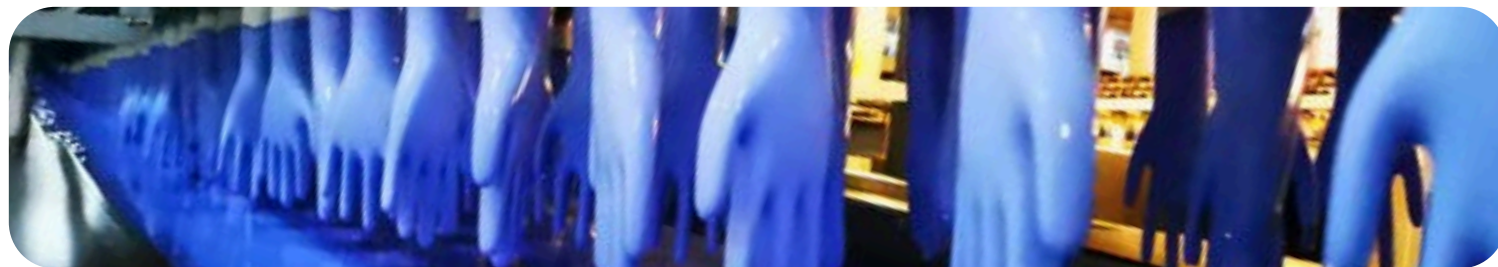
## Responsibility and Assurance to Customers

### Marketing and Labelling

- NEAR TERM:** Review and update product claims for accuracy and regulatory compliance at least once every 12 months, ensuring that all new or amended regulatory requirements are reflected promptly in product documentation
- MID TERM:** Implement a customer feedback system on product labelling and claims, collecting input from key markets to improve clarity, user experience, and regulatory compliance
- LONG TERM:** Fully integrate the outcomes of the product claims review process into the product lifecycle management system, ensuring consistency, accuracy, and compliance throughout the entire product lifecycle and across all markets

### Customer Health & Safety

- NEAR TERM:** Continue conducting customer visits at our site, with a focused effort on promoting health and safety awareness & provide additional educational resources
- MID TERM:** Launch a product upgrade or introduce a new product designed to enhance safety in medical settings, such as gloves with additional protective features tailored for high-risk environments
- LONG TERM:** Aim to become a market leader in the Infection Prevention and Protection Products (IPPP) segment



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# GOALS AND TARGETS

## Supporting People and Communities



### Employment

- NEAR TERM:**  
Conduct an annual HARPS Employees Survey
- MID TERM:**  
Roll out the HARPS People Program, including defined program components and group-wide participation, as part of the global Human Resources harmonisation process
- LONG TERM:**  
Establish a sustainable workplace for employees, with potential targets set for retention and turnover rates to track progress and foster long-term workforce stability



### Forced or Compulsory Labour

- NEAR TERM:**  
Maintain relevant entities' compliance with WRAP, amfori BSCI, and RBA / qualification recognition, subject to the applicability of each respective regional operation
- MID TERM:**  
Progressive enrolment of all HARPS internal entities with RBA Voices, a 3rd-Party Grievance Management platform, to provide an independent, confidential, and accessible channel for workers to report violations to combat forced labour and uncover hidden exploitation
- LONG TERM:**  
Continue enhancing the social compliance management system by incorporating best practices recommended by WRAP, amfori BSCI, and RBA, thereby reinforcing the Group's commitment to preventing forced and/or compulsory labour



### Child Labour

- NEAR TERM:**  
Maintain relevant entities' compliance with WRAP, amfori BSCI, and RBA / qualification recognition, subject to the applicability of each respective regional operation
- MID TERM:**  
Progressive enrolment of all HARPS internal entities with RBA Voices, a 3rd-Party Grievance Management platform, to provide an independent, confidential, and accessible channel for workers to report violations to combat child labour and uncover hidden exploitation
- LONG TERM:**  
Evaluate the effectiveness of the Group's grievance mechanism
- ... ACROSS ALL TIMELINES:**  
Maintain a target of zero cases of child labour for the Group



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# GOALS AND TARGETS

## Supporting People and Communities



### Training & Development

- NEAR TERM:**  
Establish a baseline for average annual training hours across the Group by harmonising training data from all entities  
Establish a Group talent development program to support the growth and progression of the identified employee talent pool
- MID TERM:**  
Set a target for the average annual training hours across the Group  
Evaluate the effectiveness of the Group's talent development program to ensure it meets its objectives and supports employee growth
- LONG TERM:**  
Enhance the target for average annual training hours across the Group  
Integrate the talent development program into the Group's business continuity planning, including succession planning to ensure leadership readiness and organisational resilience



### Occupational Health and Safety

- NEAR TERM:**  
Achieve a 20% improvement in Health & Safety performance in upcoming WRAP, amfori BSCI, RBA audits  
Establish a Lost Time Incident reporting and tracking system to measure and establish a Group level baseline
- MID TERM:**  
Establish a Group-level target for Lost Time Incident performance to drive continuous improvement in workplace safety
- LONG TERM:**  
Enhance the Group-level target set for Lost Time Incident performance



### Non-Discrimination

- NEAR TERM:**  
Launch a non-discrimination compliance training program across the Group to promote awareness and adherence
- MID TERM:**  
Progressive enrolment of all HARPS internal entities with RBA Voices, a 3rd-Party Grievance Management platform, to provide an independent, confidential, and accessible channel for workers to report any acts of discrimination and uncover hidden exploitation
- LONG TERM:**  
Launch Diversity and Inclusion (D&I) initiatives across the Group to foster a more inclusive and equitable workplace culture



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# RESPONSIBLE BUSINESS PRACTICES

# ANTI-CORRUPTION

Bribery and corruption are prohibited by law in nearly all jurisdictions where the Group operates. The Group is firmly committed to conducting its business with the highest standards of ethics, accountability and transparency. The Group maintains a zero-tolerance policy towards all forms of corruption, whether committed by employees, stakeholders, or any third parties acting for the Group or on behalf of the Group.

Consequently, employees must never offer, give, receive, or solicit any form of bribe in order to obtain a business or personal advantage, nor engage in any activity that violates any applicable anti-corruption laws and regulations. A bribe is defined as any attempt to influence a decision or action through an improper or undue advantage, incentive, or favour. Employees must also refrain from participating in any corrupt or unethical practices, including but not limited to extortion, abuse of power, trading under influence, fraud, and/or money laundering.

## Policy and Management Approach

Our core values: Honesty, Accountability, Reliability, Presence, and Sustainability (HARPS), stand as guiding principles that are deeply embedded in the way we operate. HARPS instils these principles in all employees from their very first day at work, shaping a shared understanding that earning and maintaining stakeholder trust is vital to the long-term success of our business. In 2024, HARPS became a signatory of the UN Global Compact, reinforcing its commitment to integrating the Compact's ten principles, including anti-corruption, into its operations and corporate strategy. This step underscores the Group's steadfast dedication to ethical business practices and regulatory compliance at every level.

To reinforce this culture, the Group has established a comprehensive set of ethics policies and procedures aligned with both the HARPS values and our broader corporate governance commitments. These measures ensure that ethical standards and compliance remain integral to how we conduct our business.



**In FY2024, there were no instances of non-compliance with laws and regulations, and**

0

**reported or confirmed incidents of corruption**

### Communication of Group Anti-Corruption Policy

The Group engages and evaluates its Tier 1 suppliers through the EcoVadis platform or a Self-Assessment Questionnaire (SAQ), covering key areas such as anti-corruption, ethical practices, and other sustainability criteria to uphold high standards across the supply chain.

The Group's newly developed **Vendor Code of Conduct** are communicated to business partners and key stakeholders, who are required to acknowledge and adhere to the updated standards, ensuring alignment and accountability.

Looking ahead, the Group aims to implement a structured risk assessment system to assess business areas for risks related to corruption and to set clear targets for business operations to be assessed under this system.

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# ANTI-CORRUPTION

## Online Compliance Training

As part of our ERM initiative, HARPS has recently introduced an online compliance training programme for all employees with individual email addresses. This initiative underscores our commitment to cultivating a culture rooted in integrity, accountability, and alignment to our core values. To deliver this training, HARPS has partnered with LRN Corporation (“LRN”), a global leader in e-learning solutions. The training is hosted on the LRN Catalyst platform, which offers a robust compliance library. All training modules have been customised to reflect HARPS’s specific policies, procedures, and values.

To ensure effective implementation and accountability, the platform generates bi-weekly automated reports that track training progress and completion across all entities. This systematic monitoring not only enhances transparency but also streamlines the oversight of training progress and compliance across the Group.

As part of this programme, employees are currently required to complete the following mandatory training courses:

- Code of Conduct
- Whistleblowing
- Anti-Bribery and Corruption



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# ANTI-CORRUPTION

## Online Compliance Training

**96%** completion rate

A total of 533 employees have been assigned to complete the mandatory training within a 90-day window. As of end Feb 2025, 513 employees have successfully finished the programme —a 96% completion rate. To ensure comprehension, participants were required to pass a final assessment by attaining a minimum score of 80%. Those who were unable to meet this threshold must retake the course. For those unable to complete the training due to various reasons, they will be reassigned to a new campaign in May 2025, with reasons for non-completion documented for tracking purposes.

In subsequent campaigns, training will be assigned primarily to new hires. Additionally, discussions are ongoing to develop shorter versions of these courses, enabling the potential implementation of annual compliance refresher training in the future. In addition, a dedicated compliance email address has also been provided to all employees to submit feedback on the training content. This enables continuous review and refinement of the training materials.

## Inclusivity in Training Delivery

To ensure inclusivity, compliance training will also be extended to direct labour employees who may not have access to an email address or the online platform. These employees will receive the same training content through face-to-face sessions conducted by their respective line managers. This approach ensures consistency in messaging and reinforces equal access to ethics and compliance education across all levels of the workforce.

## Future Training Plans

In line with our long-term compliance strategy, additional modules on topics such as Sustainability and Information Security will be introduced in 2025 and 2026. These topics are essential to aligning our workforce with emerging regulatory requirements and best practices in corporate responsibility.

- Module 1: Code of Conduct, Anti-Bribery and Corruption, Whistleblowing (on-going)
- Module 2: Sustainability (Upcoming)
- Module 3: Information security (Upcoming)

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# RESPONSIBLE SUPPLY CHAIN

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# PROCUREMENT PRACTICES

HARPS recognises that our procurement decisions play a significant role in shaping sustainable and responsible supply chains. As such, we strive to integrate sustainability, inclusivity, and local engagement into our sourcing decisions. We are committed to supporting local businesses as part of our broader contribution to economic prosperity and job creation within the communities where we operate.

## Management of Local Purchases

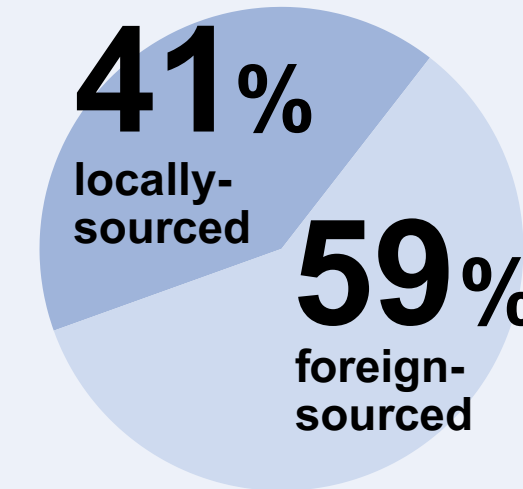
Wherever feasible, we prioritise sourcing raw materials from local suppliers to help strengthen their capabilities and foster long-term growth. However, given the specialised nature of our products, which require certain specialty chemicals not readily available locally, we continue to face challenges in fully localising our procurement. Additionally, commercial considerations such as price competitiveness and supply reliability must also be considered to ensure we remain accountable to our customers and stakeholders. Nonetheless, we remain focused on increasing the proportion of local sourcing where it is both operationally viable and commercially sustainable.

## Diversity of Vendors

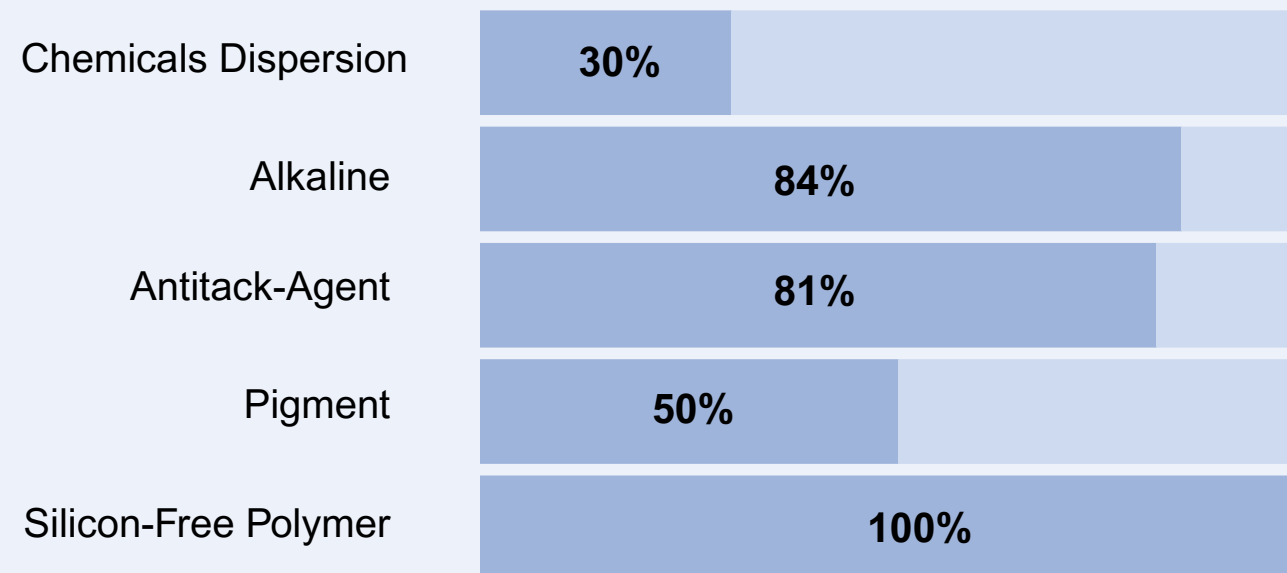
In addition to prioritising local procurement, we are committed to promoting diversity within our supply chain. We believe that a diverse supplier base enhances resilience, broadens sourcing options, and contributes to a more inclusive economy. HARPS actively engages and partners with vendors from a range of backgrounds, including minority-owned, women-owned, and small enterprises. Over the years, several of these partners have grown both economically and technically, becoming integral contributors to our supply chain ecosystem. The table below highlights the diversity of vendors we have engaged with across our operations.

### Performance

In 2024, CMSB achieved a local procurement rate of 41%, based on actual operational procurement expenditure. This figure reflects the proportion of goods and services sourced from local suppliers relative to total operational procurement spend for the year. The remaining 59% was spent on overseas purchases, of which 58% comprised latex — a semi-specialty chemical that is not locally available.



### Percentage of Material Purchased from Small / Women-Owned Businesses



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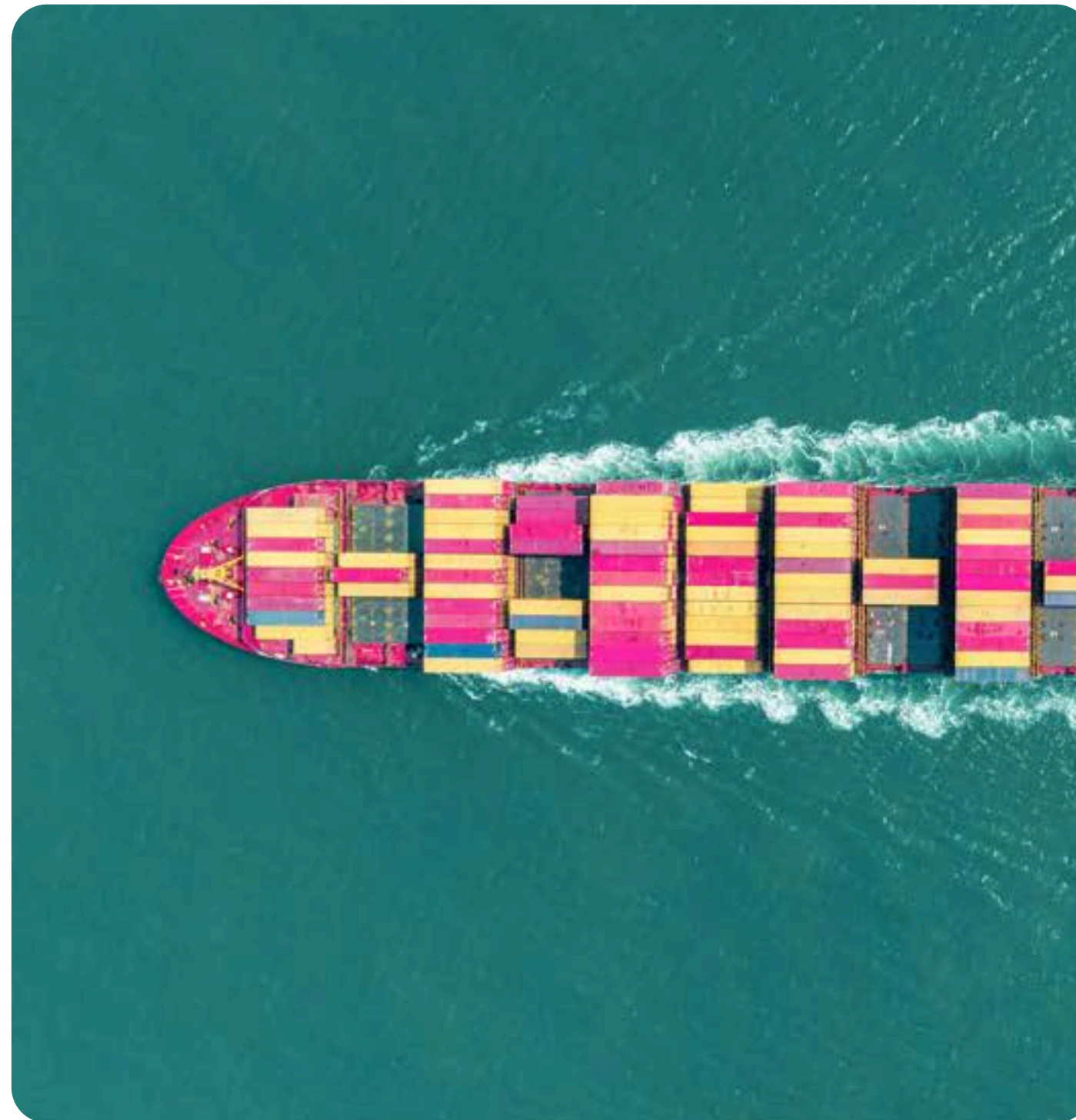
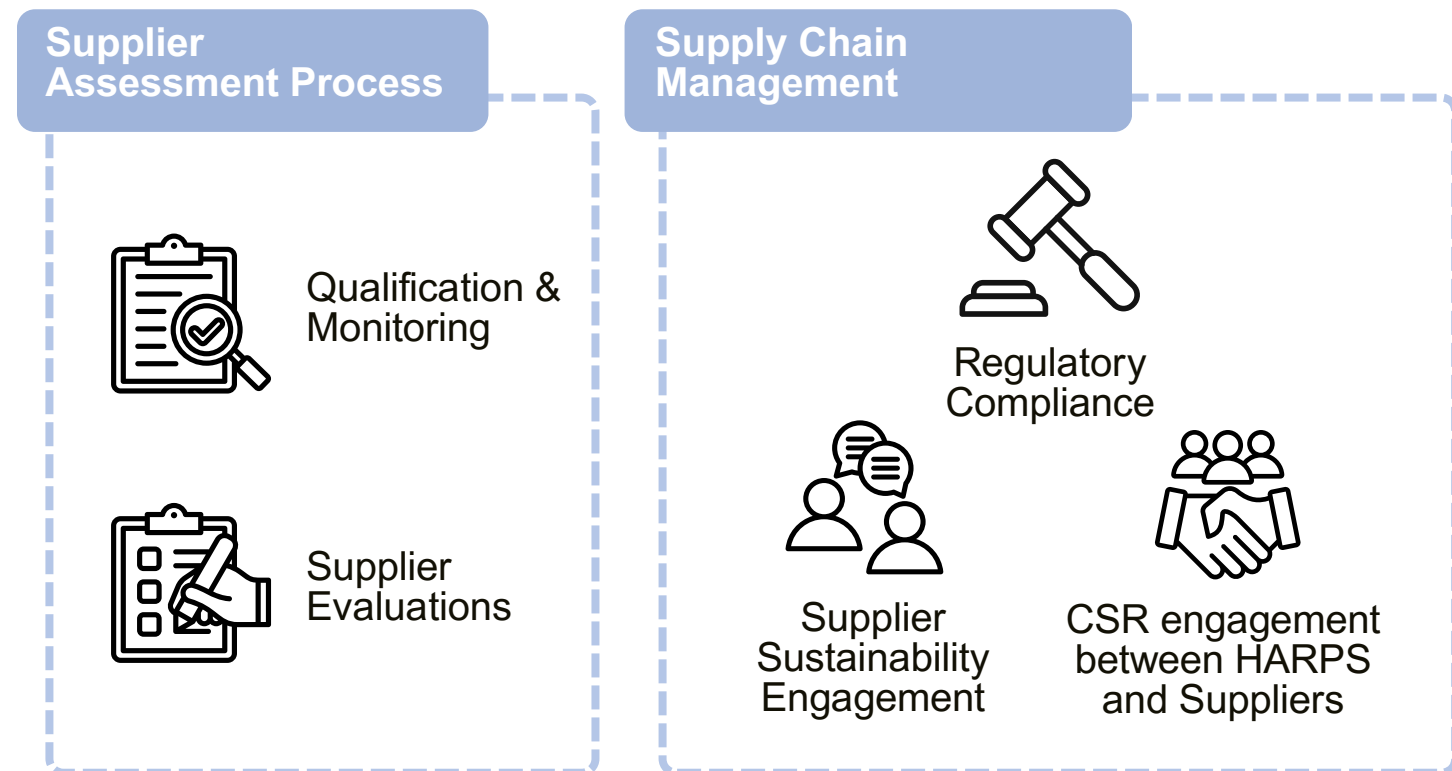
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# SUPPLY CHAIN MANAGEMENT

Recognising the evolving global focus on sustainability, HARPS is actively working to embed sustainable practices into its core operations and values. Sustainable procurement at HARPS considers not only traditional economic criteria such as price, quality, response time, and service level but also integrates principles of sustainable development and social responsibility.

This approach reflects the Group’s commitment to purchasing goods and services in ways that minimise negative environmental and social impacts while supporting long-term sustainability. Integrating these values into procurement processes is essential to advancing responsible business practices.

## An Overview of HARPS’ Approach to Supply Chain Management



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**For Additional Information**

View more information on our Supplier Training & Assessment, and Vendor Ethics, Governance, and Compliance Framework in Appendix 5: Supplier Assessment (Page 104 - 105)

# SUPPLY CHAIN MANAGEMENT

## Supplier Assessment Process

### Qualification & Monitoring

At HARPS, the qualification process for new vendors of direct materials begins with a self-assessment questionnaire and/or a vendor qualification audit. For service providers and contractors, the selection process is led and monitored by the relevant functional departments, recognising that vendor requirements may vary depending on the nature of the goods or services provided.

