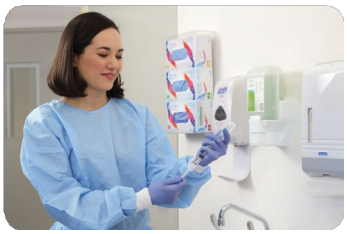
From the heart of many for many



MODERN SLAVERY STATEMENT 2022

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1. INTRODUCTION

This is our third statement and applies to every wholly owned entity of the Mun Global Group and entities over which it has control during the year ended 31 March 2021. It has been prepared in accordance with the Australian *Modern Slavery Act 2018* and details our continued work to reduce modern slavery risks and the improvements in governance should any risks be encountered.

Modern slavery is a severe violation of human rights and is still a significant global issue. Tens of millions of people are enduring the deprivation of their personal freedom through the inability to refuse or cease work because of coercion, threats or deception. Forced labour, servitude, child labour, deceptive recruiting and debt bondage are all examples of modern slavery. While often thought of as a problem overseas, in Australia it is estimated that 15,000 people lived under modern slavery in 2018.

As part of our company values, Mun wholeheartedly supports the rights of all individuals to live and work freely. In line with these values, we will continue to work with those in our operations and supply chain to identify, manage, mitigate, and act on any risks of modern slavery.

OUR VALUES

2. STATEMENT FROM MUN GLOBAL DIRECTOR

Our vision is to optimise life globally with exceptional and innovative products and services. We embrace the heart and passion of all our people, and put others' needs first. Mun's values are driven by quality and passion, based on our integrity and dedication to high standards.

At Mun Global we believe everyone, everywhere has the right to a life free from slavery which is why we are committed to action that prevents modern slavery from occurring within our operations and supply chain.

We believe modern slavery is a complex issue with multiple drivers and cannot be solved easily. Millions of children and adults throughout the world are currently trapped by modern slavery, making action against it all the more important. Our goal is to actively participate in continuous improvement to reduce the risk of modern slavery in our supply chain, operations and communities through solutions including due diligence, reporting, and remediation.

In our Modern Slavery statement that follows we have communicated an honest and transparent view of our operations and supply chains, and we recognise that commitment, collaboration, and open communication with all stakeholders are essential.

Kuan Mun Leong

Director, Mun Global

3. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

The Mun Global Group comprises of entities that operate in Australia, India, Malaysia and New Zealand, with headquarters located in Kuala Lumpur. The Group operates as the sales subsidiary of its parent company Hartalega Holdings Berhad, a publicly listed company in Malaysia responsible for the manufacture of examination and surgical gloves. The Group's main business is the supply and sale of medical consumables with a product portfolio including examination and surgical gloves under the GloveOn brand, and personal protective equipment and other infection control consumables under the PrimeOn brand. All examination and surgical gloves purchased by the Mun Global Group during this reporting period for the GloveOn brand were acquired through its parent company Hartalega Holdings Berhad in Malaysia. Our PrimeOn branded products include face masks, medical gowns, dental procedure packs, bouffant caps and shoe covers derive from either Thailand or China. Industry sectors that the Mun Global Group supplies medical consumables to include healthcare, food production and life science.