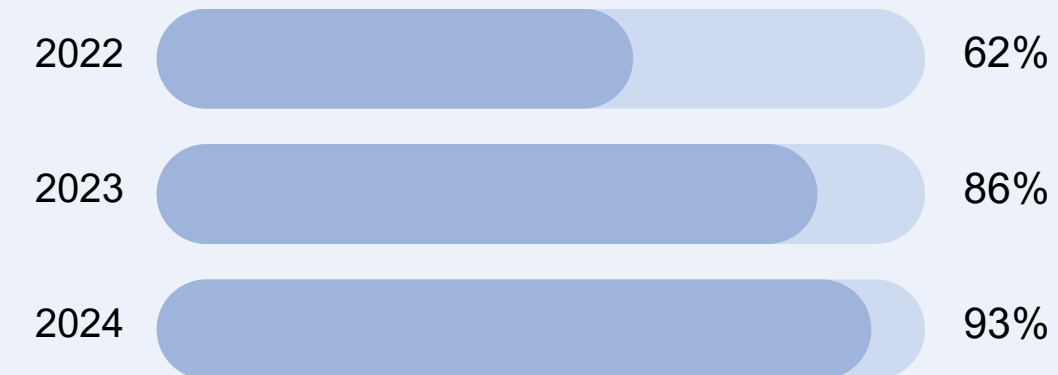
A key component of qualifying new direct material vendors is the vendor audit, with a strong emphasis on verifying compliance with recognised management system standards such as ISO 13485 (Quality Management Systems) and ISO 14001 (Environmental Management Systems). These certifications serve as critical indicators of a supplier’s commitment to high standards in quality and environmental responsibility. In addition to technical requirements, vendors are also evaluated on their commitment to environmental, social, and ethical compliance through their acknowledgment of our Vendor Code of Conduct.

Beyond the initial qualification, vendor monitoring is an integral part of our ongoing vendor management. The Audit Coordinator prepares an annual audit schedule focusing on direct material vendors, with ad-hoc audits triggered in response to any quality or service concerns. Vendors who consistently demonstrate excellent performance may be exempted from annual audits. The Purchasing Department reviews and analyses vendor performance on a monthly basis, generating performance reports whenever deliveries occur. These assessments focus on three key areas:

Quality Performance	Evaluates the conformity of incoming materials to customer specifications to ensure consistent quality standards are met.
Delivery Performance	Assesses the vendor’s ability to meet agreed delivery timelines, excluding delays due to force majeure. This metric also supports the monitoring of greenhouse gas (GHG) records associated with delivery logistics.
Environmental Performance	Reviews the condition of materials upon receipt and considers supplier-reported GHG emissions for key materials, such as nitrile latex, as part of the environmental performance evaluation.

This structured approach to vendor qualification and monitoring enables HARPS to maintain a reliable, high-performing, and responsible supply chain that aligns with our sustainability and quality objectives.

### Percentage of Vendor Audit Completed



### Vendor Code of Conduct

Our Vendor Code of Conduct, which is derived from the HARPS Global Code of Conduct, reflects our core values and outlines the expectations we hold for our selected vendors. It establishes clear standards in key areas including social responsibility, environmental stewardship, business ethics, operational excellence, and compliance verification.

This Code is aligned with international benchmarks such as the Responsible Business Alliance (RBA) Code of Conduct, Ethical Trading Initiative (ETI) Base Code, WRAP principles, and amfori BSCI, and is guided by globally recognised frameworks including the conventions of the International Labour Organisation (ILO), the UN Guiding Principles on Business and Human Rights (UNGPR), and the UN Global Compact (UNGC).

All new vendors are required to acknowledge and adhere to the principles set out in the Vendor Code of Conduct. They must demonstrate ongoing compliance and a commitment to continuous improvement across the specified areas to maintain their status as trusted partners in our value chain.

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# SUPPLY CHAIN MANAGEMENT

## Supplier Assessment Process

### Supplier Evaluations

To uphold HARPS' high standards for quality, environmental stewardship, and social responsibility, supplier evaluations are primarily conducted through the EcoVadis platform for Tier 1 vendors. For those Tier 1 vendors not subscribed to EcoVadis, a separate Self-Assessment Questionnaire (SAQ) is issued for their completion and may also be subject to on-site evaluations. These assessments cover critical areas such as environmental impacts, energy efficiency, labour practices, health and safety, and ethics.

In 2024, 9 out of 13 (69%) of all top tier vendors have been screened and assessed for negative environmental and social impact via EcoVadis or SAQ. The insights gained from these evaluations allow us to identify improvement opportunities and collaborate with our suppliers to drive continuous enhancements in sustainability performance across the supply chain.

## Supply Chain Management

### Regulatory Compliance

To uphold the highest standards of safety and environmental protection, HARPS has implemented a robust regulatory compliance framework across our supply chain. We work closely with suppliers to ensure that products and raw materials are free from hazardous substances and comply with applicable global regulations. Our compliance process includes:

- Supplier Verification** Conducting comprehensive assessments of suppliers, including chemical inventory reviews and regulatory declarations for each relevant regulation.
- Documentation and Record-Keeping** Maintaining up-to-date records of all declarations, which are regularly reviewed and audited to ensure continued compliance.
- Collaboration and Support** Providing guidance to suppliers on evolving regulatory requirements and supporting them through the declaration and evaluation process.

### Assessment of Tier 1 Vendors



EcoVadis is a globally recognized sustainability ratings platform that assesses companies' environmental, social, and ethical performance. It provides insights into supply chain sustainability through standardized evaluations and scorecards, helping businesses monitor and improve their ESG practices.

### Self-Assessment Questionnaire (SAQ) Toolkit

- 1** Disclosure Checklist
- 2** Corrective Action Plan

The self-assessment toolkit comprises two key components: a checklist for vendors to disclose their practices related to human rights, labour policies, ethical recruitment, employment, training, and medical services; and a corrective action plan template to address and improve any identified non-conformities.

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# SUPPLY CHAIN MANAGEMENT

## Supply Chain Management

### Supplier Sustainability Engagement

Since 2018, HARPS has been actively involved in product life cycle assessment (LCA) to better understand and reduce the environmental impacts of our gloves from cradle to grave. In collaboration with Synthomer and technical partner MateriaNova (Belgium), the LCA has revealed that raw materials — particularly nitrile latex, which makes up over 95% of our gloves — are key emission hotspots.

In response, we have engaged directly with key raw material suppliers, including latex and hand former vendors, as well as energy providers such as GAS Malaysia. These engagements focus on knowledge sharing, emissions tracking, and collaborative strategies to reduce greenhouse gas (GHG) emissions across the value chain.

We also monitor compliance with customer-specific requirements, including Vendor Code of Conduct aligned with standards such as:



RBA (Responsible Business Alliance)

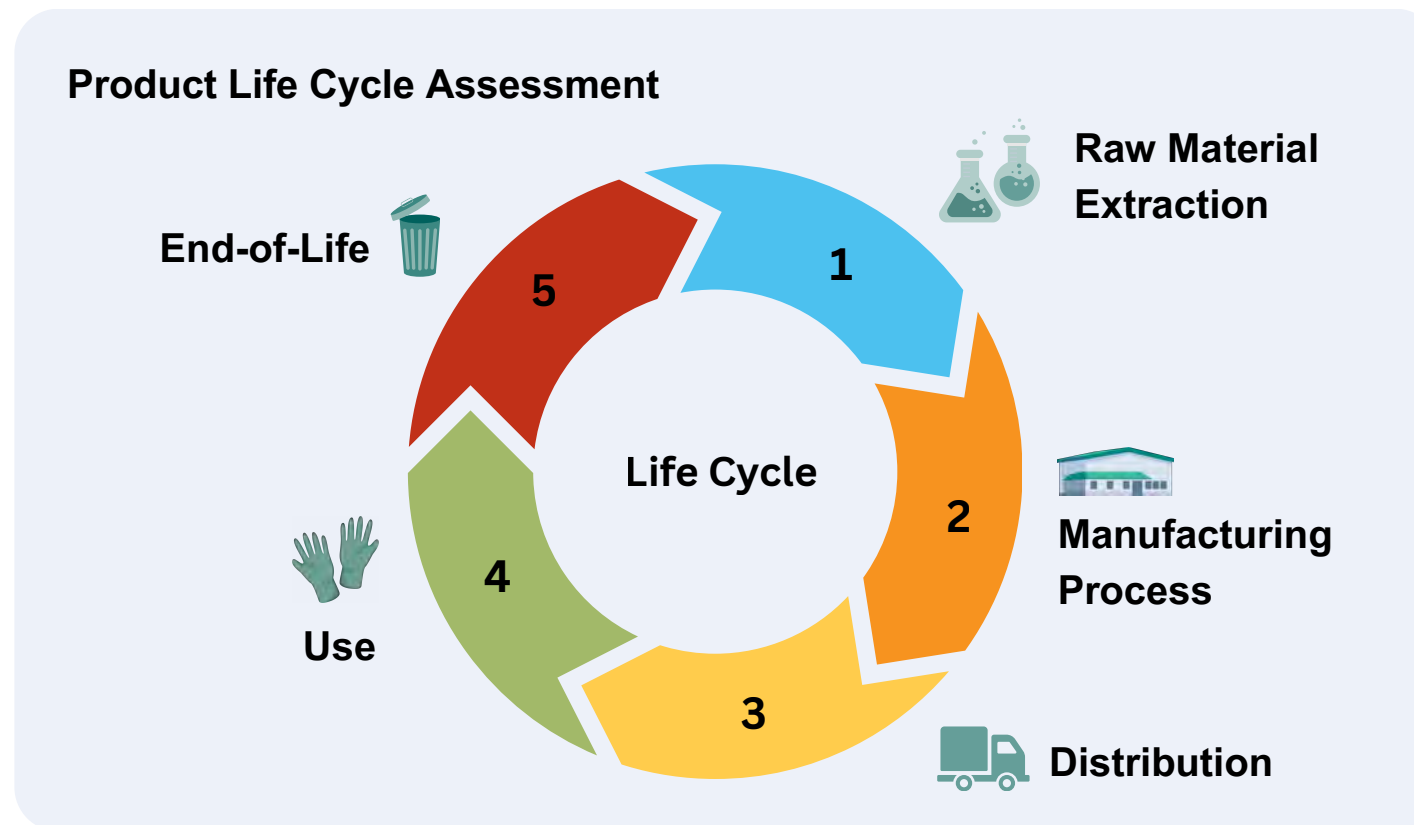


WRAP (Worldwide Responsible Accredited Production)



amfori BSCI

These standards encompass international human rights principles under the ILO, as well as environmental requirements including Scope 1 and 2 emissions, hazardous substances control, and regulatory frameworks such as REACH and California Proposition 65.



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# SUPPLY CHAIN MANAGEMENT

## Supply Chain Management

### CSR engagement between HARPS and Suppliers

Our commitment to Corporate Social Responsibility (CSR) extends beyond our operations to include active engagement with our suppliers. We believe in growing together through shared sustainability values and collective action. Key initiatives include:



#### Supplier Sustainability Workshops

Interactive sessions to promote sustainable practices, innovation, and resource efficiency.



#### Community Outreach Collaboration

Joint efforts with suppliers to support local initiatives such as education, environmental cleanups, and healthcare programmes.



#### Employee Volunteering

Encouraging staff to participate in supplier-supported community projects to build stronger social ties.



#### Recognition and Awards

Acknowledging suppliers that demonstrate leadership in sustainability and social responsibility.

These initiatives not only foster stronger supplier relationships but also extend HARPS' positive impact into the wider community and contribute to a more sustainable and ethical supply chain ecosystem.



Annual Volunteering with our Suppliers to support Hope Mission Welfare Society

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# ENERGY & GHG EMISSIONS MANAGEMENT

## Energy Management

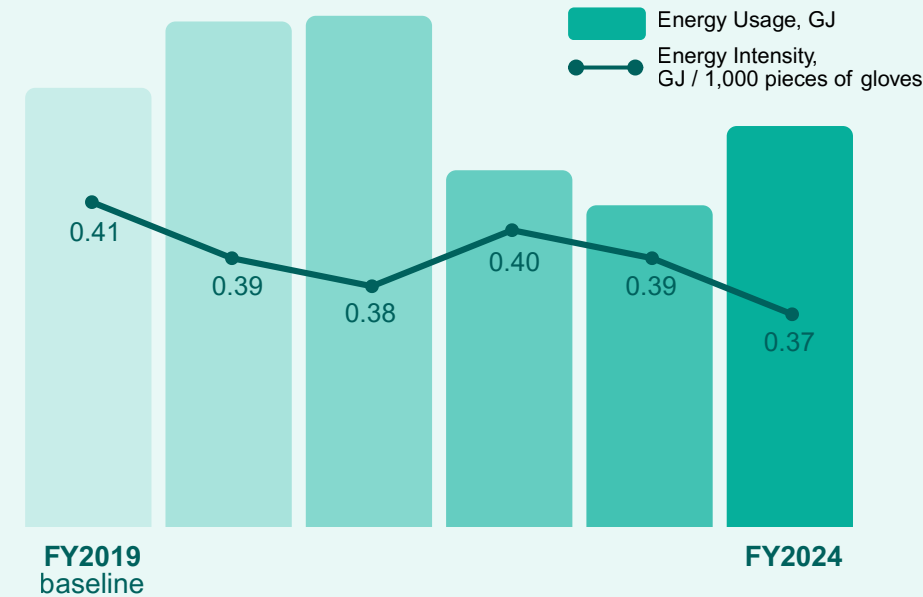
Natural gas and electricity are the primary energy sources used by the Group, both in production activities and within our dormitory facilities.

We recognise that inefficient energy management can lead to unnecessary consumption, increased operational costs, and elevated carbon emissions, contributing to environmental degradation and heightened regulatory risks.

HARPS is committed to optimising energy use and reducing our dependence on non-renewable resources across all operations. To support this, the Group closely tracks and monitors gas and electricity consumption.

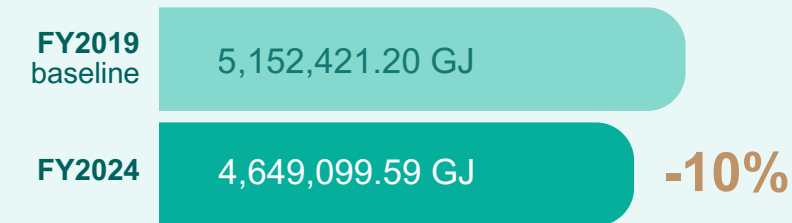
This data provides critical insights that help manage operational costs, ensure regulatory compliance, identify inefficiencies, and advance our sustainability objectives through more informed energy optimisation efforts.

### Energy Usage Performance



In FY2024, we saw a decrease of both energy usage and energy intensity from baseline levels observed in FY2019.

### Natural Gas Usage Performance



### Key Energy Sources Usage Performance

	Natural Gas	Electricity	Solar Energy	Others
FY2019 baseline	90.0%	10.0%	-	0.1%
FY2024	89.3%	10.4%	0.3%	0.1%

In FY2024, HARPS' total energy consumption reached 5,208,771.11 GJ. The majority (89.3%) was primarily attributed to natural gas usage while grid electricity accounted for the remaining 10.7%. The Group's energy intensity reduced from the baseline of 0.41 to 0.37 GJ per 1,000 pieces of gloves produced, reflecting ongoing efforts to balance operational efficiency with sustainable energy practices.

The introduction of solar energy into the energy mix reduced natural gas dependency from the baseline of 90% to 89.3%, marking a step forward in the Group's decarbonization efforts. This underscores the importance of continued investment in renewable energy to offset rising demand along with a suite of other initiatives to optimise and enhance energy efficiency.

#### For Additional Information

View details on our Energy and Emissions baseline year, sources, and performance in Appendix 6: Energy and Emissions (Page 106 - 108)

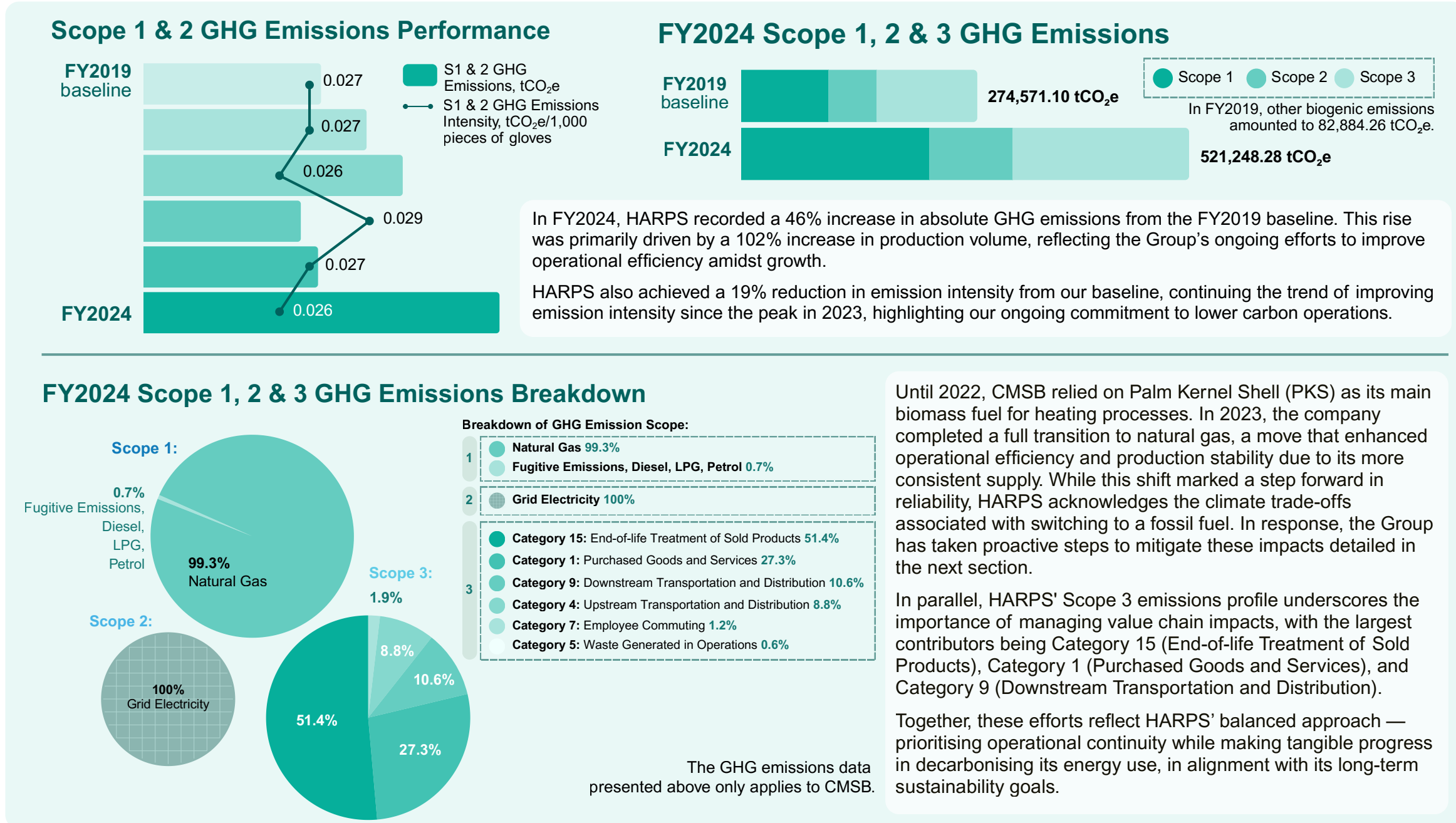
# ENERGY & GHG EMISSIONS MANAGEMENT

## GHG Emissions Management

The Group is committed continual reduction of Scope 1, 2 and 3 emissions to strive towards achieving Net Zero by 2050 if possible, using 2019 as the baseline year. FY2019 is chosen as the base year for comparison purpose as it is the starting year for our first-ever verified GHG emissions period which is from FY2019 to FY2023. This selection is based on the reliability, completeness and coverage of activity data within HARPS.

To support this commitment, HARPS adopt a proactive approach by using Life Cycle Assessment (LCA) to evaluate GHG emissions across the entire product life cycle, from raw material extraction and manufacturing to distribution, use, and end-of-life. This enables the Group to identify emission hotspots and focus our efforts on areas with the highest environmental impact.

GHG emission sources have been identified through detailed reviews of our glove manufacturing processes, supported by site visits and a comprehensive LCA of nitrile gloves. We also engaged key stakeholders through interviews to ensure emissions are captured across all operational stages and responsibilities.



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## Energy and GHG Emissions Reduction

At HARPS, we recognize that responsible energy management and climate action are critical to our long-term sustainability and operational resilience. As a global manufacturer, we are committed to reducing our carbon footprint while maintaining efficiency across our value chain.

While increased production volumes have led to higher absolute emissions, HARPS has achieved progress in decarbonisation through:

Strategic renewable adoption, including adopting solar energy in our power mix with plans of scaling up its adoption further

Process optimization to improve energy intensity per unit produced

Targeted conservation initiatives to reduce overall energy demand

We are also intensifying efforts to address Scope 3 emissions, which represent a growing proportion of our footprint. Through transparent reporting, innovation, and continuous improvement, we are advancing our transition to a lower-carbon future, balancing operational performance with environmental impacts.

### Solar Energy Adoption

The Group initiated phase 1 of solar panels installation at CMSB in February 2024 to support our Group's commitment to sustainable energy and reducing our reliance on non-renewable resources.

Phase 2 of installation to expand on our solar energy capacity is scheduled to be completed by December 2025.

Feasibility for Phase 3 is currently being studied for potential future implementation. Our increased adoption of solar energy is part of our long-term investment to help meet our 2030 carbon reduction goal with a target of 6% reduction in Scope 2 emissions achieved from the use of solar energy. The adoption of solar energy will also help mitigate the risk of natural gas price volatility.



Solar panels installed on CMSB facility rooftops

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# ENERGY & GHG EMISSIONS MANAGEMENT

## Energy Efficiency Optimization

### Energy Efficient Design for New Production Block

With the new production Block G in operation, we have taken the opportunity to incorporate more efficient technology and production processes to improve energy efficiency.

We were able to achieve higher production capacity with a lower level of energy consumption per unit of glove produced. This was achieved through the use of advanced equipment and workflows optimization which reduced energy usage by more than 15% per hour of manufacturing, reduced natural gas consumption by 6% (in MMBtu per 1,000 pieces of gloves produced) and lowered electricity intensity by nearly 25% (in kWh per 1,000 pieces of gloves produced).



HARPS production line

### Installation of Photo Sensors to Lighting

To optimize our energy use for lighting, we have installed photo sensors to half of the lights along our walkway and rest areas.

The lights controlled by photo sensors will only switch on in the evening from 7pm-7am daily, whereas the rest of the lights will be switched on for the whole day.

A study was done on the brightness of the areas to ensure that any change in illuminance will not affect the safety of the employees using the areas. After implementing this initiative, we observed a 50% reduction in the consumption of electricity due to lighting of approximately 2522.88 kWh in the walkway and rest areas.



Photo sensor installed along walkway

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# ENERGY & GHG EMISSIONS MANAGEMENT

## Air Quality Monitoring

Beyond greenhouse gas emissions, HARPS maintains rigorous air quality control measures to ensure all exhaust emissions remain within permitted regulatory limits. We conduct annual stack emissions testing through accredited third-party consultants to validate compliance with environmental standards.

For our CMSB facility, all 2024 air quality testing results demonstrated full compliance with the stipulated EQCAR limit values. To institutionalize this commitment, we have established a formal Key Performance Indicator mandating that annual air emissions testing must consistently meet EQCAR standards. This systematic approach reflects our dedication to operational excellence and environmental stewardship through:



**Regular independent verification of emissions performance**



**Clear compliance benchmarks aligned with regulatory requirements**



**Accountability through measurable KPIs**

Our air quality management program complements broader sustainability initiatives while ensuring we meet both legal obligations and stakeholder expectations for responsible manufacturing.

Parameter	Total Emissions (kg/year)	Highest Measured Concentration (mg/m <sup>3</sup> )	EQCAR 2014 Limit Value	Compliance Status
Particulate Matter (PM)	2,706.95	8.37	50	Comply
Oxides of Nitrogen (NO <sub>x</sub> )	115,695.70	242	350	Comply
Sulphur Dioxide (SO <sub>2</sub> )	10,311.76	23	-	Comply
Carbon Monoxide (CO)	4,548.64	11	50	Comply
Nitric Acid (HNO <sub>3</sub> )	249.94	0.120	30	Comply
Chlorine (Cl)	9,503.79	10.18	30	Comply
Hydrochloric Acid (HCl)	4,010.29	2.78	30	Comply

**EQCAR 2014:** Environmental Quality Clean Air Regulation 2014  
**Source:** Air Emission Monitoring Report for Chimney Stack 2024

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# WATER, EFFLUENT & WASTE MANAGEMENT

## Our Interaction with Water

Water plays a vital role in our glove manufacturing process, particularly in the raw material preparation to the dipping and cleaning stages. At CMSB, raw water is sourced from a nearby river and treated before being used in production. After use, the wastewater undergoes a comprehensive treatment process before being safely discharged back into the same river. The Group recognises the critical importance of effective effluent management and is committed to maintaining high standards of wastewater treatment to prevent water pollution and protect local ecosystems. Responsible water use and treatment are integral not only to reducing operational costs but also to fulfilling our broader environmental stewardship.

## Management of our Water Use and Discharge

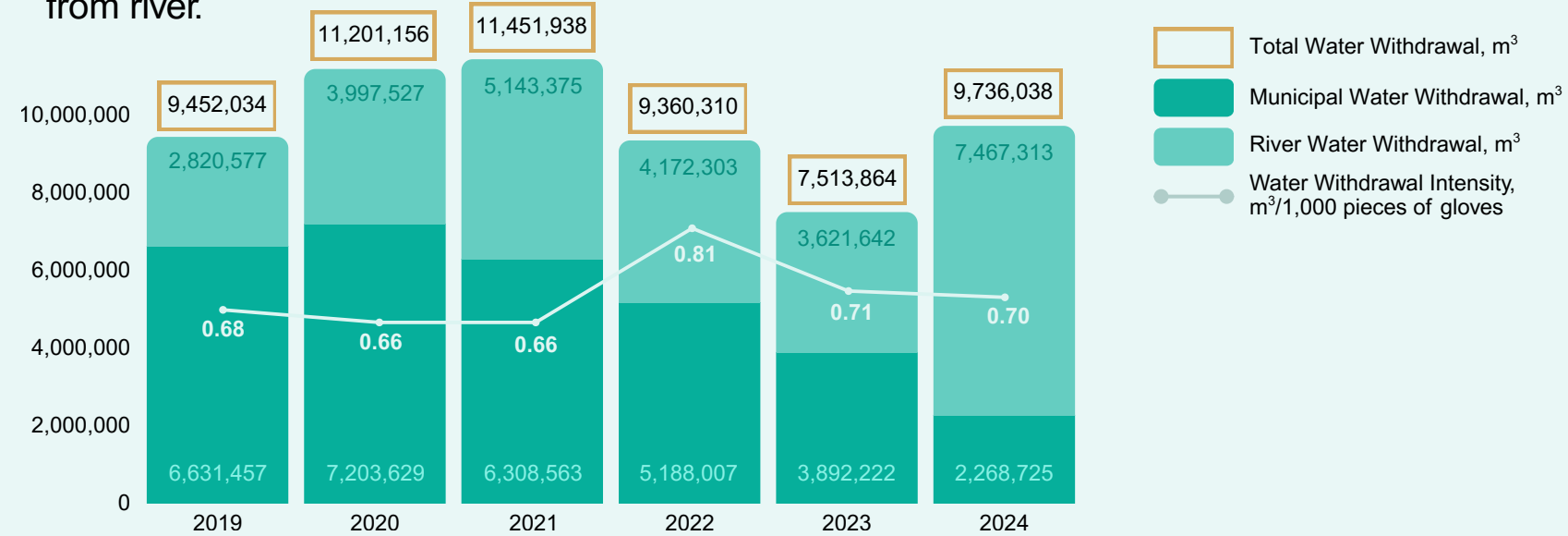
The Group remains committed to using water resources efficiently and has taken steps to collect water data to track and manage water consumption across our operations. Water withdrawal, consumption, discharge and treatment data is also systematically recorded and reviewed on a regular basis to provide visibility on our water performance. We have not had any incidents of non-compliance associated with water quality permits, standards or regulations.

## Water Consumption Target and Performance

Water consumption is calculated based on data from our utilities bills. The target KPI for water consumption intensity is set to be 0.08m<sup>3</sup> for 1,000 pcs of glove manufactured. Through our continual effort since 2022, the Group achieved a water consumption intensity of 0.08 m<sup>3</sup> for 1,000 pieces of glove manufactured for 2024.

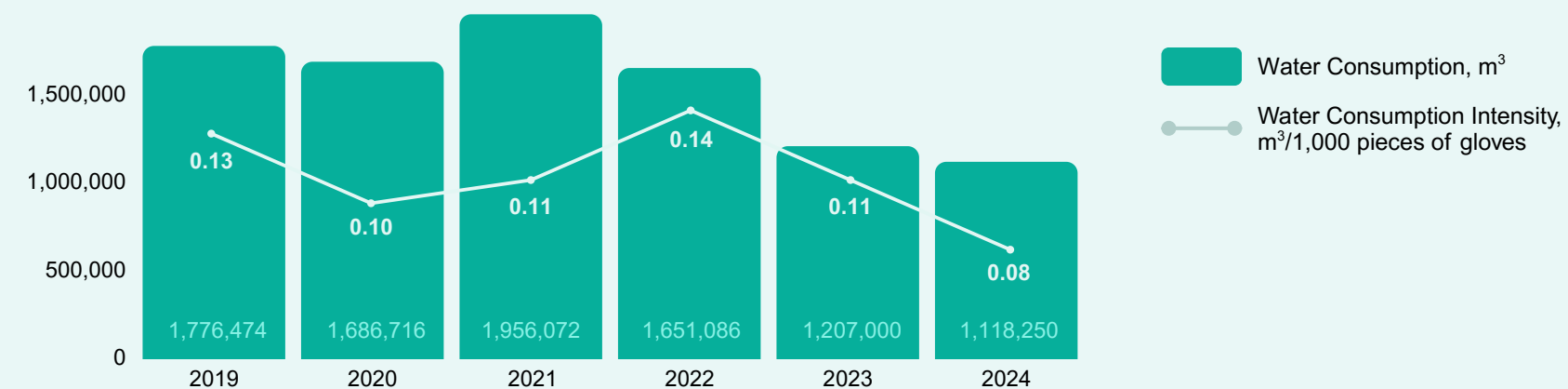
## Water Withdrawal Performance

Amount of municipal water withdrawal is monitored via meter measurement installed at facility. Amount of river water withdrawal is monitored via flow meter measurement at withdrawal point from river.



## Water Consumption Target and Performance

Water consumption is calculated based on data from our utilities bills. The target KPI for water consumption intensity is set to be 0.08m<sup>3</sup> for 1,000 pieces of glove manufactured. Through our continual effort since 2022, the Group achieved a water consumption intensity of 0.08 m<sup>3</sup> for 1,000 pieces of glove manufactured for 2024.



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## Effluent Management

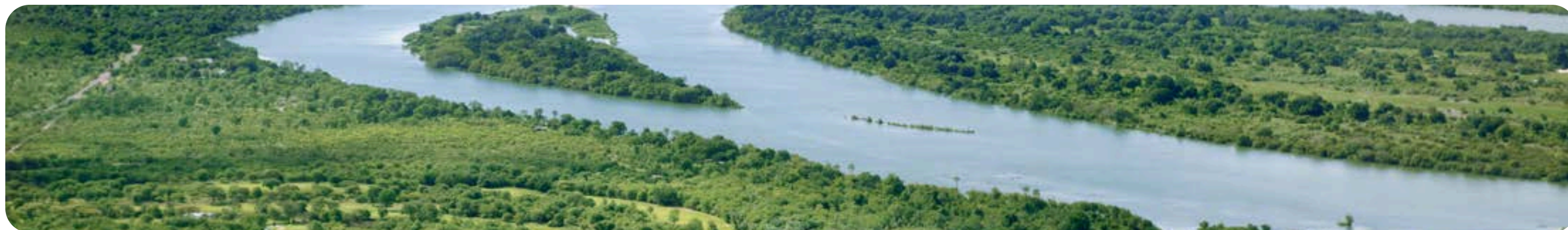
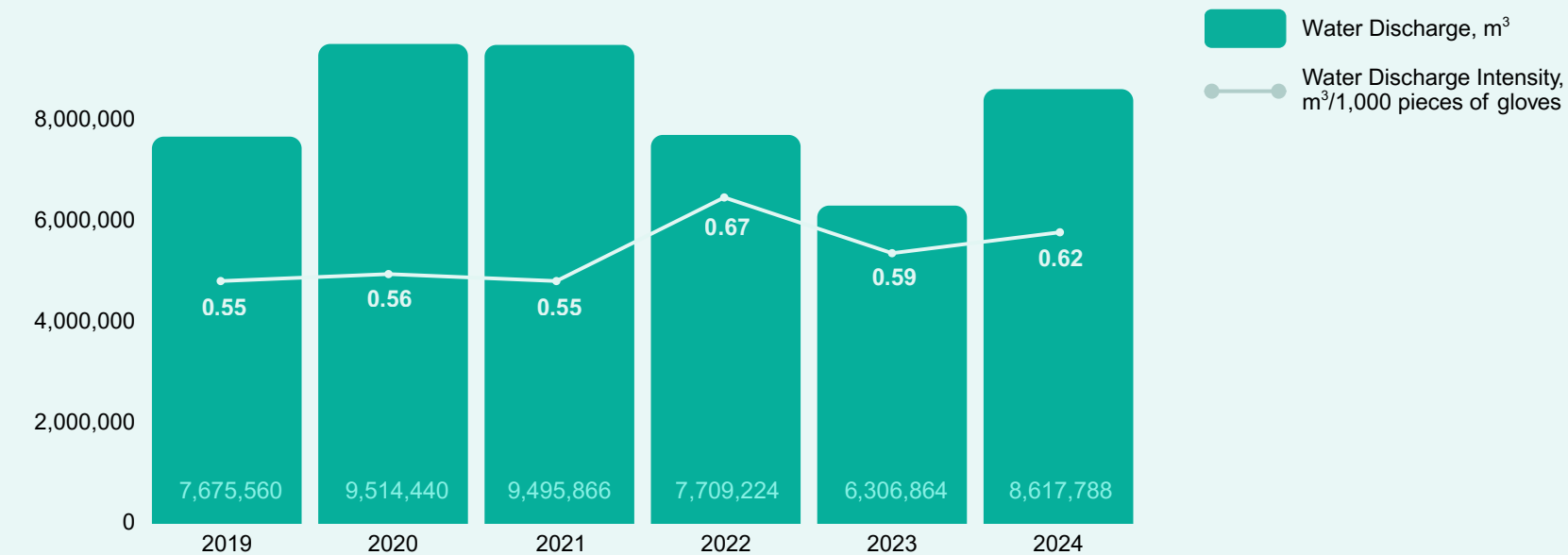
Effluent management is a key component of our commitment to environmental sustainability. We operate dedicated treatment systems designed to ensure that all wastewater generated from our operations is effectively processed before discharge. These systems are engineered to remove harmful pollutants and ensure that treated effluent meets or exceeds regulatory standards. By doing so, we help safeguard surrounding ecosystems and maintain the integrity of local water sources.

An effective effluent management system is essential due to the nature of our manufacturing processes, where hand formers are washed with water after dipping in acid and coagulants, and cleaning of latex compounding and mixing tanks generates wastewater containing trace amounts of hazardous chemicals.

To mitigate environmental impact, this wastewater is carefully treated, with pH levels closely monitored prior to discharge to ensure compliance with regulatory standards. The treated effluent is adjusted to a target pH of 7, helping to maintain the neutrality of the water released back into the river and protecting local aquatic ecosystems.

### Water Discharge Target and Performance

Water discharge is monitored via flow meter measurement at discharge point to the river. To assess the effectiveness of our effluent management practices, we have established our target KPI for water discharge intensity to be 0.8m<sup>3</sup> for 1,000 pieces of gloves manufactured. Though a slight increase from 2023, we achieved a water discharge intensity of 0.62 m<sup>3</sup> for 1,000 pieces of gloves produced manufactured, meeting our target.



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# WATER, EFFLUENT & WASTE MANAGEMENT

## Waste Generation

HARPS generates both hazardous and non-hazardous waste as part of its manufacturing operations. Key sources of our waste include packaging materials, defective products, and process-related residues. A significant portion of our waste consists of latex-based materials, such as rubber lumps or sludge, which generated during glove manufacturing processes.

In addition to hazardous waste, we also manage general waste, particularly packaging waste like plastic films and cardboard boxes that accompany raw materials supplied to our facilities. Our waste management efforts are focused on responsible handling, segregation, and reduction of these waste streams in line with our broader environmental commitments.

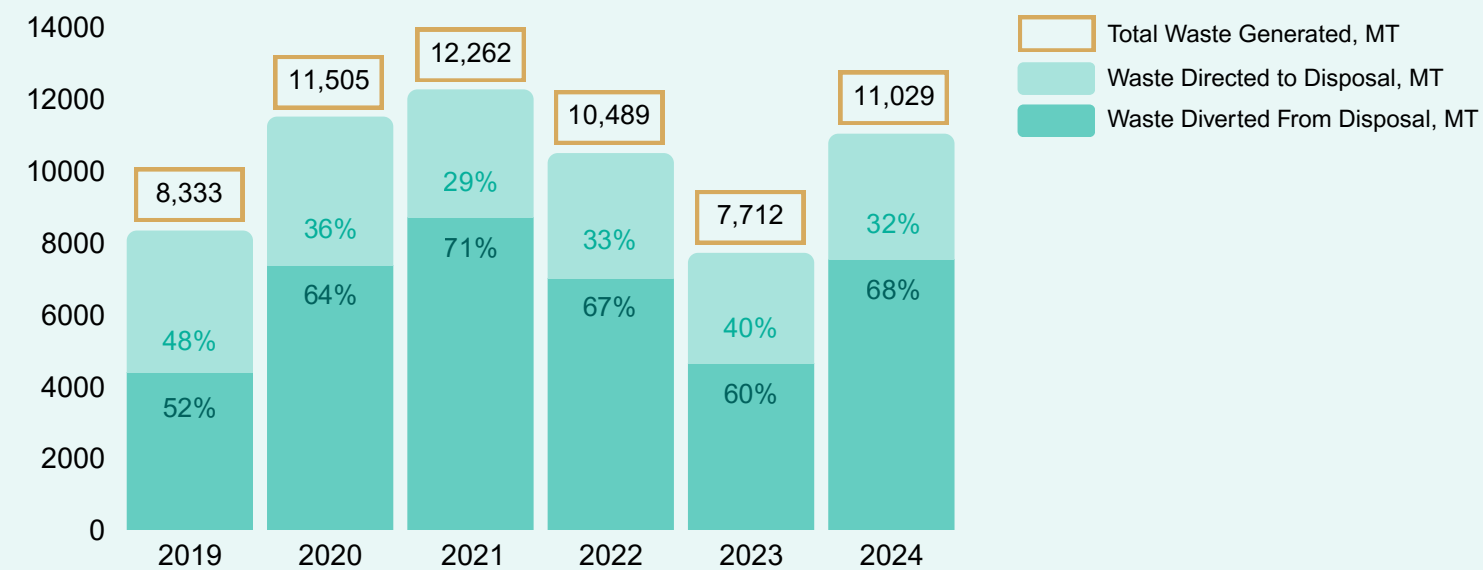
## Waste Monitoring and Record-Keeping

We maintain ongoing waste monitoring and documentation to track our waste generation and disposal patterns. This process supports data-driven evaluation of our waste reduction efforts, helps identify areas for improvement, and measures our progress toward achieving sustainability goals. Regular reporting also promotes transparency and accountability to stakeholders.

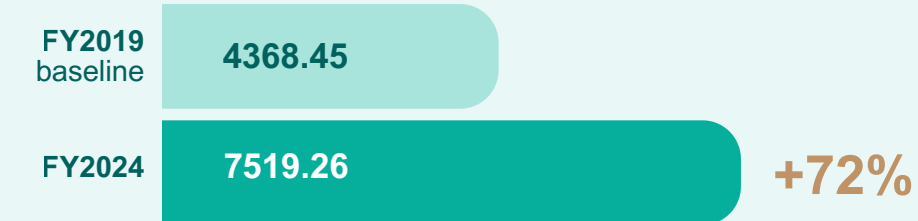
## Certified Environmental Professional in Scheduled Waste Management (CePSWaM)

HARPS designates a Certified Environmental Professional in Scheduled Waste Management (CePSWaM) to oversee our hazardous waste practices. This certified professional plays a vital role in ensuring that all scheduled waste is managed safely and in accordance with regulatory requirements. The role also supports risk mitigation, protects employee health and public safety, and contributes to operational efficiency, particularly important given the nature and volume of waste generated in glove manufacturing.

Waste Generated breakdown, Metric Tons



Waste Diverted from Disposal, MT



Waste Generated by Type, MT

	Paper	Plastic	Metal	Scheduled Waste	Domestic Waste	Broken Former
FY2019 baseline	584.44	227.76	454.01	3102.33	2095.22	1869.29
FY2024	522.93	319.27	2475.51	5795.60	588.78	1327.07

### For Additional Information

View details on our yearly Waste Performance in Appendix 7: Waste (Page 109 - 110)

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# WATER, EFFLUENT & WASTE MANAGEMENT

## Waste Management

The Group is committed to ensuring a high standard of waste management and reduction and has adopted a 3R – Reduce, Reuse, and Recycle – approach in line with ISO 14001: 2015. This enables us to work towards minimizing environmental impact and promoting sustainable waste management practices across the organisation.

### On-site Waste Collection Point

At CMSB, a designated waste collection point has been established as a key element of our waste management system. This facility enables the efficient, safe, and environmentally compliant handling of waste generated during the manufacturing process. Within the factory premises, waste materials are gathered and systematically segregated according to type before being disposed of, treated, or sent for recycling.

The waste collection point plays a vital role in supporting HARPS' efforts to manage industrial waste responsibly and meet all relevant environmental regulations. Segregation is conducted with consideration for waste category, safety, operational efficiency, and accessibility, ensuring that materials are managed appropriately from source to final treatment.

### 3R Program - Reusing and Recycling of Materials

As part of our commitment to sustainable waste management, HARPS implements a 3R Program focused on reducing, reusing, and recycling materials across our operations. Key initiatives under this program include:



#### 3R Bins

Clearly labelled bins are strategically placed in each department to promote waste segregation at the source, making it easier for employees to separate recyclable and reusable materials.



#### Latex Blanket Reuse

Used latex blankets are repurposed for chemical handling on storage racks, extending the lifecycle of materials and reducing waste.



#### Plastic Bag Recycling

Recycled plastic bags are creatively reused as canvas coverings for storing formers and holders, minimising single-use waste.



Waste segregation disposal bins



Reused latex blanket for chemicals storage racks



Recycled plastic bag as canvas for former & holder storage

These initiatives support our broader environmental objectives by fostering a culture of resource efficiency and responsible material use throughout the organisation.

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## Training and Awareness

To foster a culture of sustainability across the Group, HARPS provides regular training and educational programmes aimed at increasing awareness of responsible waste management among employees and stakeholders.

By equipping our workforce with the knowledge and tools to make environmentally conscious decisions, we help ensure that sustainable practices are integrated into daily operations.

## Licensed Contractors for Waste Handling

In line with our commitment to responsible waste management, HARPS engages waste contractors licensed by the Department of Environment (DOE). These partnerships ensure that all waste is collected, transported, treated, and disposed of in full compliance with national environmental regulations and best practices, reinforcing our focus on legal and environmental accountability.

## Site Audits of Licensed Waste Collectors

To uphold the integrity of our waste management processes, HARPS conducts site audits on all licensed waste contractors we engage. These audits verify that contractors comply with relevant environmental standards and apply proper protocols for waste segregation, handling, transportation, and disposal, ensuring that sustainability standards are upheld throughout the waste value chain.



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# RESPONSIBILITY AND ASSURANCE TO CUSTOMERS

## Sustainability Report 2024

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# MARKETING AND LABELLING

At HARPS, we are committed to responsible product marketing and transparent labelling to ensure the safety, confidence, and informed decision-making of our customers. As a medical device manufacturer, clear communication of product specifications, usage instructions, and potential risks is a fundamental part of our quality assurance and regulatory compliance.

We take a proactive approach to product labelling, incorporating relevant safety information, ingredients, and disposal guidelines across our packaging and technical documentation. Through ongoing awareness campaigns and digital tools such as QR codes, we aim to empower users with accessible, accurate, and up-to-date product information. These practices not only support proper usage and handling but also reinforce our commitment to public health, regulatory integrity, and customer trust.

## Product Labelling

### Product Technical Specifications

HARPS ensures that all product technical specifications are comprehensive and transparent, including key information such as ingredient details and cautionary statements to support safe and informed product use. For example, the technical specification for Sempermed velvet XP includes clear disclosures on materials and usage guidance.

In line with our commitment to transparency, we offer comprehensive informational resources in the knowledge area on our website, focusing on glove-related allergies and their prevention. These resources provide insights into safer glove options, including the potential health risks of gloves containing diphenylguanidine (DPG) accelerator systems, while promoting our DPG-free surgical glove portfolio. Additionally, we clearly highlight on our surgical glove labels that our products are DPG-free, ensuring customers have the accurate information needed to make informed choices about their health and safety. This initiative underscores our ongoing commitment to offering safer products and raising awareness of allergen-free options in the market.

0

cases of non-compliance incidents concerning product and service information and labelling and marketing communications

more product information

## velvet XP

In addition to protection, wearing comfort, and skin-friendliness, a good sense of touch is another important criteria when choosing the right examination glove. The sempermed® velvet XP combines these factors and is a trusted solution for a wide range of applications.

- **Protects:** users and patients from the transmission of infections according to EN 455-1. In addition to the impermeability requirements of the European standard, the gloves also fulfil the virus impermeability requirements of ASTM F 1671.
- The elastic material provides **high wearing comfort** and tactile sensitivity.
- The structured fingertips guarantee a **secure grip**, even in a moist environment.

- The glove is powder-free and does **not** contain any **natural latex proteins**.
- The sempermed® velvet XP is both labelled as medical device (class I) and single-use protective glove (PPE category III). Therefore, the glove is suitable for use in areas such as laboratory/ pharma, food/catering, professional cleaning/hygiene.
- The **violet color** makes it easy to distinguish from natural latex gloves and allows for easy recognition.

### Technical data

<b>Type</b>	non-sterile, powder-free examination glove for single use
<b>Color</b>	violet blue
<b>Size / Overall length</b> <small>as per EN455-2</small>	XS, S, M, L, XL / median 240 mm
<b>Wall thickness</b> <small>measured in single layer in the palm area</small>	min. 0.06 mm typical 0.07 mm

### Purpose

Single-use medical device class I as set out in MD Regulation (EU) 2017/745

Single-use protective glove – PPE category III (protection against chemical substances for limited time)\* as set out in PPE Regulation (EU) 2016/425

Suitable for food contact as set out in Regulation (EC) 1935/2004 on Food Contact Materials

Sample of Product Datasheet for velvet XP gloves

### For Additional Information

View more information on our products here: [Product Datasheet](#), [Product Portfolio](#)

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# MARKETING AND LABELLING

## Product Instructions

Proper usage and disposal of gloves, especially for medical applications, are essential to ensuring safety, infection control, and environmental compliance. As single-use items, nitrile gloves must be disposed of in accordance with strict protocols to prevent cross-contamination, particularly when exposed to infectious agents, chemicals, or hazardous substances.

To support safe and responsible use, we provide clear disposal instructions on the glove labels. Additionally, for PPE Category III products, a QR code is printed on the packaging, providing users with easy access to detailed handling and disposal guidelines. These instructions are also included inside every transport carton for reference. For gloves contaminated with chemicals, users are advised to dispose of them in accordance with relevant chemical waste disposal requirements. We also highlight the recycling code for our packaging materials to help users identify the proper disposal method in line with local regulations. Following proper disposal procedures is crucial for maintaining public health and ensuring environmental safety.

**EN**      **Instructions for use**  
**Glove for single use Compliant with PPE Regulation (EU) 2016/425, EN ISO 21420 and EN ISO 374**

Instructions for use are to be used in combination with the specific product related information on each product packaging. The gloves are sold as a bundled unit within the shipping carton. In case this bundled unit is dismantled and products are sold separately, the distributor must ensure that the instructions for use are accompanied by each separate unit.

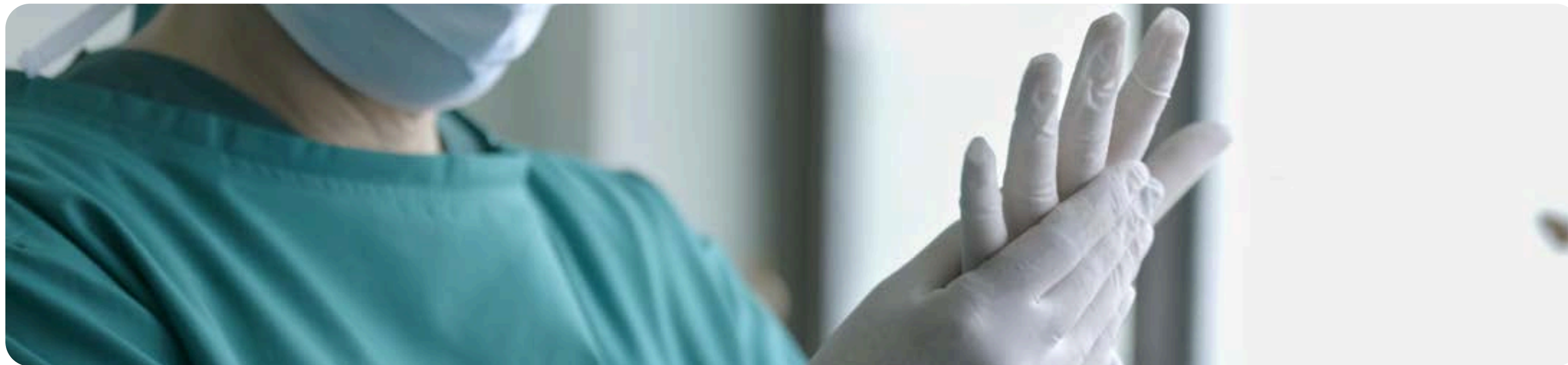
The gloves are classified as Personal Protective Equipment (PPE) Category III according to PPE Regulation (EU) 2016/425 and have been shown to comply with this regulation through the applicable harmonized European standards. These gloves are designed to provide protection against specific chemicals tested, micro-organisms and particulate radioactive contamination (if applicable). The gloves meet the EN/ISO standards shown on each specific packaging. This PPE is single-use only and to be disposed of after contamination.

**Explanation of standards and pictograms**

ISO 374-1 Type A / B / C  ABCDEFGHIJKLMNOST	Permeation levels are based on breakthrough times (tested acc. EN 16523-1:2015+A1:2018) as follows:					
	1	2	3	4	5	6
	10	30	60	120	240	480
	Minimum breakthrough time in minutes					
	Test chemicals: A = Methanol / B = Acetone / C = Acetonitrile / D = Dichloromethane / E = Carbon disulphide / F = Toluene / G = Diethylamine / H = Tetrahydrofuran / I = Ethyl acetate /					

Type A = chemical breakthrough time >30 minutes against at least 6 chemicals from the list  
 Type B = chemical breakthrough time >30 minutes against at least 3 chemicals from the list  
 Type C = chemical breakthrough time >10 minutes against at least 1 chemical from the list

Sample of Product Instructions for Use



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**For Additional Information**

View more information on what we include in our production instructions here: [Instructions for Use](#)

# CUSTOMER HEALTH AND SAFETY

## Our Commitment to Customer Health and Safety

Promoting customer awareness of proper glove use, selection, and disposal is essential to preventing cross-contamination and protecting the health of users and patients alike. This includes understanding the different glove types, maintaining hand hygiene before and after use, and following best practices for glove application and removal.

To support this, HARPS provides clear and detailed technical product specifications, enabling customers to make informed choices and use our products safely and effectively. These resources play a key role in reinforcing safe handling procedures and ensuring our products are used in a manner that supports infection control and overall public health. Additionally, we offer on-site customer and end-user training, where we provide guidance on proper glove use and document these sessions accordingly.

## Product Safety

### Assessment of the Health and Safety Impacts of Products and Services

At HARPS, the health and safety of our end users is a top priority, particularly given the critical applications of our gloves in medical and healthcare settings. To ensure product safety, 100% of our gloves undergo biocompatibility testing as part of our quality assurance process.

These biocompatibility tests are conducted to assess the safety of our gloves for skin contact and regular use. The testing includes evaluations for cytotoxicity, skin irritation, and sensitisation, ensuring that the gloves do not cause harmful reactions when used under intended conditions. This rigorous assessment is aligned with international standards and regulatory requirements for medical device safety.

Through this comprehensive approach, HARPS ensures that all products placed on the market meet strict health and safety criteria. During the reporting period, there were no incidents of non-compliance related to the health and safety impacts of our products, underscoring our commitment to delivering safe, high-quality solutions to our customers.



Customer Conference where we demonstrated safe usage of our gloves

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# SUPPORTING PEOPLE AND COMMUNITIES

# EMPLOYMENT

At HARPS, we recognise that our people are the foundation of our success. As a responsible employer, we are committed to fostering a fair, inclusive, and supportive workplace where employees can thrive personally and professionally. Our employment practices reflect our core values and are aligned with international labour standards and national employment laws.

## Ethical Employment Practices

As a Group employing a large number of foreign migrant workers, HARPS recognises the inherent risks of unethical recruitment practices, particularly the imposition of recruitment fees by third-party agencies. To safeguard workers' rights, we have implemented a Freely Chosen Employment Policy to ensure that all employees join our workforce voluntarily and without coercion.

Every employee receives a Letter of Employment in their native language prior to onboarding, clearly stating their employment terms and affirming that no recruitment fees are required.

Aligned with our Zero Recruitment Fees, Bonds, Deposit, and Savings Policy, HARPS collaborates exclusively with approved recruitment agencies that adhere to ethical recruitment practices. These commitments are embedded in our social responsibility framework and monitored through both internal reviews and independent social audits.

Despite these robust measures, we remain vigilant. The Group continuously monitors for violations, and any identified cases trigger immediate investigation. If recruitment fees are found to have been paid, workers are reimbursed in accordance with our Recruitment Reimbursement Policy and Remediation Procedure, and non-compliant agencies may face contract termination.

For employees reaching statutory retirement age, HARPS offers the option to request continued employment. These requests are evaluated fairly, and contract extensions may be granted, including flexible working arrangements to support a smooth transition.

To date, HARPS has not undertaken any retrenchment exercises. In the event of involuntary termination, affected employees will have access to retraining and job placement programmes through government agencies, and are eligible for severance and termination benefits in accordance with local employment regulations.



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# EMPLOYMENT

## Commitment to Social Compliance

HARPS is deeply committed to respecting and protecting human rights throughout our operations and supply chain. Our social compliance efforts are guided by our core values and supported by the active involvement of our Board of Directors. We uphold and implement standards across four key areas: Labour Standards, Health & Safety, Environmental Responsibility and Business Ethics.

We align our practices with internationally recognised frameworks including:

- ETI Base Code, based on the International Labour Organisation (ILO) core conventions
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- Worldwide Responsible Accredited Production (WRAP)
- Responsible Business Alliance (RBA) Code of Conduct
- amfori BSCI (Business Social Compliance Initiative)

These standards reinforce our approach to responsible business conduct, human rights, ethical labour practices, transparency, and sustainability. Upholding principles of freedom to work, equality, dignity, and respect for all individuals is vital not only to our Group but also to the communities we serve.

## Fair and Equal Recruitment

HARPS is committed to maintaining a fair, equal, and transparent recruitment process. Our recruitment policy aligns with respective local laws, ILO Conventions, and leading social compliance frameworks. We ensure that all employees are:

- Recruited at a minimum age of 18 years
- Employed under non-discriminatory, ethical, and safe working conditions

This comprehensive approach ensures that HARPS remains an employer of choice, dedicated to ethical labour practices, regulatory compliance, and continuous improvement for the well-being of our workforce.



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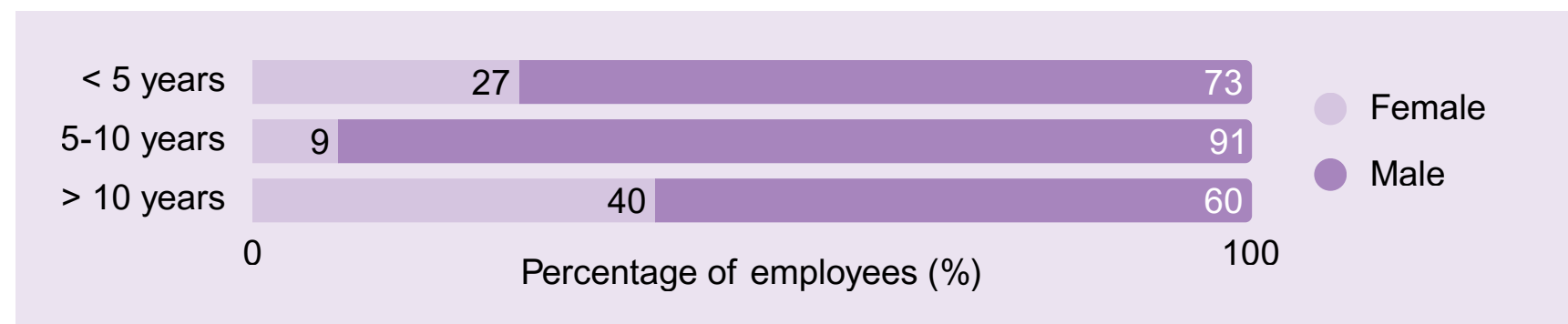
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# EMPLOYMENT

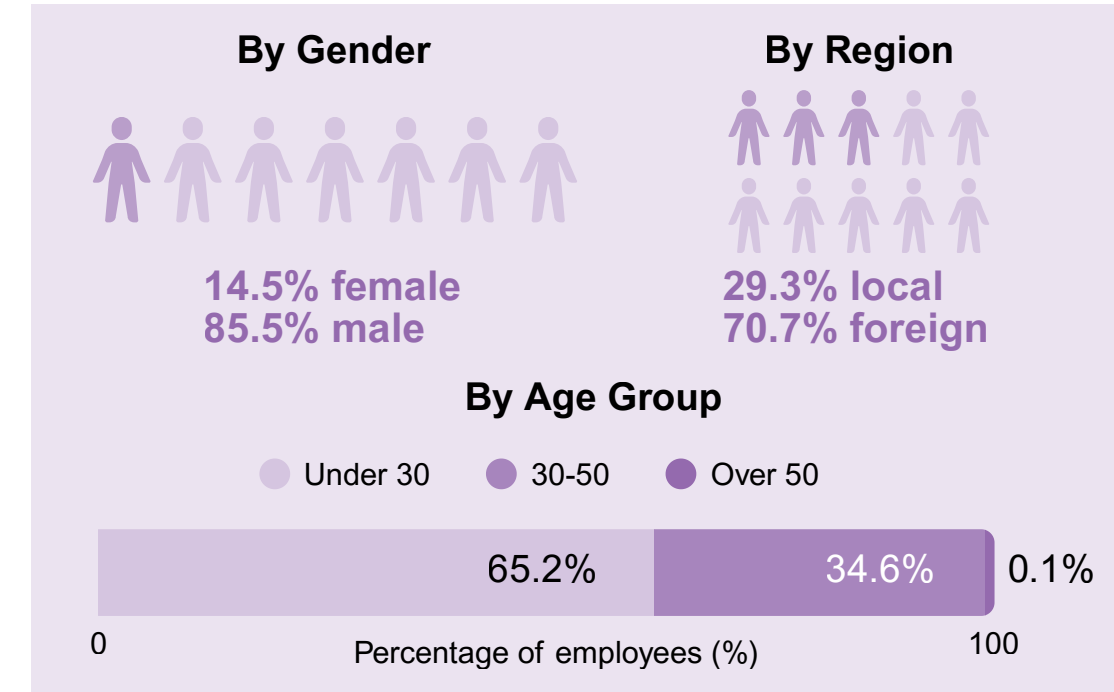
## Employees by Category

Employee Category	Headcount	By Region		By Gender	
		Local	Foreign	Male	Female
Permanent employee	2486	1652	834	1585	901
Temporary employee	2197	0	2197	2197	0
Total employees	4683	1652	3031	3782	901
Non-employee workers	83	71	12	77	6

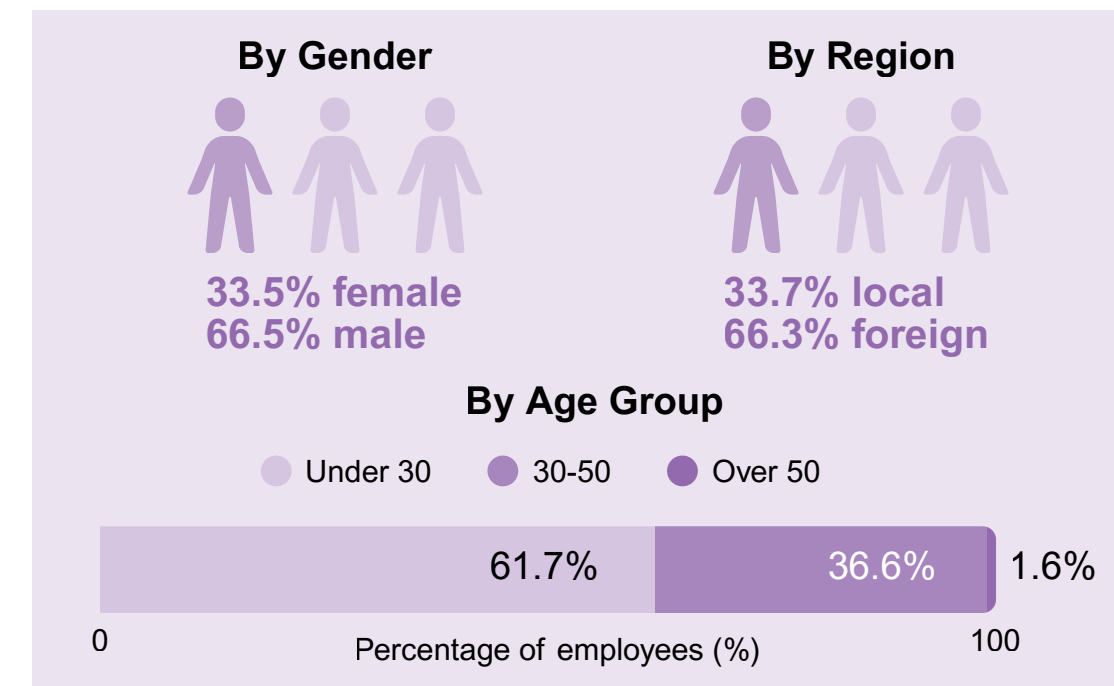
## Employees by Length of Service



## New Hires



## Turnover



### For Additional Information

View more information on our Employment Data, Recruitment Practices, and Employment Benefits in Appendix 8: Employment (Page 113)

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# NON-DISCRIMINATION

At HARPS, we are committed to building a diverse, inclusive, and equitable workplace where all individuals are treated with dignity and respect. We believe that a culture of non-discrimination is essential not only to our values, but also to the long-term success of our people and business. Our policies, practices, and procedures are designed to ensure fairness, equal opportunity, and the elimination of bias across the employee lifecycle.

## Commitment to Inclusivity and Equal Opportunity

HARPS upholds its commitment to non-discrimination through a structured framework that includes:

- A Group-level Non-Discrimination Policy
- A Non-Discrimination and Harassment clause within our Code of Conduct
- Specific provisions in our Human Rights and Recruitment Policies, aligned with the Employment Act 1955 and ILO Core Labour Standards

We ensure that employee health data is never used as a criterion in decisions related to compensation, benefits, or any other form of favourable or unfavourable treatment.

Our approach to equal opportunity spans recruitment, compensation, training, promotion, and career development. We are committed to creating a supportive and bias-free environment that recognises and values differences, while providing equal access to professional development, wellness initiatives, and workplace benefits.

## Non-Discrimination Policy in Practice

Our Non-Discrimination Policy ensures that employment decisions are made solely based on a person's ability to fulfil job requirements — without prejudice based on race, colour, age, gender, gender identity or expression, sexual orientation, ethnicity, national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, marital status, or protected genetic information.



HUMAN RIGHTS

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# NON-DISCRIMINATION

## Fostering Diversity and Inclusion

We aim to cultivate a diverse workforce that represents varied perspectives and backgrounds. By implementing inclusive hiring practices and creating a welcoming workplace culture, we attract top talent and foster employees' engagement. We also believe that embracing diversity and inclusion leads to a more productive and successful team. We aim to cultivate a diverse workforce that represents varied perspectives and backgrounds. By implementing inclusive hiring practices and creating a welcoming workplace culture, we attract top talent and foster employees' engagement. We also believe that embracing diversity and inclusion leads to a more productive and successful team. We remain dedicated to providing opportunities across all age groups, gender and nationality with a focus on attracting and retaining a balanced workforce.

HARPS actively promotes a workplace culture that values diverse perspectives, backgrounds, and experiences. We aim to attract and retain a balanced workforce across age groups, genders, and nationalities, supported by inclusive hiring practices and employee engagement strategies.

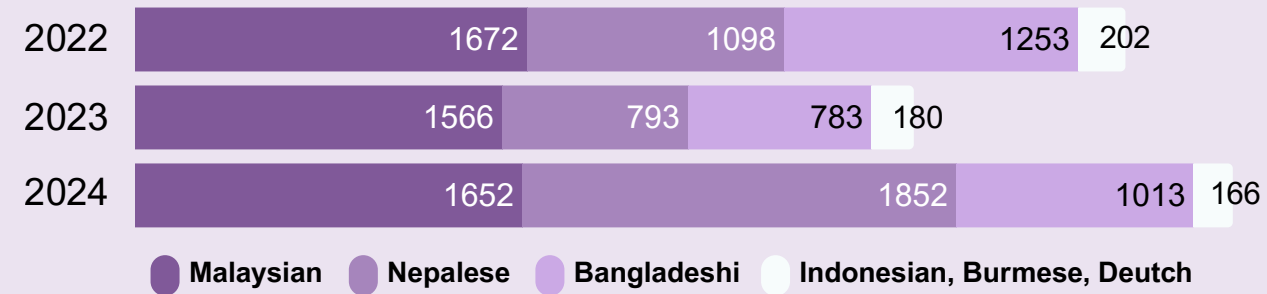
We believe that embracing diversity not only enhances innovation and productivity but also fosters a more collaborative and respectful working environment. Our ongoing efforts are aimed at building a culture where everyone feels empowered to contribute.

## Performance

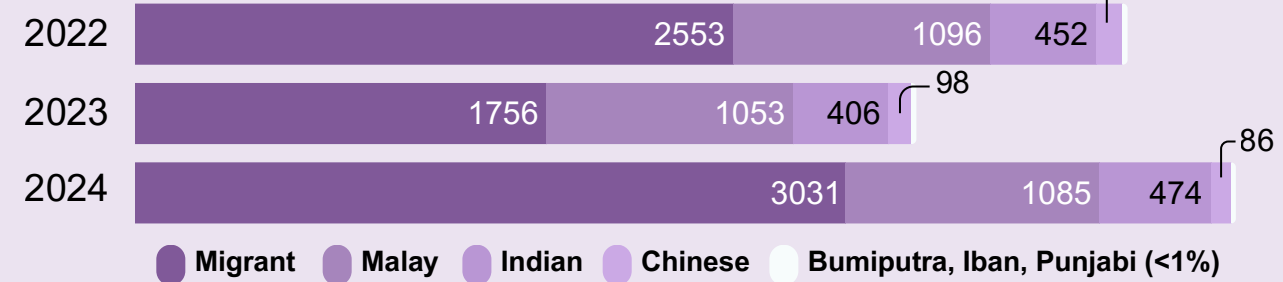
In 2024, zero incidents of discrimination were reported that required corrective action across CMSB and LMSB. This outcome reflects the effectiveness of our policies and our commitment to maintaining an inclusive and equitable workplace.



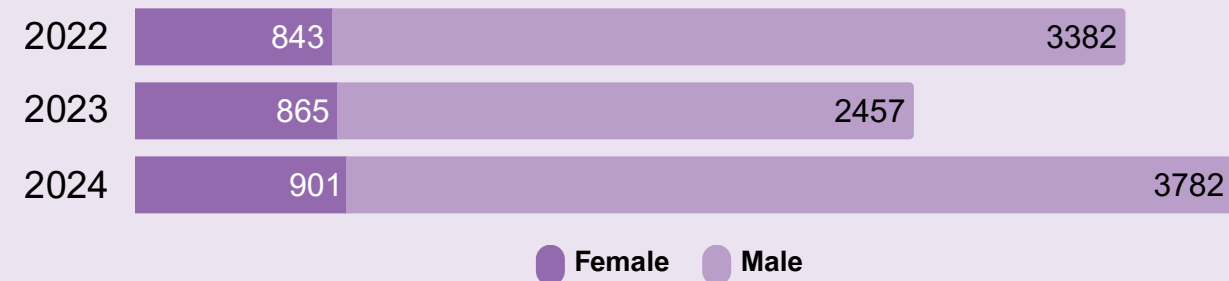
### Workforce by Nationality



### Workforce by Race



### Workforce by Gender



### For Additional Information

View more information on the Diversity of our Workforce and our Key Implementation Areas in Appendix 9: Employment (Page 111) and Appendix 9: Non-Discrimination (Page 114)

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# CHILD, FORCED & COMPULSORY LABOUR

At HARPS, we are unwavering in our commitment to upholding human rights and eliminating all forms of child labour, forced labour, and exploitation across our operations and supply chain. With a significant migrant workforce based in Malaysia and source countries such as Bangladesh and Nepal, we recognise the inherent risks in recruitment and employment practices, especially in regions where socio-economic vulnerabilities increase exposure to unethical treatment. To mitigate these risks, HARPS has implemented a comprehensive framework of policies, procedures, training, and third-party oversight to ensure ethical, fair, and legally compliant employment.

## Prevention of Child Labour and Young Worker Exploitation

HARPS enforces a minimum employment age of 18 years across all operations. We define a child as anyone under 15 years of age, and a young person as someone aged 15 to 18. Strict procedures are in place to prevent child labour, with the Head of Human Resources accountable for compliance with the Children and Young Persons (Employment) Act 1966 and other applicable laws.

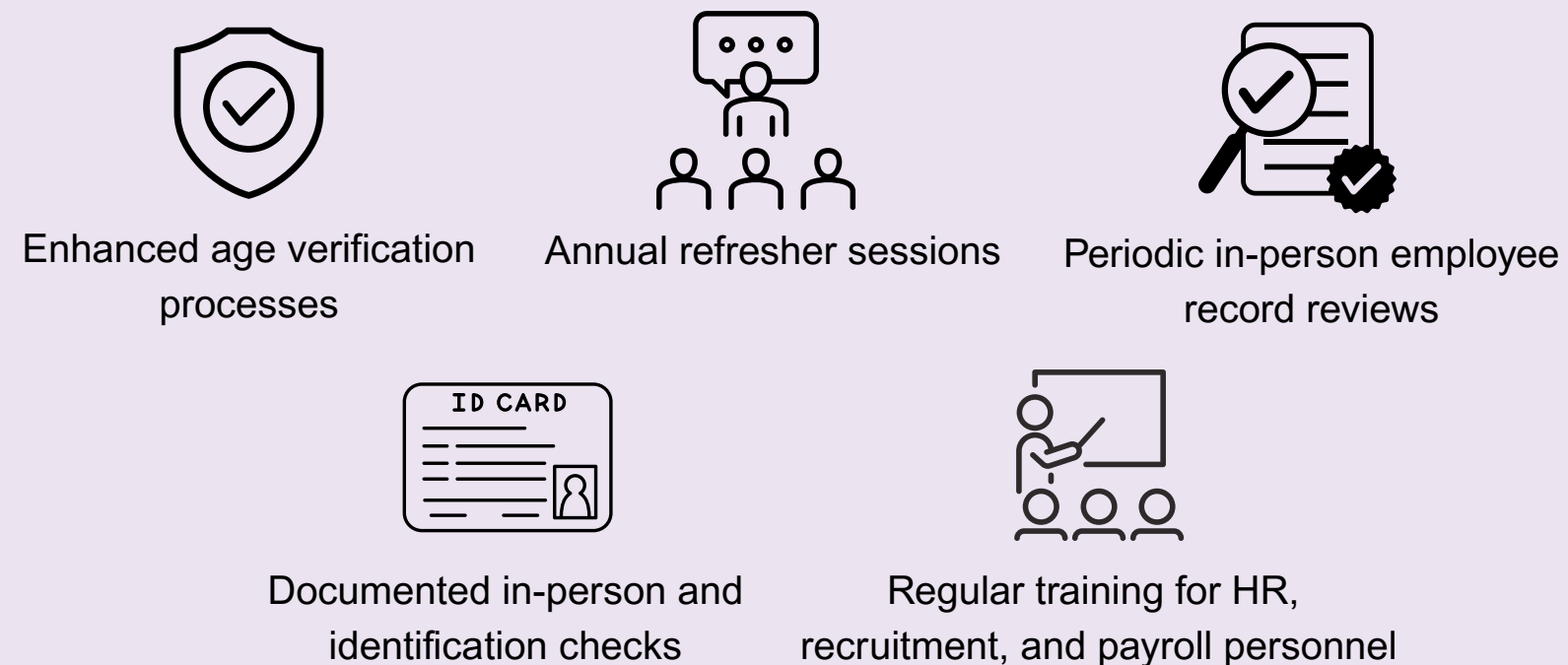
We recognise that failure to manage this issue effectively could expose the Group to serious consequences, including regulatory penalties, reputational harm, loss of customer trust, and operational disruptions.

For migrant worker recruitment, age verification is further strengthened by independent third-party audits by to ensure full compliance.

**In the unlikely event that a child or young person is found employed, immediate action is taken:**



## HARPS' preventive measures of Child Labour and Young Worker Exploitation



### For Additional Information

Listen to our podcast on our engagements with the Malaysian Rubber Council (MRC) and ILO [here](#)

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# CHILD, FORCED & COMPULSORY LABOUR

## Prevention of Forced or Compulsory Labour

We acknowledge that recruitment fee payment by migrant workers remains a persistent industry risk, especially during times of labour market saturation. To counter this, HARPS enforces a zero recruitment fee policy, supported by our Recruitment Reimbursement Policy and Remediation Procedure.

If any worker is found to have paid a recruitment fee:

- Full reimbursement is provided
- Corrective actions are taken with the recruitment agency
- Agencies failing to comply may have their partnerships terminated

This issue is closely monitored through:

- Regular risk assessments
- Recruitment performance reviews
- Continuous engagement with recruitment partners

Failure to manage this risk effectively could result in severe reputational, regulatory, and operational impacts, including exclusion from global supply chains. In addition, HARPS conducts regular risk assessments and performance reviews to strengthen our preventative measures and ensure ongoing compliance with applicable laws, international labour standards, and our internal policies.

This proactive approach reinforces our commitment to eliminating forced and compulsory labour across our operations and supply chain.

### Performance

In 2024, HARPS recorded zero incidents of child labour, young worker employment, or forced and compulsory labour across all operations. This outcome reflects the strength of our policies, continuous monitoring, and our commitment to responsible and ethical employment practices.



Responsible Recruitment Program at Nepal 2024

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### For Additional Information

View more information on our Commitment and Management Approach in Appendix 10: Child, Forced & Compulsory Labour (Page 115)

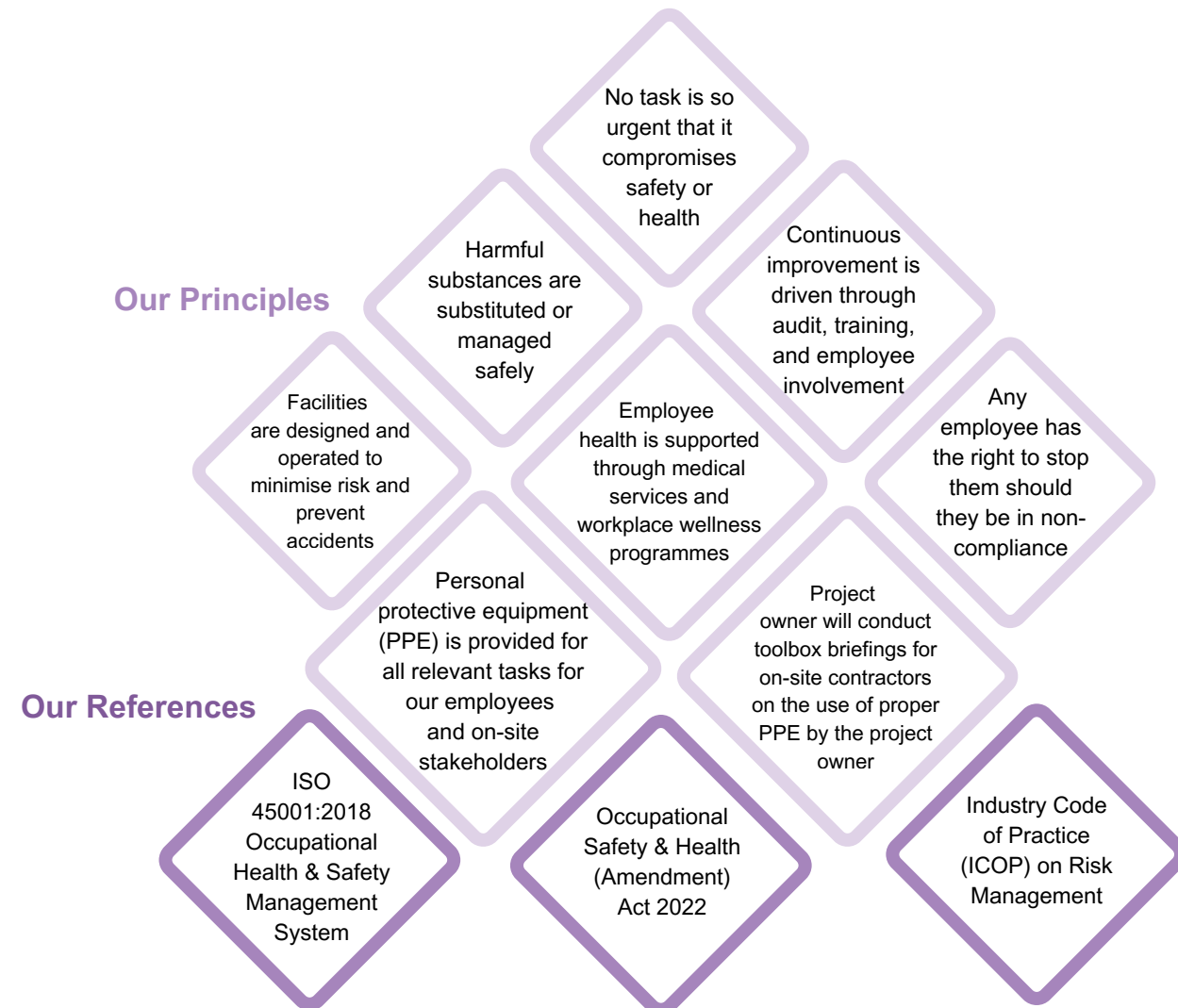
# OCCUPATIONAL HEALTH & SAFETY

The health, safety, and well-being of our employees are integral to our operations and sustainability goals. We operate in a manufacturing environment where exposure to chemicals, machinery, and ergonomic risks can pose significant hazards. In response, we have developed a comprehensive and proactive occupational health and safety (OHS) management system to identify, assess, and mitigate these risks, ensuring a safe and supportive workplace across all our facilities.

## Health and Safety Management Approach

### Occupational Health and Safety

HARPS implements an integrated Health, Safety, Environment and Quality (HSEQ) framework across the Group, aligned with the principles of ISO 45001:2018. Our HSEQ Policy, applicable to all our employees as well as on-site stakeholders, reflects our vision of Zero Incidents, and promotes responsible operations, elimination of hazards, continuous improvement, and protection of stakeholders.



## Hazard Identification, Risk Assessment and Control (HIRARC)

We adopt the HIRARC methodology as our core framework for identifying workplace hazards, assessing their risks, and implementing control measures. Employees are encouraged to report any safety concerns and have the right to withdraw from unsafe tasks — a right reinforced during toolbox briefings and safety orientations.

### Formation of an OSH Risk Management Team

Team members must have knowledge of OSH Risk management, skills on risk assessment techniques experiences on work activities.

### Hazard Identification and Risk Assessment

Gather all information and considering of hazard identification process. Identify and list the hazards into categories and evaluate them based on the likelihood of hazard.

### Calculation of Risk Matrix Numbers (RMN)

Calculate the RMN by multiplying the likelihood and severity. Refer to the numeric rating for risk matrix and identify the risk control. Check the risk level or RMN for acceptability.

### Implementation and Review of Risk Control Measures

Check the risk level or RMN for acceptability. Re-rate the likelihood, severity & RMN when risk control has been decided. Check the risk level or RMN for acceptability.

Completed risk assessment forms will be approved by the appointed person of the area, function or activity where the risk is being assessed.

### Periodic communication and documentation of risk assessments

Risk assessment to be reviewed when any incident to any person because of exposure to a hazard in workplace. A significant change in the work process, new hazard information and when directed by Director General.

Risk assessment shall be communicated to all employees related to the workplace.

An overview of our HIRARC process

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# OCCUPATIONAL HEALTH & SAFETY

## Emergency Preparedness

We have developed a comprehensive Emergency Response Plan (ERP), covering a wide range of scenarios including:



- Emergency Preparedness & Response
- Evacuation Procedure



- Fire Emergency Procedure
- Bomb Threat Incident Procedure
- Flood Emergency Procedure
- Riots or Disturbance Emergency Procedure
- Power Failure Emergency Procedure



- Chlorine Emergency Procedure
- Chemical Spill Incident Procedure

Routine drills and simulations are conducted to ensure readiness and reinforce proper response behaviour in real emergencies.

## Incident Management and Reporting

All incidents are reported to the Safety & Health Committee and documented through detailed Accident Investigation Reports. Investigations are conducted to determine root causes, followed by the implementation and monitoring of preventive and corrective actions.

Additionally, worker feedback is channelled through monthly Worker Representative Meetings with Heads of Department, allowing proactive identification of safety concerns from the ground level.

## Safety and Health Committee

The Safety & Health Committee plays a central role in overseeing the implementation and continuous improvement of safety protocols. Comprised of both management and employee representatives, the committee meets quarterly, conducts audits, and ensures that corrective actions are taken. Plans are in place to establish similar committees at all Group production sites for alignment across the organisation. Our Safety & Health Committee are as below:



### First Aider

First Aider Committee is designated from the employees within our organization. They are trained in basic first aid and emergency response. The primary function of this committee is to ensure that proper first aid procedures are followed in the workplace and to provide immediate care in the event of an injury or health emergency.



### Fire Fighter

Fire Fighter Committee member is a group of employees who are specially trained to respond to fire emergencies in our manufacturing plant. Their primary role is to prevent, manage and respond to fire-related incidents to protect the safety of employees, the workplace and any valuable assets.



### Hazmat

HazMat (Hazardous Materials) Team is a specialized group of employees who are trained and equipped to respond to emergencies involving hazardous materials. These materials can be toxic, flammable, explosive, corrosive or otherwise dangerous to human health, property or the environment.

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# OCCUPATIONAL HEALTH & SAFETY

## Promotion of Worker Health and Well-being

HARPS promotes holistic well-being by supporting both the physical and psychological health of our employees. KPIs for health and wellness are defined annually and discussed at monthly and quarterly management meetings.

Awareness campaigns, health talks, posters, and wellness initiatives are rolled out regularly across all sites. In the event of work-related illness or injury, rehabilitation support — including medical care, transportation, equipment (e.g. wheelchairs, crutches), and sick bay access — is provided to facilitate recovery.

As part of our pro-active approach towards raising health awareness, regular health and wellness awareness initiatives such as health awareness posters, health talks, etc. have been organized for the employees within the company premises. Since 2022, we have consistently achieve our target to organize at least 4 health and well-being awareness topics per year.

## Health and Safety Training

The Group takes safety and health training seriously as a commitment to creating a safe and healthy work environment for all employees. This effort can be reflected in various aspects of the organisation’s approach to safety and health training, encompassing both its implementation and continuous improvement of workplace safety.

## Health and Safety Risk Assessment by External Consultants

HARPS engages certified external consultants to conduct Chemical Health Risk Assessments (CHRA) and Noise Risk Assessments. Only qualified and accredited service providers are appointed to ensure the accuracy, reliability, and regulatory compliance of these assessments.

### Work-related Illness Performance



### Work-related Injury Performance



## Work-related Injury and Illness Mitigation

We recognise that work-related injury and illness can result from or be exacerbated by workplace conditions such as exposure to chemicals, machinery, and ergonomic risks during our operational processes. We strive to prevent work-related injury issues by equipping employees with appropriate protective gear and conducting training programs to enhance awareness of occupational health and safety. The main types of work-related injuries are lacerations, fractures from falls, dislocations, sprains and strains, and bruising.

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### For Additional Information

View more information on our Health and Wellbeing Policies and Initiatives in Appendix 11: Occupational Health and Safety (Page 116)

# TRAINING & EDUCATION

Employee development is a strategic priority and a cornerstone of HARPS' long-term business success. We are committed to building a capable, agile, and future-ready workforce by offering equal access to meaningful learning opportunities across all levels of the organisation. Our holistic approach to training and development supports personal growth, enhances job performance, and ensures that employees are equipped to navigate evolving industry challenges.

## Comprehensive Learning Approach

We provide a comprehensive range of training programmes that encompass labour law compliance, occupational health and safety, technical skills, soft skills, leadership development, ESG awareness, and more. These training topics are drawn from our integrated management systems — including the Quality Management System (QMS), Environmental Management System (EMS), and Social Management System (SMS) — as well as our human resources policies, good manufacturing practices, departmental SOPs, work instructions, and operational protocols. Each programme is tailored to address both individual and departmental needs, promoting continuous learning and aligning with the Group's long-term sustainability objectives.

### Training is made accessible through multiple channels:

- Orientation Programmes for new hires
- On-the-Job Training and departmental training matrices
- Internal and In-House Training by experts and certified external trainers
- External Courses from industry professionals
- E-learning Modules available via HRDC's e-latih and other online platforms

To ensure inclusivity, all employees — regardless of age, gender, nationality, or job level — have equal access to these learning opportunities.



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# TRAINING & EDUCATION

## Strategic Training Needs Assessment

A structured training needs assessment is carried out annually through:

- Feedback sessions and coaching conversations
- Performance appraisals and competency gap analysis
- Interviews with department heads
- Inputs from senior management aligned with company direction

This process ensures that the training budget, allocated annually by management, is aligned with emerging needs and business priorities.

Based on the inputs from this assessment, the training personnel will prepare an annual training plan consists of all aspects that will be beneficial to all departments to uplift the knowledge and skills of our people. In addition, the respective department personnel and head of department will also design a yearly training matrix consists of all On-Job-Training targeted for all levels of employees.

## Training Effectiveness and Evaluation

To maximise impact, we employ a two-phase training effectiveness evaluation:

1. Self-assessment by employees post-training
2. Supervisor assessment within 2 - 4 months to evaluate improvements in work performance and practical application

Insights from these evaluations inform future training design and resource allocation. As part of our continuous improvement, we plan to introduce performance-linked indicators (e.g. correlating anti-bribery training completion rates with actual compliance trends). We target a 100% completion rate for online training modules by the end of 2025.



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# TRAINING & EDUCATION

## Key Training Areas and Highlights (2022 - 2024)

The below is an overview of the various training, learning and development activities undertaken from year 2022 through July 2024. The training program covered several scopes as below:



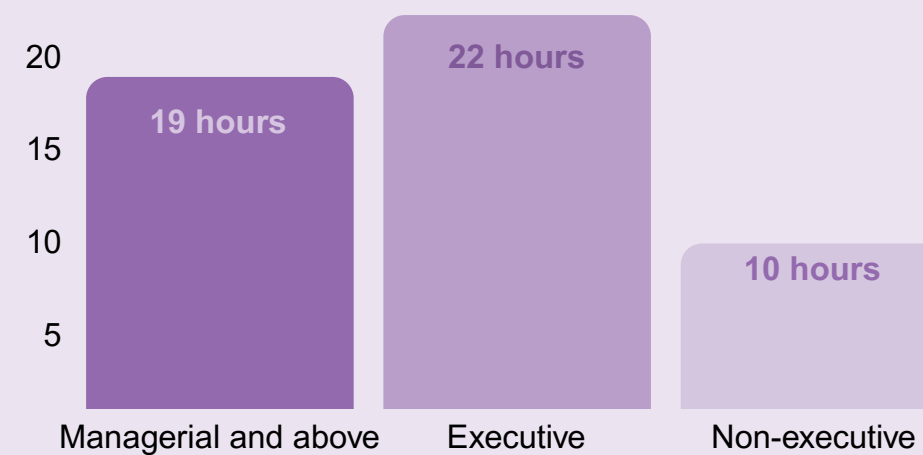
We have made a significant resource dedication to the training and development of our employees. This section summarizes the level of commitment we have invested in and outlines the positive impact these initiatives have had on employees' professional growth and development.

### Career Development and Talent Management

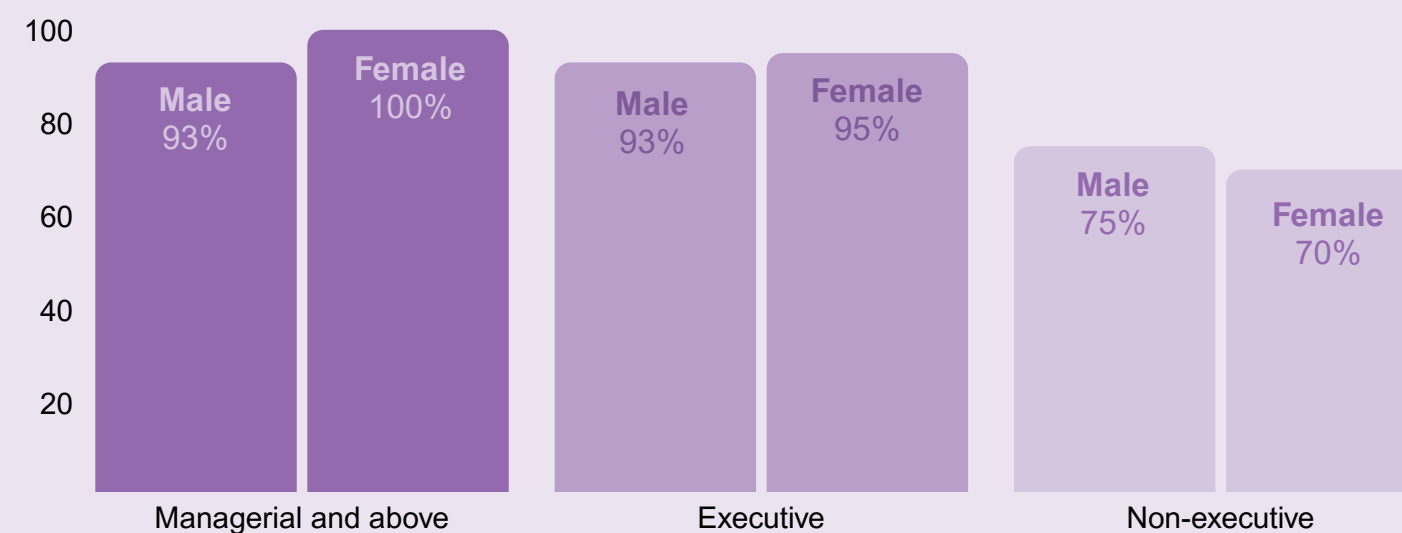
We are always on the lookout to groom our employees and unleash their potential. Our talent management strategy focuses on identifying high-potential individuals, developing leadership capabilities, and creating growth opportunities across all levels. Since 2020, we have implemented the Talent Development (TD) Protocols to systematically cultivate future leaders through structured programmes and continuous engagement.

## Average Training Hours and Appraisal Coverage

Average Hours of Training per Employee, hours



Employees receiving Regular Performance and Career Development Review, %



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**For Additional Information**

View more information on our Training Topics and Hours recorded in Appendix 12: Training and Education (Page 117 - 118)



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IFRS S1 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Governance</b>			
IFRS S1.27(a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability related risks and opportunities, including information about:		
	(i) How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);		12, 13
	(ii) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities.		
	(iii) How and how often the body(s) or individual(s) is informed about sustainability related risks and opportunities.		12, 17, 19, 20
	(iv) How the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities.		17 - 22
IFRS S1.27(b)	(v) How the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.		13, 20, 27 - 31
	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about:		
	(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.		12
	(ii) Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.		12, 17, 19, 22
<b>Strategy</b>			
<b>Sustainability-related risks and opportunities</b>			
IFRS S1.30(a)	Sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects.		17, 21, 22
IFRS S1.30(b)	The time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur.		17, 21, 22
IFRS S1.30(c)	How the entity defines "short term", "medium term" and "long term" and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.		17, 21, 22
<b>Business Model and Value Chain</b>			
IFRS S1.32(a)	A description of the current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain.		21, 22
IFRS S1.32(b)	A description of where in the entity's business model and value chain sustainabilityrelated risks and opportunities are concentrated.		21, 22

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## IFRS S1 CONTENT INDEX

IFRS S1 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Strategy and Decision-making</b>			
IFRS S1.33(a)	How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making.		21, 22
IFRS S1.33(b)	The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information.	Not applicable as this is our first sustainability report	
IFRS S1.33(c)	Trade-offs between sustainability-related risks and opportunities that the entity considered.		21, 22
<b>Financial Position, Financial Performance and Cash Flows</b>			
IFRS S1.34(a)	The effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects).		21, 22
IFRS S1.34(b)	The anticipated effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).		21, 22
IFRS S1.35(a)	Quantitative and qualitative information about how sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.		21, 22
IFRS S1.35(b)	Quantitative and qualitative information about the sustainability-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.		21, 22
IFRS S1.35(c)	Quantitative and qualitative information about how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage sustainability related risks and opportunities, taking into consideration:		
	(i) Its investment and disposal plans, including plans the entity is not contractually committed to.	Not stated	
	(ii) Its planned sources of funding to implement its strategy.	Not stated	
IFRS S1.35(d)	Quantitative and qualitative information about how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities.		21, 22
<b>Resilience</b>			
IFRS S1.41	A qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon.		17, 18

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IFRS S1 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Risk Management</b>			
IFRS S1.44(a)	The processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks, including information about:		
	(i) The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes).		9, 16, 17, 19
	(ii) Whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks.	No scenario analysis had been conducted	
	(iii) How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria).		16, 17, 19
	(iv) Whether and how the entity prioritises sustainability-related risks relative to other types of risk.		16, 17, 19
	(v) How the entity monitors sustainability-related risks.		16, 17, 19
	(vi) Whether and how the entity has changed the processes it uses compared with the previous reporting period.	Not applicable as this is our first sustainability report	
IFRS S1.44(b)	The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities.		16, 17, 19
IFRS S1.44(c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.		16, 17, 19
<b>Metrics and Targets</b>			
IFRS S1.46(a)	Metrics required by an applicable IFRS Sustainability Disclosure Standard for each sustainability-related risk and opportunity that could reasonably be expected to affect the entity's prospects.		20, 27 - 31
IFRS S1.46(b)	Metrics the entity uses to measure and monitor that sustainability-related risk or opportunity and its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.		20, 27 - 31
IFRS S1.51(a)	The metric used to set the target and to monitor progress towards reaching the target.		20, 27 - 31
IFRS S1.51(b)	The specific quantitative or qualitative target the entity has set or is required to meet.		20, 27 - 31
IFRS S1.51(c)	The period over which the target applies		27 - 31

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IFRS S1 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S1.51(c)	The period over which the target applies.		27 - 31
IFRS S1.51(d)	The base period from which progress is measured.		27 - 31
IFRS S1.51(e)	Any milestones and interim targets.		20, 27 - 31
IFRS S1.51(f)	Performance against each target and an analysis of trends or changes in the entity's performance.		20, data within respective material topic chapter content
IFRS S1.51(g)	Any revisions to the target and an explanation for those revisions.	Not applicable	

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IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Governance</b>			
IFRS S2.6(a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:		
	(i) How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s).		12, 13
	(ii) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities.		12, 13
	(iii) How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities.		12, 17, 19, 20
	(iv) How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities.		17 - 22
IFRS S2.6(b)	(v) How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.		13, 20, 27 - 31
	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:		
	(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.		12
	(ii) Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.		12, 17, 19, 22
<b>Strategy</b>			
IFRS S2.9(a)	Sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects.		17, 21, 22
IFRS S2.9(b)	The current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain.		17, 21, 22
IFRS S2.9(c)	The effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan.		17, 21, 22
IFRS S2.9(d)	The effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning.		21, 22
IFRS S2.9(e)	The climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities.		18, 21, 22

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IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Climate-related Risks and Opportunities</b>			
IFRS S2.10(a)	Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.		17, 21, 22
IFRS S2.10(b)	For each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.		17, 21, 22
IFRS S2.10(c)	For each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term—the effects of each climate-related risk and opportunity could reasonably be expected to occur.		17, 21, 22
IFRS S2.10(d)	How the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.		17, 21, 22
<b>Business Model and Value Chain</b>			
IFRS S2.13(a)	A description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.		21, 22
IFRS S2.13(b)	A description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated.		21, 22
<b>Strategy and Decision-making</b>			
IFRS S2.14(a)	How the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation, including the information about:		
	(i) Current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities.		18, 21, 22
	(ii) Current and anticipated direct mitigation and adaptation efforts.		20 - 22
	(iii) Current and anticipated indirect mitigation and adaptation efforts.		20 - 22
	(iv) Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies.		28
	(v) How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described.		28
IFRS S2.14(b)	Information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with 14(a).	Not applicable	
IFRS S2.14(c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with 14(a).	Not applicable as this is our first sustainability report	

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IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Financial Position, Financial Performance and Cash Flows</b>			
IFRS S2.15(a)	The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period.		21, 22
IFRS S2.15(b)	The anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning.		21, 22
IFRS S2.16(a)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.		21, 22
IFRS S2.16(b)	The climate-related risks and opportunities identified in for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Not available	
IFRS S2.16(c)	How the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:		21, 22
	(i) Its investment and disposal plans, including plans the entity is not contractually committed to.	Not available	
	(ii) Its planned sources of funding to implement its strategy.		
IFRS S2.16(d)	How the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.		21, 22
<b>Climate Resilience</b>			
IFRS S2.22 (a)	The entity's assessment of its climate resilience as at the reporting date, including:	Climate Scenario Analysis was not conducted for this report as focus is on the identification of risks	
	(i) The implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis.		
	(ii) The significant areas of uncertainty considered in the entity's assessment of its climate resilience.		
	(iii) The entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including:		
	(1) The availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities.		
	(2) The entity's ability to redeploy, repurpose, upgrade or decommission existing assets.		
	(3) The effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience.		

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IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Climate Resilience			
IFRS S2.22 (b)	How and when the climate-related scenario analysis was carried out, including the information about:	Climate Scenario Analysis was not conducted for this report as focus is on the identification of risks	
	(i) The inputs the entity used, including:		
	(1) Which climate-related scenarios the entity used for the analysis and the sources of those scenarios.		
	(2) Whether the analysis included a diverse range of climate-related scenarios.		
	(3) Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks.		
	(4) Whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change.		
	(5) Why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties.		
	(6) The time horizons the entity used in the analysis.		
	(7) What scope of operations the entity used in the analysis.		
	(ii) The key assumptions the entity made in the analysis, including assumptions about:		
	(1) Climate-related policies in the jurisdictions in which the entity operates.		
	(2) Macroeconomic trends.		
	(3) National- or regional-level variables.		
	(4) Energy usage and mix.		
	(5) Developments in technology.		
	(iii) The reporting period in which the climate-related scenario analysis was carried out.		

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IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Risk Management</b>			
IFRS S2.25(a)	The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:		
	(i) The inputs and parameters the entity uses.		16, 19
	(ii) Whether and how the entity uses scenario analysis to inform its identification of climate-related risks.	Climate Scenario Analysis was not conducted for this report as focus is on the identification of risks	
	(iii) How the entity assesses the nature, likelihood and magnitude of the effects of those risks.		16, 19
	(iv) Whether and how the entity prioritises climate-related risks relative to other types of risk.		16, 19
	(v) How the entity monitors climate-related risks.		16, 19, 20
	(vi) Whether and how the entity has changed the processes it uses compared with the previous reporting period.	Not applicable as this is our first sustainability report	
IFRS S2.25(b)	The processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities.		16, 19
IFRS S2.25(c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.		16, 19

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IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S2.29(a)	Information relevant to the cross-industry metric categories of greenhouse gases, including:		
	(i) Disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO <sub>2</sub> equivalent, CO <sub>2</sub> classified as:		45, 108
	(1) Scope 1 greenhouse gas emissions.		45, 108
	(2) Scope 2 greenhouse gas emissions.		45, 108
	(3) Scope 3 greenhouse gas emissions.		45, 108
	(ii) Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions.		107
	(iii) The approach used to measure its greenhouse gas emissions, including:		
	(1) The measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions.		107
	(2) The reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions.		107
	(3) Any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes.		107
	(iv) For Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(1)–(2), disaggregate emissions between:		
	(1) The consolidated accounting group.	Not applicable	
	(2) Other investees excluded from paragraph 29(a)(iv)(1).		
(v) Location-based Scope 2 greenhouse gas emissions, and information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions.		107	

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IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S2.29(a)	(vi) For Scope 3 greenhouse gas emissions, disclose:		
	(1) The categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).		45, 107, 108
	(2) Additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance.	Not applicable	
	Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Information unavailable	
IFRS S2.29(b)	Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks.		
IFRS S2.29(c)	Climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks.		
IFRS S2.29(d)	Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities.		
IFRS S2.29(e)	Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.		
IFRS S2.29(f)	Internal carbon prices—the entity shall disclose:		
	(i) An explanation of whether and how the entity is applying a carbon price in decision-making.		
	(ii) The price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions.		
IFRS S2.29(g)	Remuneration, including the information about:		
	(i) A description of whether and how climate-related considerations are factored into executive remuneration.		
	(ii) The percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations.		
IFRS S2.33(a)	The metric used to set the quantitative and qualitative climate-related targets.		28
IFRS S2.33(b)	The objective of the target.		28

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IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Metrics and Targets</b>			
IFRS S2.33(c)	The part of the entity to which the target applies.		28
IFRS S2.33(d)	The period over which the target applies.		28
IFRS S2.33(e)	The base period from which progress is measured.		45, 106
IFRS S2.33(f)	Any milestones and interim targets.		28
IFRS S2.33(g)	If the target is quantitative, whether it is an absolute target or an intensity target.		28
IFRS S2.33(h)	How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.		28
IFRS S2.34(a)	Whether the target and the methodology for setting the target has been validated by a third party.	Not available	
IFRS S2.34(b)	The entity's processes for reviewing the target.	Not applicable	
IFRS S2.34(c)	The metrics used to monitor progress towards reaching the target.		28
IFRS S2.34(d)	Any revisions to the target and an explanation for those revisions.	Not applicable as this is our first target setting	
IFRS S2.35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.	Not applicable as this is our first target setting. Performance update shall be done in the next reporting.	
IFRS S2.36(a)	Which greenhouse gases are covered by the target.		28
IFRS S2.36(b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.		28
IFRS S2.36(c)	Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity has been also required to separately disclose its associated gross greenhouse gas emissions target.		28
IFRS S2.36(d)	Whether the target was derived using a sectoral decarbonisation approach.	Not applicable	

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## IFRS S2 CONTENT INDEX

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S2.36(e)	The entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits the entity shall disclose information:	Not applicable	
	(i) The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits.		
	(ii) Which third-party scheme(s) will verify or certify the carbon credits.		
	(iii) The type of carbon credit, including whether the underlying offset will be naturebased or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal.		
	(iv) Any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use.		

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**Statement of Use** HARPS Global Ltd. has reported in accordance with GRI Standards for the period 1 January 2024 to 31 December 2024.

**GRI 1 used** GRI 1: Foundation 2021

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details		4, 9
	2-2 Entities included in the organization's sustainability reporting		9
	2-3 Reporting period, frequency and contact point		9
	2-4 Restatements of information		9
	2-5 External assurance		9
	2-6 Activities, value chain and other business relationships		7, 8
	2-7 Employees		61
	2-8 Workers who are not employees		61
	2-9 Governance structure and composition		12
	2-10 Nomination and selection of the highest governance body		12
	2-11 Chair of the highest governance body	Not available	
	2-12 Role of the highest governance body in overseeing the management of impacts		12
	2-13 Delegation of responsibility for managing impacts		12
	2-14 Role of the highest governance body in sustainability reporting		12

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GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
General Disclosures			
GRI 2: General Disclosures 2021	2-15 Conflicts of interest		13
	2-16 Communication of critical concerns		12, 15, 98
	2-17 Collective knowledge of the highest governance body		12
	2-18 Evaluation of the performance of the highest governance body		12
	2-19 Remuneration policies		13
	2-20 Process to determine remuneration		13
	2-21 Annual total compensation ratio	Confidentiality constraints	
	2-22 Statement on sustainable development strategy		11
	2-23 Policy commitments		14, 15, 103, 105
	2-24 Embedding policy commitments		14, 15, 103, 105
	2-25 Processes to remediate negative impacts		15, 98
	2-26 Mechanisms for seeking advice and raising concerns		15, 98
	2-27 Compliance with laws and regulations		33
	2-28 Membership associations		5
	2-29 Approach to stakeholder engagement		24, 25, 99 - 102
2-30 Collective bargaining agreements	Not applicable		

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GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Material Topics</b>			
GRI 3: Material Topics 2021	3-1 Process to determine material topics		25, 26
	3-2 List of material topics		26
<b>Procurement Practices</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		37
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		37
<b>Anti-Corruption</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		33
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		33
	205-2 Communication and training about anti-corruption policies and procedures		34, 35, 103
	205-3 Confirmed incidents of corruption and actions taken		33
<b>Energy</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		44
GRI 302: Energy 2016	302-1 Energy consumption within the organization		44
	302-2 Energy consumption outside of the organization	Not applicable	
	302-3 Energy intensity		44
	302-4 Reduction of energy consumption		46, 47
	302-5 Reductions in energy requirements of products and services	Not applicable	

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GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Water and Effluents</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		49
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		49
	303-2 Management of water discharge-related impacts		50
	303-3 Water withdrawal		49
	303-4 Water discharge		50
	303-5 Water consumption		49
<b>Emissions</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		45
GRI 305: Emissions 2018	305-1 Direct (Scope 1) GHG emissions		45
	305-2 Energy indirect (Scope 2) GHG emissions		45
	305-3 Other indirect (Scope 3) GHG emissions		45
	305-4 GHG emissions intensity		45
	305-5 Reduction of GHG emissions		45, 46
	305-6 Emissions of ozone-depleting substances (ODS)	Not available	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		48

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GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Waste</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		51
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		51, 109
	306-2 Management of significant waste-related impacts		52, 53
	306-3 Waste generated		51, 109
	306-4 Waste diverted from disposal		51, 109, 110
	306-5 Waste directed to disposal		51, 109, 110
<b>Supplier Environmental Assessment</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		39, 40
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		39, 40
	308-2 Negative environmental impacts in the supply chain and actions taken		41
<b>Employment</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		59, 60
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		61, 112
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		113
	401-3 Parental leave		113

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GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Occupational Health and Safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		66
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		66, 67
	403-2 Hazard identification, risk assessment, and incident investigation		66 - 68
	403-3 Occupational health services		66 - 68, 116
	403-4 Worker participation, consultation, and communication on occupational health and safety		66 - 68
	403-5 Worker training on occupational health and safety		68
	403-6 Promotion of worker health		67, 68, 116
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		68, 116
	403-8 Workers covered by an occupational health and safety management system		66
	403-9 Work-related injuries		68
	403-10 Work-related ill health		68
<b>Training and Education</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		69
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		71, 117, 118
	404-2 Programs for upgrading employee skills and transition assistance programs		69 - 71, 117, 118
	404-3 Percentage of employees receiving regular performance and career development reviews		71

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GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
<b>Non-discrimination</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		62, 63
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		63
<b>Child Labour</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		64
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour		64
<b>Forced or Compulsory Labour</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		65
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		65
<b>Supplier Social Assessment</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		39, 40
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		39, 40
	414-2 Negative social impacts in the supply chain and actions taken		41
<b>Customer Health and Safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics		57
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		57
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		57

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GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Marketing and Labelling			
GRI 3: Material Topics 2021	3-3 Management of material topics		55
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		55 - 56
	417-2 Incidents of non-compliance concerning product and service information and labeling		55
	417-3 Incidents of non-compliance concerning marketing communications		55

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## SASB CONTENT INDEX - CHEMICALS

SASB	Metric	Code	Page number(s) and/or URL(s)
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	45
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	RT-CH-110a.2	45, 46
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CH-120a.1	48
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CH-130a.1	44, 108
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	49
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.2	49
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CH-140a.3	49
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	RT-CH-150a.1	51, 110
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-250a.1	Not selected as a topic for disclosure
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	68
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	66 - 68, 116
Product Design for Use-phase Efficiency	Revenue from products designed for use phase resource efficiency	RT-CH-410a.1	Not selected as a topic for disclosure
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	RT-CH-410b.2	
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Report (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	
	Number of transport incidents	RT-CH-540a.2	
Activity Metric		Code	Page number(s) and/or URL(s)
Production by reportable segment		RT-CH-000.A	Not available

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## SUSTAINABILITY DISCLOSURE TOPICS & METRICS – MEDICAL EQUIPMENT & SUPPLIES

SASB	Metric	Code	Page number(s) and/or URL(s)
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Not selected as a topic for disclosure
	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	
Product Safety	(1) Number of recalls issued, (2) total units recalled	HC-MS-250a.1	57
	Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	57
	Number of fatalities associated with products	HC-MS-250a.3	57
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	57
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	55
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	Not available
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Not selected as a topic for disclosure
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality	HC-MS-430a.1	Not available
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	38 - 42
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	57
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	33
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	14, 33 - 35, 103
Activity Metric		Code	Page number(s) and/or URL(s)
	Number of units sold by product category	HC-MS-000.A	Not available

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## TCFD CONTENT INDEX

TCFD	DETAILS OF FOUR THEMATIC AREAS	RECOMMENDED DISCLOSURES	Page number(s) and/or URL(s)
Governance	Disclose the organization's governance around climate related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities.	17
		b) Describe management's role in assessing and managing climate related risks and opportunities.	17
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	17 - 18, 21 - 22
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	17 - 18, 21 - 22
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	17 - 18
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate related risk.	16, 19, 21-22
		b) Describe the organization's processes for managing climate related risks.	16, 19, 21-22
		c) Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization's overall risk management.	16, 19, 21-22
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.	a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	20, 28
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	20, 45, 108
		c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	20, 28

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## UNGC CONTENT INDEX

PRINCIPLE	DESCRIPTION	Page number(s) and/or URL(s)
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	62, 64, 65
Principle 2	Make sure that they are not complicit in human rights abuses	62, 64, 65
Labour		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	99
Principle 4	the elimination of all forms of forced and compulsory labour;	65, 115
Principle 5	the effective abolition of child labour; and	64, 115
Principle 6	the elimination of discrimination in respect of employment and occupation	62, 63, 114
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges	44 - 53
Principle 8	undertake initiatives to promote greater environmental responsibility; and	44 - 53
Principle 9	encourage the development and diffusion of environmentally friendly technologies	44 - 45
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	33, 103, 115

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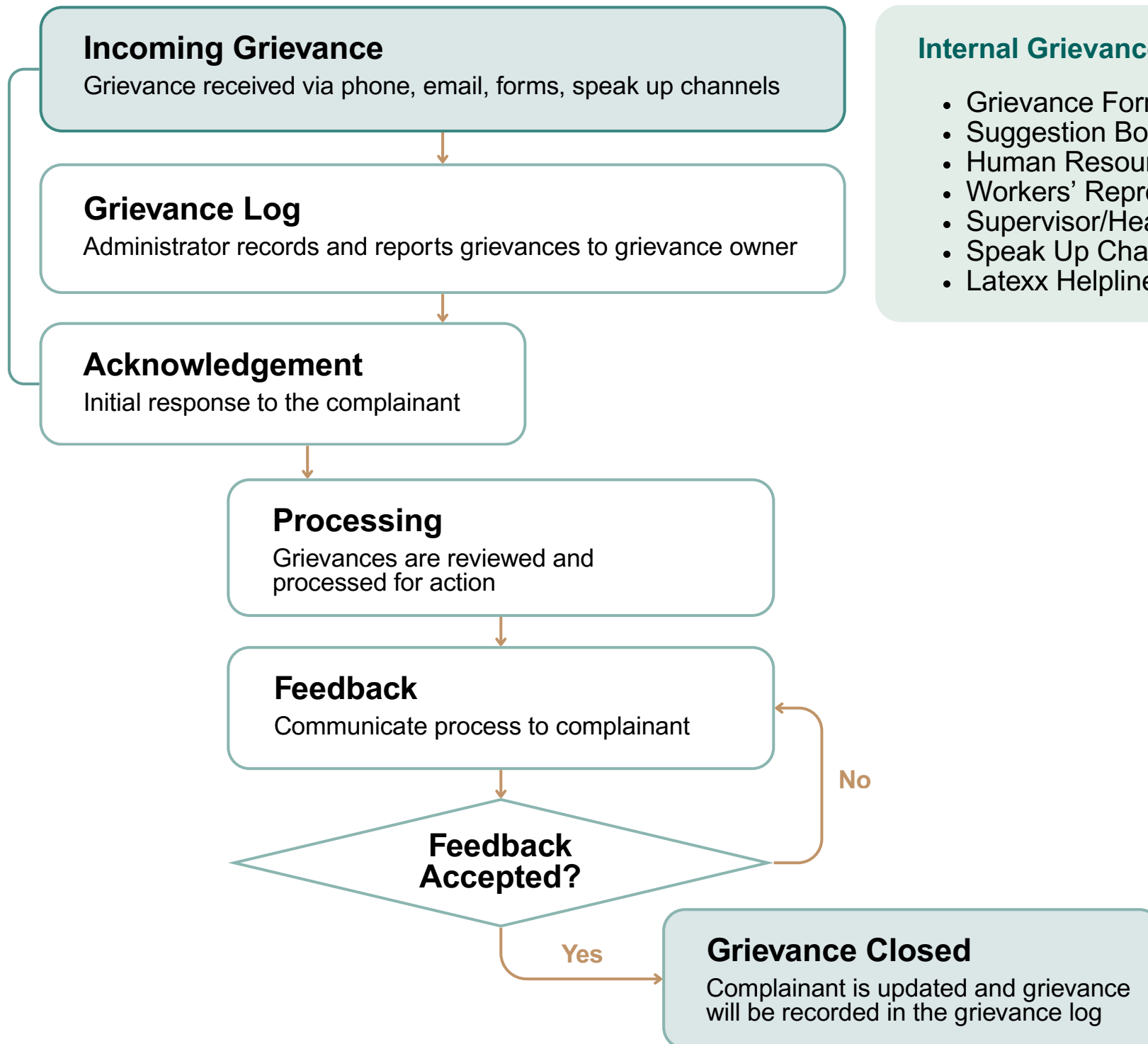
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# POLICIES AND PRACTICES

## Speak Up Channel Feedback Management

**Note:** If the report was lodge anonymously, an investigation and review for action will be conducted but no direct feedback will be given to the anonymous complainant.



### Internal Grievance Channels:

- Grievance Form
- Suggestion Boxes
- Human Resource Department
- Workers' Representative
- Supervisor/Head of Department
- Speak Up Channels
- Latexx Helpline

# STAKEHOLDER ENGAGEMENT

## Internal Stakeholders

Shareholders / Board of Directors	Executive Committee / Leadership Team	Employees	Worker Representatives
<b>Frequency</b> <ul style="list-style-type: none"> <li>Quarterly, Annually</li> <li>On-going/as and when required</li> </ul>	<b>Frequency</b> <ul style="list-style-type: none"> <li>Bi-weekly, Quarterly, Annually</li> <li>On-going/as and when required</li> </ul>	<b>Frequency</b> <ul style="list-style-type: none"> <li>Daily, Monthly</li> <li>On-going/as and when required</li> </ul>	<b>Frequency</b> <ul style="list-style-type: none"> <li>Monthly, Quarterly, Annually</li> <li>On-going/as and when required</li> </ul>
<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Quarterly Board meetings covering financial updates, sustainability initiatives, market trends, and strategic growth plans</li> </ul>	<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Bi-weekly EBM</li> <li>Quarterly EBR meetings</li> <li>Leadership Summit</li> <li>Management review sessions</li> </ul>	<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Townhall meetings</li> <li>Operational meetings</li> <li>Employee surveys</li> <li>Suggestion boxes</li> <li>Performance appraisals</li> <li>Grievance channels</li> <li>RBA Voices</li> </ul>	<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Monthly meetings</li> <li>Representative elections</li> <li>Grievance channels</li> <li>Voice of Worker sessions for both local and foreign employees</li> </ul>
<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Quarterly business updates</li> <li>Financial result and performance</li> </ul>	<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Quarterly business updates</li> <li>Financial result and performance</li> </ul>	<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Labour and Human Rights</li> <li>Occupational Health and Safety</li> <li>Work satisfaction</li> <li>Work-life balance</li> <li>Career development &amp; advancement</li> <li>Remuneration &amp; benefits</li> </ul>	<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Labour and Human Rights</li> <li>Occupational Health and Safety</li> <li>Work satisfaction</li> <li>Work-life balance</li> <li>Career development &amp; advancement</li> <li>Diversity &amp; Inclusion (D&amp;I)</li> </ul>
<b>Response</b> <ul style="list-style-type: none"> <li>Annual Reports</li> <li>Annual General Meeting</li> <li>Sustainability Reports</li> <li>Media Releases</li> <li>Board papers</li> </ul>	<b>Response</b> <ul style="list-style-type: none"> <li>EBM Minutes of Meeting</li> <li>Functional update sessions</li> </ul>	<b>Response</b> <ul style="list-style-type: none"> <li>Townhall updates</li> <li>Announcement in HARPS Sharepoints</li> <li>Communication chat groups</li> </ul>	<b>Response</b> <ul style="list-style-type: none"> <li>Townhall announcements &amp; updates</li> <li>Discussions with worker representatives in operation meetings</li> <li>Responses in RBA Voice Record</li> </ul>

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# STAKEHOLDER ENGAGEMENT

## External Stakeholders

Association / Alliances (MARGMA, RGA (RBA), UNGC)	Bankers	Certification Bodies (TUV, SIRIM, Intertek, WRAP, ISO, amfori BSCI, SATRA)	Customers
<p><b>Frequency</b></p> <ul style="list-style-type: none"> <li>On-going/as and when required</li> </ul>	<p><b>Frequency</b></p> <ul style="list-style-type: none"> <li>On-going/as and when required</li> </ul>	<p><b>Frequency</b></p> <ul style="list-style-type: none"> <li>Ongoing/as and when required</li> <li>Annually</li> </ul>	<p><b>Frequency</b></p> <ul style="list-style-type: none"> <li>On-going/as and when required</li> </ul>
<p><b>Engagement Channel</b></p> <ul style="list-style-type: none"> <li>Industry platforms such as MARGMA, IRGCE and RGA (RBA) through AGMs, forums, conferences</li> <li>Strategic partnerships or memberships such as UNGC Accelerators (e.g. in Business &amp; Human Rights, Climate Ambition, etc.)</li> </ul>	<p><b>Engagement Channel</b></p> <ul style="list-style-type: none"> <li>Financial advisory sessions and virtual stakeholder engagements via video conferencing</li> </ul>	<p><b>Engagement Channel</b></p> <ul style="list-style-type: none"> <li>Certification audits</li> <li>Stakeholder engagement and recognition</li> <li>Taskforce and committee meetings</li> </ul>	<p><b>Engagement Channel</b></p> <ul style="list-style-type: none"> <li>Customer meetings</li> <li>Site visits</li> <li>Video conferences</li> <li>Dedicated engagement projects</li> </ul>
<p><b>Areas of Interest</b></p> <ul style="list-style-type: none"> <li>Policy and Advocacy Engagement</li> <li>Business Code of Conduct</li> <li>Sustainability</li> </ul>	<p><b>Areas of Interest</b></p> <ul style="list-style-type: none"> <li>Risk Management</li> <li>Financial Performance</li> </ul>	<p><b>Areas of Interest</b></p> <ul style="list-style-type: none"> <li>Compliance with certification standards</li> </ul>	<p><b>Areas of Interest</b></p> <ul style="list-style-type: none"> <li>Product Quality and Safety</li> <li>Customer Satisfaction</li> <li>Labour and Human Rights</li> <li>Innovative Products</li> <li>Sustainability Topics</li> <li>Delivery &amp; Logistic</li> <li>Pricing</li> </ul>
<p><b>Response</b></p> <ul style="list-style-type: none"> <li>Participation in UNGC membership (committed with 10 Principles), ILO &amp; RGA</li> <li>Participation in MARGMA's AGM, meetings and events</li> </ul>	<p><b>Response</b></p> <ul style="list-style-type: none"> <li>Audited financial report</li> <li>Compliance with contractual terms and conditions</li> </ul>	<p><b>Response</b></p> <ul style="list-style-type: none"> <li>Compliance with legislation and regulatory requirements</li> <li>Provide accurate and fast information</li> </ul>	<p><b>Response</b></p> <ul style="list-style-type: none"> <li>Product pre-shipment inspection (PSI) and/or customer source inspection (CSI)</li> <li>Vendor Code of Conduct</li> <li>Quality testing on finished goods before shipping</li> <li>Independent social compliance audit, WRAP, BSCI and RBA</li> <li>Customer feedback and satisfaction</li> <li>Improvement areas identification and discussion for solutions</li> <li>Product Innovation</li> </ul>

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# STAKEHOLDER ENGAGEMENT

## External Stakeholders

Regulatory Bodies (FDA, EU MDR, MHLW, TGA, Health Cabada, ANVISA, Malaysia MDA, CFDA)	Peers of Competition / Industry Peers	Non-Government Organisation, ILO, IOM, Social Activist Non-Government Organisation (NGO)	Key governmental stakeholders: Immigration, Labor, Trade, Environment, Health & Safety, Customs, and Local Authorities
<p><b>Frequency</b></p> <ul style="list-style-type: none"> <li>Quarterly, Annually</li> <li>On-going/as and when required</li> </ul>	<p><b>Frequency</b></p> <ul style="list-style-type: none"> <li>On-going/as and when required</li> </ul>	<p><b>Frequency</b></p> <ul style="list-style-type: none"> <li>Ongoing/as and when required</li> <li>Annually</li> </ul>	<p><b>Frequency</b></p> <ul style="list-style-type: none"> <li>Ongoing/as and when required, Latest Updates on Policy</li> </ul>
<p><b>Engagement Channel</b></p> <ul style="list-style-type: none"> <li>Quarterly Board meetings covering financial updates, sustainability initiatives, market trends, and strategic growth plans</li> </ul>	<p><b>Engagement Channel</b></p> <ul style="list-style-type: none"> <li>IRGCE, MEDICA</li> <li>Trade shows &amp; industry coalitions</li> </ul>	<p><b>Engagement Channel</b></p> <ul style="list-style-type: none"> <li>Regular meetings</li> <li>Responsible Recruitment Programme</li> <li>ILO engagement</li> <li>Podcasts</li> <li>Sustainability forums &amp; events</li> </ul>	<p><b>Engagement Channel</b></p> <ul style="list-style-type: none"> <li>Stakeholder meetings</li> <li>Site visits</li> <li>External seminars</li> <li>Industry and regulatory conferences associations</li> </ul>
<p><b>Areas of Interest</b></p> <ul style="list-style-type: none"> <li>Quarterly business updates</li> <li>Financial result and performance</li> </ul>	<p><b>Areas of Interest</b></p> <ul style="list-style-type: none"> <li>Commerical landscape and challenges</li> </ul>	<p><b>Areas of Interest</b></p> <ul style="list-style-type: none"> <li>Transparency</li> <li>Protection of Labour and Human Rights</li> <li>Management Systems</li> </ul>	<p><b>Areas of Interest</b></p> <ul style="list-style-type: none"> <li>Regulatory and Industry-Standard Compliances</li> <li>Labour Rights</li> <li>Environmental Impact and Compliance</li> </ul>
<p><b>Response</b></p> <ul style="list-style-type: none"> <li>Annual Reports</li> <li>Annual General Meeting</li> <li>Sustainability Reports</li> <li>Media Releases</li> <li>Board papers</li> </ul>	<p><b>Response</b></p> <ul style="list-style-type: none"> <li>Sharing of commercial challenges with industrial peers</li> <li>Code of Conduct - Fair Competition</li> </ul>	<p><b>Response</b></p> <ul style="list-style-type: none"> <li>Independent social compliance audit, WRAP, BSCI, and RBA</li> <li>Participated in UNGC (committed with 10 Principles), ILO &amp; RGA programmes</li> <li>Responsible Recruitment Programme</li> </ul>	<p><b>Response</b></p> <p>Regulation compliance on:</p> <ul style="list-style-type: none"> <li>ISO 14001: 2015 Environmental Management Systems</li> <li>Department of Environment (DOE) Standards</li> <li>Local Environmental Quality Act, MOHR – DOL Act, DOSH standards and Social compliance audit</li> </ul>

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# STAKEHOLDER ENGAGEMENT

## External Stakeholders

Embassy	Insurers	Society (Higher Learning Institution, Community)	Supplier/Vendors/Business Partners / External/Provider/Outsourced Contractor	Utility Companies
<b>Frequency</b> <ul style="list-style-type: none"> <li>On-going/as and when required</li> </ul>	<b>Frequency</b> <ul style="list-style-type: none"> <li>On-going/as and when required</li> </ul>	<b>Frequency</b> <ul style="list-style-type: none"> <li>Ongoing/as and when required</li> <li>Annually</li> </ul>	<b>Frequency</b> <ul style="list-style-type: none"> <li>Daily, Monthly, Yearly, Ongoing/as and when required, Onboarding, Project collaborations</li> </ul>	<b>Frequency</b> <ul style="list-style-type: none"> <li>On-going/as and when required</li> </ul>
<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Meetings</li> <li>Policy reviews</li> <li>Video conferences</li> </ul>	<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Risk management advisory and engagement</li> <li>Video conferences</li> </ul>	<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Academic advisory (UTP, UTM),</li> <li>PhD prize sponsorship (IKM), judging panel for PhD awards,</li> <li>CSR (Malaysia, US, Europe), and social impact assessments</li> </ul>	<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Policy communications</li> <li>Sustainability sessions (Tier 1)</li> <li>Collaboration projects</li> <li>Virtual meetings</li> <li>Site audits, Training workshops</li> </ul>	<b>Engagement Channel</b> <ul style="list-style-type: none"> <li>Regular meetings</li> <li>Industry coalitions engagement</li> <li>Forums</li> <li>Events</li> </ul>
<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Community Engagement and Hiring</li> <li>Livelihood of communities</li> </ul>	<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Risk Management</li> <li>Financial Performance</li> </ul>	<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Community Engagement, Livelihood of Local Communities</li> </ul>	<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Business Continuity</li> <li>Product and Service Quality</li> <li>Business Code Of Conduct</li> <li>Market Information</li> <li>Responsible Supply Chain</li> <li>Traceability</li> <li>Innovation /Technology Partnership</li> </ul>	<b>Areas of Interest</b> <ul style="list-style-type: none"> <li>Business Continuity</li> <li>Improve Environmental and Social Practices Towards Responsible Production</li> </ul>
<b>Response</b> <ul style="list-style-type: none"> <li>Responsible Recruitment Programme</li> <li>MOM with embassy representative</li> </ul>	<b>Response</b> <ul style="list-style-type: none"> <li>Audited financial report</li> </ul>	<b>Response</b> <ul style="list-style-type: none"> <li>Compliance to DOE standards</li> <li>IKM Research Prize Sponsorship</li> <li>IKM PhD Award panel judges</li> <li>IKM Research Prize panel judges</li> <li>Direct and indirect GHG emissions monitoring</li> <li>Appointment as Industry Advisory Panel (IAP)</li> <li>Support and jointing for community activities</li> <li>Recruitment local employee</li> </ul>	<b>Response</b> <ul style="list-style-type: none"> <li>Vendor Code of Conduct</li> <li>Procurement Policy</li> <li>Quality testing on incoming materials</li> <li>Supplier assessment/audit</li> <li>GHG &amp; LCA Scope 3 Data Collaboration</li> <li>HARPS Annual CSR at Orphanage Home</li> <li>Digital Product Passport initiative</li> </ul>	<b>Response</b> <ul style="list-style-type: none"> <li>Support and collaboration towards responsible production</li> </ul>

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# ANTI-CORRUPTION

The following table outlines the topics covered within our Anti-Corruption and Whistleblowing Policies, and our Code of Conduct.

This helps HARPS uphold ethical business practices, strengthen governance, ensure regulatory compliance, and foster a culture of integrity and accountability across our operations and supply chain.

Policy and Procedures	Topics Covered
HARPS Global Anti-Corruption	<ul style="list-style-type: none"> <li>• Anti-Bribery;</li> <li>• Anti-Corruption;</li> <li>• Gifts, Hospitality, Events, Sponsoring and Donation</li> </ul>
HARPS Global Whistleblowing	<ul style="list-style-type: none"> <li>• Whistleblowing</li> </ul>
HARPS Global Code of Conduct	<ul style="list-style-type: none"> <li>• Forced Labour and Human Trafficking</li> <li>• Anti-Bribery</li> <li>• Anti-Corruption</li> <li>• Fraud</li> <li>• Gifts, Gratuities, and Entertainment</li> <li>• Anti-Money Laundering</li> <li>• Anti-Trust</li> <li>• Fair Competition</li> <li>• Trade Control and Economic Sanctions</li> <li>• Conflict of Interest</li> <li>• Insider Dealing</li> <li>• Sustainability (Health and Safety; and Environment)</li> <li>• Human Rights</li> <li>• Child Labour and Young Workers</li> <li>• Equal Opportunity</li> <li>• Non-Discrimination and Harassment</li> <li>• Diversity and Inclusion</li> <li>• Data Privacy and Data Protection (Information Security)</li> </ul>
HARPS Global Vendor Code of Conduct	<ul style="list-style-type: none"> <li>• Anti-Corruption</li> <li>• Anti-Bribery</li> <li>• Transparency in Business Practices</li> <li>• Intellectual Property and Confidentiality</li> <li>• Fair Competition</li> <li>• Disclosure of Information</li> <li>• Whistleblowing</li> </ul>

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# SUPPLIER ASSESSMENT

## Yearly Topic and Training for Supply Chain and Purchasing

Policy and Procedure/ Year	2023	2024
Environmental Aspect and Impact	Yes	Yes
EMS Internal Audit	Yes	Yes
WRAP Refresher Training and Audit	Yes	Yes
RBA Training	No	Yes
ISO14001 Topic of the Year - Understanding on EMS Legal requirements and other requirements	Yes	Yes

## Qualification and Monitoring

Year	Audit Completed
2022	62%
2023	86%
2024	93%

We actively seek supplier declarations for compliance with the following key regulations:

- California Proposition 65
- REACH Substances of Very High Concern (SVHC)
- REACH Annex XVII
- RoHS (Restriction of Hazardous Substances)
- PFAS (Per- and polyfluoroalkyl substances)

By obtaining these declarations, we ensure that materials supplied to Central Medicare, and across the Group, do not contain substances of concern, reinforcing our commitment to regulatory excellence and environmental safety.

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# SUPPLIER ASSESSMENT

## Capacity Building for Suppliers Assessment

### Sustainability Training & Reporting

We hold training and internal audits to equip our supply chain and purchasing teams with the knowledge and the updated requirements required for sustainable procurement. Important subjects like ethical procurement procedures, environmental impact assessments, and sustainable sourcing are covered in these courses. By investing in our team's development, we enhance our capacity and capability to support our sustainability objectives. This empowers our team to execute the functions and uphold the right standards.

## Vendor Ethics, Governance, and Compliance Framework

### Supplier Agreement

HARPS has established quality agreements and formal notifications with our direct suppliers to underscore the importance of confidentiality and environmental responsibility. These agreements include stringent provisions prohibiting the disclosure of proprietary and confidential (PnC) information and mandate adherence to relevant environmental regulations.

Suppliers are also required to inform HARPS of any changes that may impact the product's intended application, such as upgrades, changes in manufacturing location, or process adjustments. Prior to shipment, such changes must receive HARPS' approval and, where necessary, be formalised through a revised specification.

By setting these expectations upfront, we ensure our suppliers are aligned with our sustainability values and quality standards. These agreements are shared with prospective suppliers before they can be qualified as approved vendors.

### Code of Conduct

At HARPS, our Code of Conduct applies to our employees and extends to all partners across our supply chain including suppliers, customers, consultants, agents, contractors, and other stakeholders. We expect all parties we work with to uphold the same high standards of ethical conduct, environmental stewardship, and social responsibility.

Our comprehensive Code of Conduct serves as a key instrument in promoting shared values and responsible business practices throughout our operations. It is formally communicated to all Tier 1 vendors, who are required to acknowledge and adhere to its principles. We maintain an up-to-date register of vendors who have endorsed the Code, and we actively engage with them to gather feedback, supporting ongoing improvement, alignment, and mutual accountability.

### Corporate Governance and Compliance Policies

Following the completion of our corporate acquisition of Sempermed and in preparation for the rollout of our Vendor Code of Conduct, HARPS undertook a revision of our Group Corporate Governance and Compliance Policies. As part of this process, we communicated our expectations on business ethics and social compliance to our vendors, enabling them to carry out due diligence and align their operations with our standards. By the end of 2023, we successfully reached 64% of our vendors through this communication initiative. This helps to pave the foundation for the eventual roll-out of our new Vendor Code of Conduct which will supersede our Group Corporate Governance and Compliance Policies.

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# ENERGY AND EMISSIONS

## Base Year and Recalculation Policy

Our base year, 2019, only covers CMSB as the operational boundary for emissions accounting as CMSB accounts for 100% of the emissions from its operations. However, the Group has established a recalculation policy in the pursuit of company growth which may result in any significant structural changes that will alter a company’s emission profile. For consistent tracking of GHG emission, the base year will be recalculated based on following cases:

- Structural changes in operations (such as acquisition or divestment) involving the transfer of GHG emissions into or out of organisational boundaries.
- Changes calculation methodology or improvements in the accuracy of emission factors or activity data.
- Discovery of significant errors in reported emissions.

For all the above cases, the base year will be recalculated if the magnitude of change is 10% or greater in overall emissions.

## GHG Emissions in FY2019 (Base Year)

Scope	GHG Emissions (tCO <sub>2</sub> e)
Scope 1	101,225.8062
Scope 2 (Location-Based)	56,133.4437
Scope 3	117,211.85
Biogenic	82,884.2590

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# ENERGY AND EMISSIONS

## GHG Emission Sources

For the purpose of GHG emissions accounting, this report will account and report the carbon dioxide equivalent (CO<sub>2</sub>e) of the seven greenhouse gases covered by Kyoto Protocol which includes:

- Carbon Dioxide (CO<sub>2</sub>)
- Methane (CH<sub>4</sub>)
- Nitrous Oxide (N<sub>2</sub>O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs)
- Sulphur Hexafluoride (SF<sub>6</sub>)
- Nitrogen Trifluoride (NF<sub>3</sub>)

## Exclusion of GHG Emission Sources

Category	Reporting Status	Remarks
Scope 1		
Stationary Combustion: Fugitive Emissions (Chiller)	Not Estimated (NE)	HCFC gas from chillers were not considered, as it was not covered by the UNFCCC / Kyoto Protocol
Scope 3		
Category 2: Capital Goods	Not Estimated (NE)	Excluded due to data readiness and complexity of data
Category 3: Fuel- and Energy-Related Activities not included in Scope 1 or Scope 2	Not Estimated (NE)	Excluded as CMSB focuses on emissions generated during the use phase of fuel and energy, the major source of emissions that materially affect calculations
Category 6: Business Travel	Not Estimated (NE)	Excluded due to data readiness
Category 8: Upstream Leased Assets	Not Occurring (NO)	CMSB does not lease any assets or operate them for manufacturing operations
Category 10: Processing of Sold Products	Not Occurring (NO)	Products are directly used by end-users without further processing
Category 11: Use of Sold Products	Not Estimated (NE)	Excluded due to the minimal emissions during the use of sold products
Category 13: Downstream Leased Assets	Not Occurring (NO)	CMSB does not lease their assets to others
Category 14: Franchises	Not Occurring (NO)	Not applicable for the current business operations as CMSB has not committed to these activities in the reporting year
Category 15: Investments		

## GHG Emission Global Warming Potential (GWP) and Emission Factors

All the gases are converted to a standard unit of CO<sub>2</sub> equivalents (CO<sub>2</sub>eq) by multiplying the emissions with an appropriate Global Warming Potential (GWP). The GWP values used in our calculations are relative to CO<sub>2</sub> emissions over 100-year time horizon as align in the IPCC Sixth Assessment Report, 2021 (AR6). The details of GWP values are shown below.

Greenhouse Gases	GWP	Source
Carbon Dioxide (CO <sub>2</sub> )	1	IPCC Sixth Assessment Report, 2021 (AR6)
Methane (CH <sub>4</sub> )	27	
Nitrous Oxide (N <sub>2</sub> O)	273	
Sulphur Hexafluoride (SF <sub>6</sub> )	24,300	
HFC-32	771	
HFC-410A *	2,255.5*	
HFC-134a	1,530	

\* The GWP value of HFC-410A is extracted by multiplying the percentage composition of substitute refrigerant blends by their individual GWP.

- Emission factors for stationary and mobile combustion are derived from 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
- Emission factors for the chemicals and for incineration at the glove's end-of-life were sourced from Ecoinvent database.
- The emission factor for the transportation and employee commuting were referenced from WRI GHG Protocol EF from Cross Sector Tools.
- Emission factors for the waste generation in the operation were sourced from US EPA GHG Emissions Factor Hub.
- Location-based approach was used to calculate Scope 2 emissions, using Grid Emission Factor from Suruhanjaya Tenaga, Malaysia.
- HARPS has adopted the operational control approach to develop its carbon emissions inventory. HARPS takes responsibility for all operations under its full control.
- Carbon emissions inventory have been calculated based on GHG Protocol and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

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# ENERGY AND EMISSIONS

## FY2024 Energy Performance

Scope 1				Scope 2	
Diesel	Petrol	Natural Gas	LPG	Grid Electricity	Solar Energy
1,384.64 GJ	335.74 GJ	4,649,099.59 GJ	1,550.21 GJ	540,644.21 GJ	15,756.72 GJ
<b>Total Energy Consumption</b> (related to Scope 1 emission sources)				<b>Total Energy Consumption</b> (related to Scope 2 emission sources)	
4,652,370.18 GJ				556,400.93 GJ	
Total Non-Renewable Energy Consumption	+	Total Renewable Energy Consumption	=	Total Energy Consumption in FY2024	
5,193,014.39 GJ		15,756.72 GJ		5,208,771.11 GJ	
<b>Energy Intensity</b> (using 1000 pieces of gloves produced as denominator)					
0.374 GJ/1000 pieces of gloves produced					

## FY2024 Emissions Performance

Scope 1					Scope 2
Diesel	Petrol	Natural Gas	LPG	Fugitive Emissions	Grid Electricity
105.21 tCO2e	22.36 tCO2e	217,165.60 tCO2e	100.50 tCO2e	1,220.76 tCO2e	96,983.94 tCO2e
<b>Total Scope 1 Emissions</b>					<b>Total Scope 2 Emissions</b>
218,614.43 tCO2e					96,983.94 tCO2e
<b>Total GHG Emissions (Scope 1 and 2)</b>					
315,598.38 tCO2e					
<b>Emissions Intensity (Scope 1 and 2)</b> (using 1000 pieces of gloves produced as denominator)					
0.023 tCO2e/1000 pieces of gloves produced					
Scope 3					
Category 1 Purchased Goods and Services	Category 4 Upstream Transportation and Distribution	Category 5 Waste Generated in Operations	Category 7 Employee Commuting	Category 9 Downstream Transportation and Distribution	Category 12 End-of-life Treatment of Sold Products
56,195.55 tCO2e	18,094.17 tCO2e	1,311.11 tCO2e	2,518.01 tCO2e	21,819.64 tCO2e	105,711.48 tCO2e
<b>Total Scope 3 Emissions</b>					
205,649.96 tCO2e					
<b>Total GHG Emissions (Scope 1, 2, and 3)</b>					
521,248.34 tCO2e					

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# WASTE

## Yearly Waste Performance

Waste Generated	2019	2020	2021	2022	2023	2024
Paper	584.440	541.140	387.050	520.860	391.500	522.930
Plastic	227.763	300.304	325.008	282.652	234.705	319.273
Metal	454.010	1447.470	560.630	597.350	292.680	2475.509
Scheduled Waste	3102.330	5070.481	7532.296	6469.040	4648.598	5795.597
Domestic Waste	2095.220	1941.354	1736.779	1379.336	975.465	588.780
Broken Former	1869.292	2204.105	1719.997	1239.845	1169.071	1327.072
<b>Total</b>						

Waste Diverted From Disposal	2019	2020	2021	2022	2023	2024
Paper	584.440	541.140	387.050	520.860	391.500	522.930
Plastic	227.763	300.304	325.008	282.652	234.705	319.273
Metal	454.010	1447.470	560.630	597.350	292.680	2475.509
Others	3102.240	5058.340	7429.171	5606.790	3705.088	4201.550
<b>Total</b>						

Waste Directed to Disposal	2019	2020	2021	2022	2023	2024
Scheduled Waste	0.090	12.141	103.125	862.250	943.510	1594.047
Domestic Waste	2095.220	1941.354	1736.779	1379.336	975.465	588.780
Broken Former	1869.292	2204.105	1719.997	1239.845	1169.071	1327.072
<b>Total</b>						

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# WASTE

## Yearly Waste Performance

Waste Diverted from Disposal	2019	2020	2021	2022	2023	2024
<i>Hazardous Waste</i>						
Offsite (Other Recovery Operations)	3102.240	5058.340	7429.171	5606.790	3705.088	4201.550
<i>Non-Hazardous Waste</i>						
Offsite (Recycling)	1266.213	2288.914	1272.688	1400.862	918.885	3317.712

Waste Directed to Disposal	2019	2020	2021	2022	2023	2024
<i>Hazardous Waste</i>						
Offsite (Incineration, with energy recovery)	-	11.489	101.906	282.180	222.241	165.648
Offsite (Landfilling)	-	-	67.080	575.000	717.780	1424.290
Offsite (Other Disposal Operations)	0.090	0.652	1.219	5.070	3.489	4.109
<i>Non-Hazardous Waste</i>						
Onsite (Landfilling)	1629.977	2043.075	1549.677	897.475	1063.601	1217.492
Offsite (Landfilling)	2334.535	2102.384	1907.099	1721.706	1080.935	698.360

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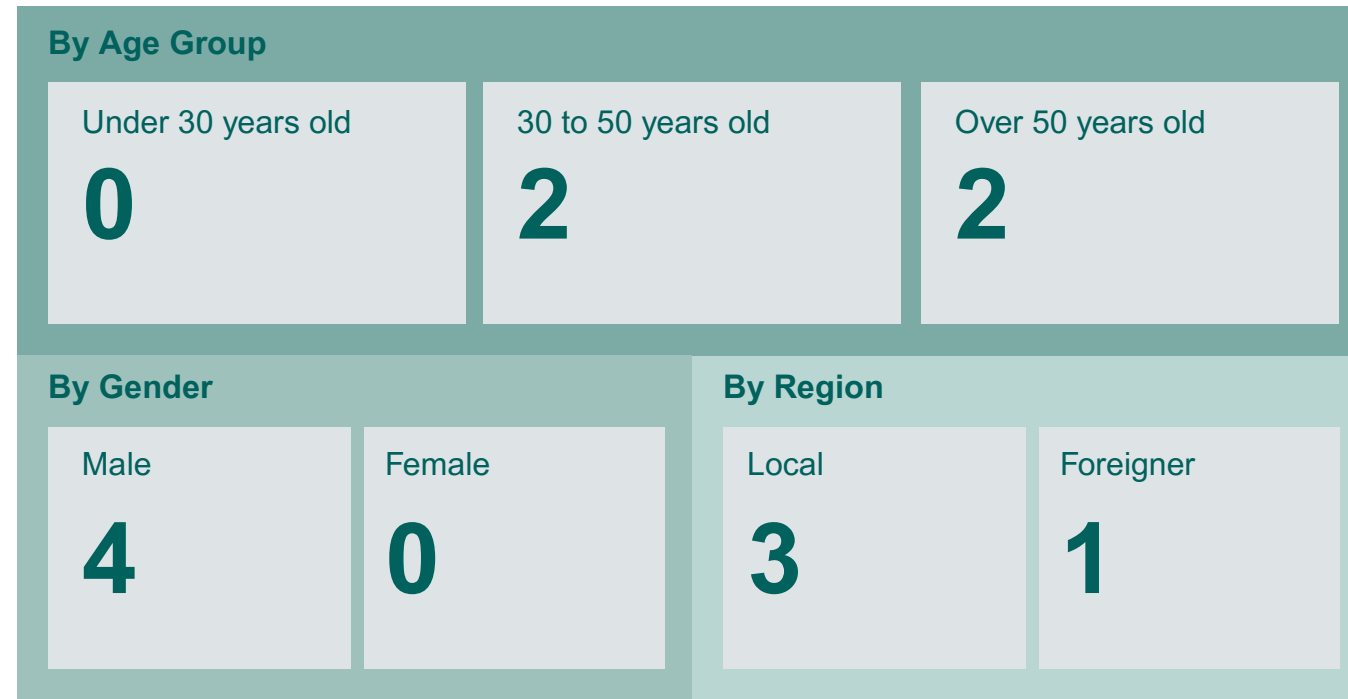
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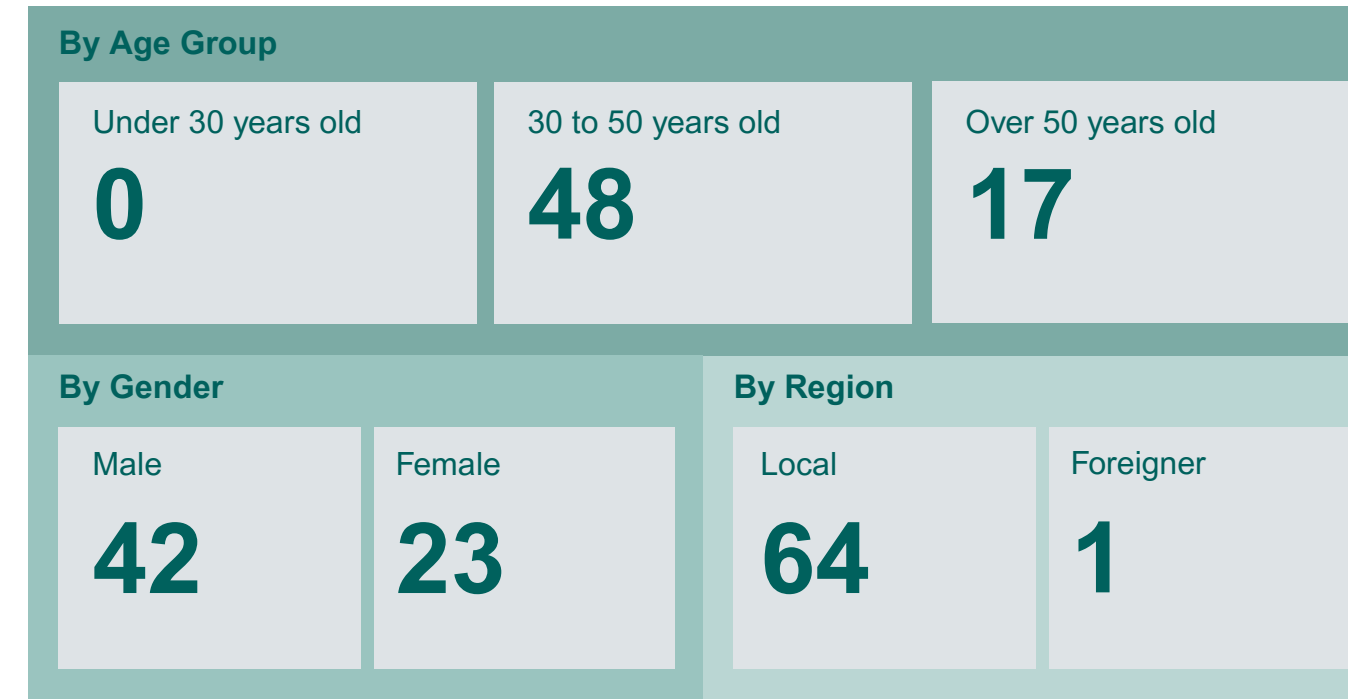
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# EMPLOYMENT

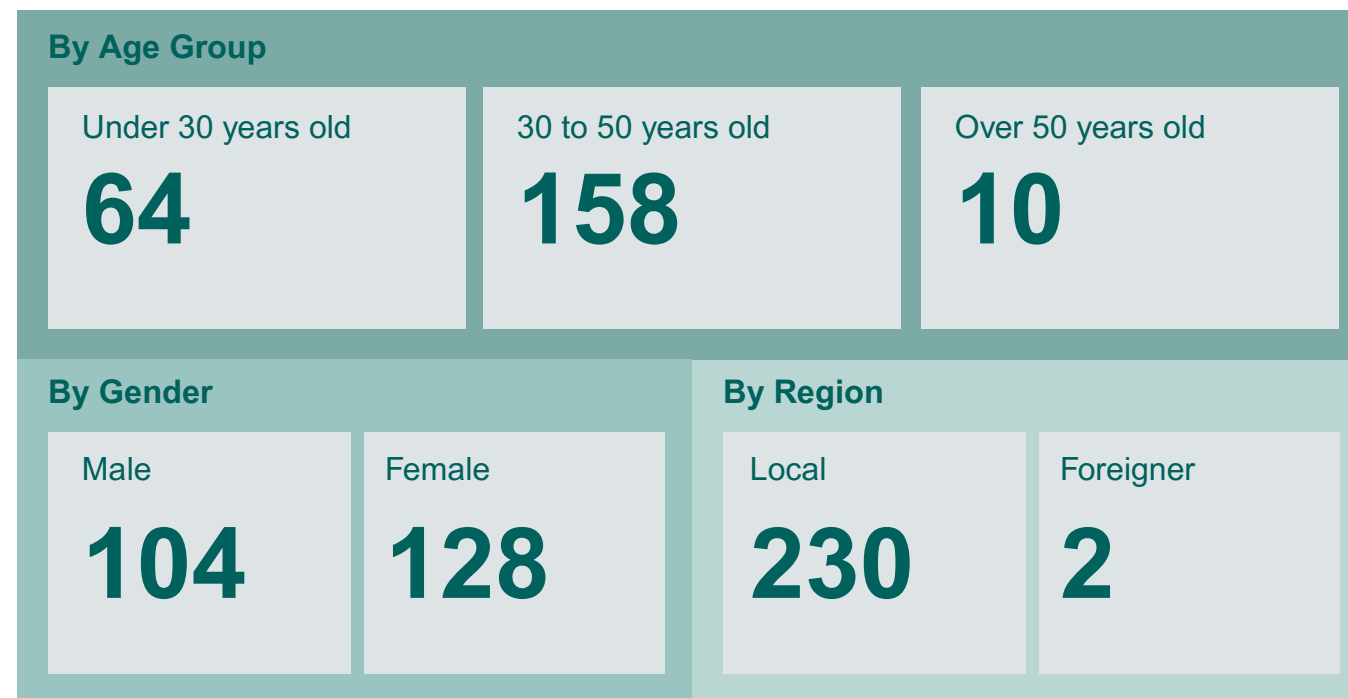
## Board of Directors



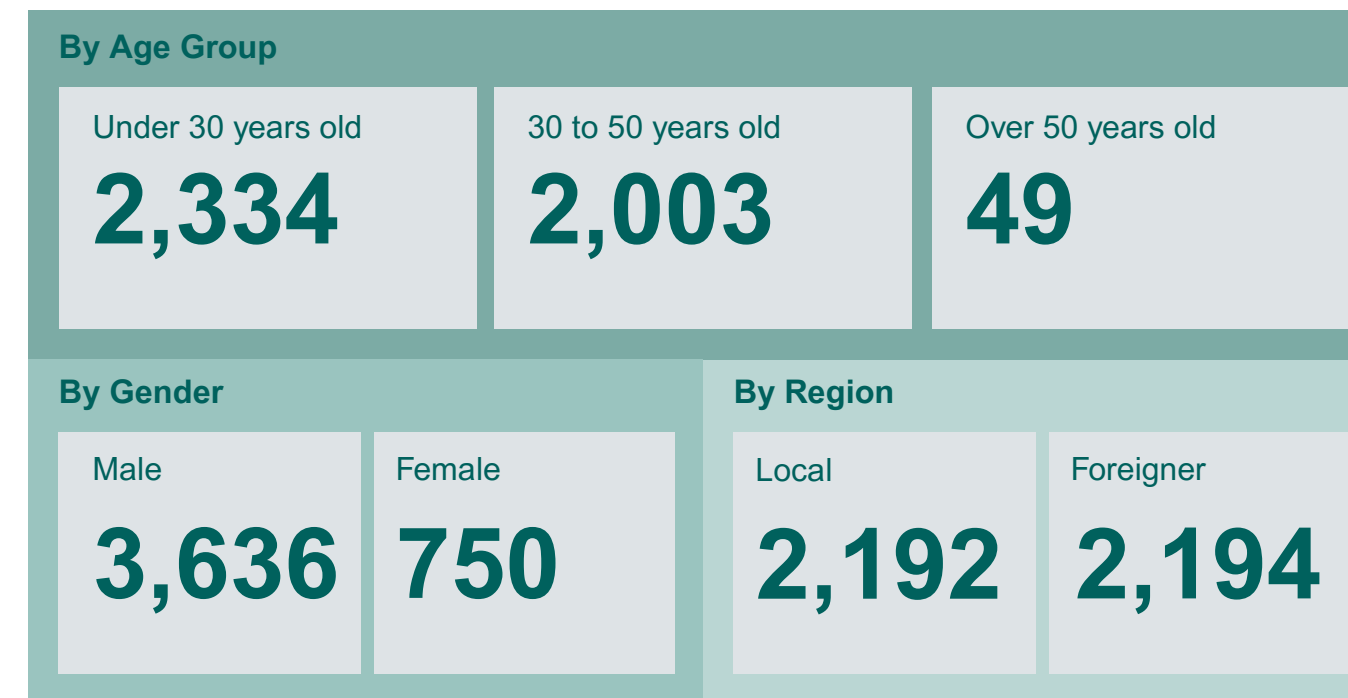
## Senior Management



## Middle Management



## General Staff





# EMPLOYMENT

Employee Demographics			Male	Female
Employment by Length of Service		Less than 5 years	1669	659
		5 to 10 years	1935	190
		More than 10 years	119	95

New Hires and Turnovers			Male	Female
New Employee Hires	Age	Under 30 years old	1221	218
		Between 30 to 50 years old	662	102
		Over 50 years old	3	0
	Region	Local	325	320
		Foreigner	1561	0
	Employee Turnover	Age	Under 30 years old	333
Between 30 to 50 years old			222	90
Over 50 years old			12	2
Region		Local	285	280
		Foreigner	282	5

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# NON-DISCRIMINATION

Workforce by Nationality	2022		2023		2024	
	Pax	%	Pax	%	Pax	%
Malaysian	955	43%	861	43%	1151	34%
Nepalese	723	32%	615	31%	1424	43%
Bangladeshi	556	25%	516	26%	772	23%
Deutsch	0	0%	0	0%	1	0%

Workforce by Race	2022		2023		2024	
	Pax	%	Pax	%	Pax	%
Malay	617	28%	560	28%	735	22%
Chinese	71	3%	62	3%	59	2%
Indian	260	12%	234	12%	352	11%
Bumiputra	7	0%	5	0%	5	0%
Others	1279	57%	1131	57%	2197	66%

Workforce by Gender	2022		2023		2024	
	Pax	%	Pax	%	Pax	%
Male	1732	78%	1509	76%	3723	80%
Female	502	22%	483	24%	945	20%

## Key Implementation Areas

### 1. Recruitment and Hiring Practices

- Job advertisements are screened to eliminate discriminatory language.
- Application forms exclude fields such as age, gender, religion, or ethnicity to promote impartial selection.
- Hiring decisions are based on merit and job-related requirements.
- Recruitment practices are periodically reviewed to ensure fairness.

### 2. Training and Development

- Selection for training is based on job needs and performance, free from bias or discrimination.
- Training decisions are regularly reviewed to ensure inclusivity and equal access.

### 3. Career Progression and Promotion

- Career mobility, promotions, and transfers are based on operational needs and performance.
- Career development practices undergo periodic reviews to ensure equitable treatment for all employees.

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# CHILD, FORCED & COMPULSORY LABOUR

## Our Commitment and Management Approach

Our approach to eliminating child, forced, and compulsory labour is guided by key internal policies and internationally recognised labour standards. These include:

- Anti-Human Trafficking Policy and Remediation Guidelines
- Freely Chosen Employment Policy
- Human Rights Policy
- Practical Guidelines on Recruitment and Repatriation of Foreign Workers in Malaysia
- Zero Recruitment Fees, Bonds, Deposits, and Savings Policy
- Social Compliance Principles and Recruitment Policy
- Vendor oversight and grievance mechanisms
- Third-party monitoring (e.g. Migration Dristi)
- Ongoing staff training and awareness programmes

These measures reflect HARPS' broader commitment to operating with integrity and ensuring that our employment practices do not infringe upon the dignity or rights of any individual.

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# OCCUPATIONAL HEALTH & SAFETY

## Health and Wellbeing Policies and Initiatives

### Health Risk Assessment

Occupational Health Risk Assessments (HRA) are conducted by the Safety Health Officer to identify potential health hazards in the workplace. The assessment is supported by medical professionals from in-house clinics or appointed panel clinics, and includes issuing medical memos for work adjustments. High-risk cases are reviewed annually or as needed and communicated to relevant departments.

### Health Screening Program

Regular health screenings promote early detection and prevention of diseases. Screenings include glucose and blood pressure checks, occupational health assessments based on HRA, and government-mandated screenings such as FOMEMA for migrant workers.

### Health Surveillance Program

Periodic health surveillance is provided for employees exposed to health risks, based on the HRA and SHO's recommendations.

### Medical Referral and Scheduled Appointments

Referrals to government hospitals or panel clinics are provided for further assessment. Employees are responsible for attending appointments and updating their supervisors.

### Psychological Support

Employees can access self-assessment tools and professional support.

Resources include:

- QR-code linked psychological tests
- Posters in native languages
- Contacts such as family, supervisors, IHC doctors, or mental health NGOs like Befrienders and MMHA

### Health & Wellbeing Awareness Program

Awareness campaigns, talks, and posters are shared regularly on topics like stress management, hygiene, and drug prevention.

### Medical Health Emergency Support

Emergency workflows are in place for timely support at workplaces and hostels, during and outside office hours.

### Rehabilitation and Support

Facilities such as wheelchairs, crutches, and sick bays are provided to assist employees recovering from work-related injuries.

### Work-Life Balance

Flexible work arrangement applications can be submitted to HR and will be reviewed within 60 days. Recreational activities such as badminton, marathons, and futsal are organised through the company's sports and recreation club.

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# TRAINING AND EDUCATION

## Training by Topic

### Labour

Human rights are at the core of HARPS' values and operations. We are committed to upholding ethical labour practices and ensuring zero tolerance for human rights violations across our business and supply chain. Our human resources policies are aligned with key international frameworks, including the International Labour Organization (ILO), Responsible Business Alliance (RBA), BSCI, WRAP, and EcoVadis and other emerging frameworks.

Year	Total Training Hours
2022	9,492
2023	8,636
2024	14,282

### Safety and Health

HARPS is committed to ensuring a safe and respectful workplace by equipping employees with the knowledge and skills to identify hazards and follow proper safety practices. Regular safety and health training is a key component of our efforts to prevent workplace accidents, injuries, and health-related issues.

Year	Total Training Hours
2022	4,684
2023	2,389
2024	3,155

### Environmental

At HARPS, sustainability is embedded in our core values and drives our commitment to integrating ESG principles across all aspects of our business. We continue to make steady progress each year, promoting sustainable practices through ongoing awareness, training, and employee engagement programmes.

Year	Total Training Hours
2022	2,046
2023	1,321
2024	2,449

### Ethics

Ethics training plays a vital role in fostering a culture of integrity, accountability, and responsible decision-making at HARPS. It equips employees with the knowledge of legal and ethical standards, supports compliance, mitigates misconduct risks, and builds trust with stakeholders, contributing to long-term organisational sustainability.

Year	Total Training Hours
2022	3,359
2023	5,104
2024	6,749

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# TRAINING AND EDUCATION

## Training by Topic (continued)

### Security

HARPS is committed to upholding the highest standards of supply chain security, in line with C-TPAT (Customs-Trade Partnership Against Terrorism) requirements. We conduct targeted training to raise awareness on preventing trespassing, tampering, and enhancing traceability — key pillars of our social compliance programme.

In addition, we prioritise cybersecurity awareness to ensure vigilance against potential types of cyberthreats, identify potential risks, take appropriate precautions, and proactively report suspicious activity.

Year	Total Training Hours
2022	1,329
2023	574
2024	2,775

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**HARPS**  
GLOBAL

*People, Protecting People*

[www.sempermed.com](http://www.sempermed.com)

[www.harpsglobal.com](http://www.harpsglobal.com)



[sempermed@harpsglobal.com](mailto:sempermed@harpsglobal.com)

9 Straits View, #08-10A, Marina One West Tower, Singapore 018937

+65 6274 4861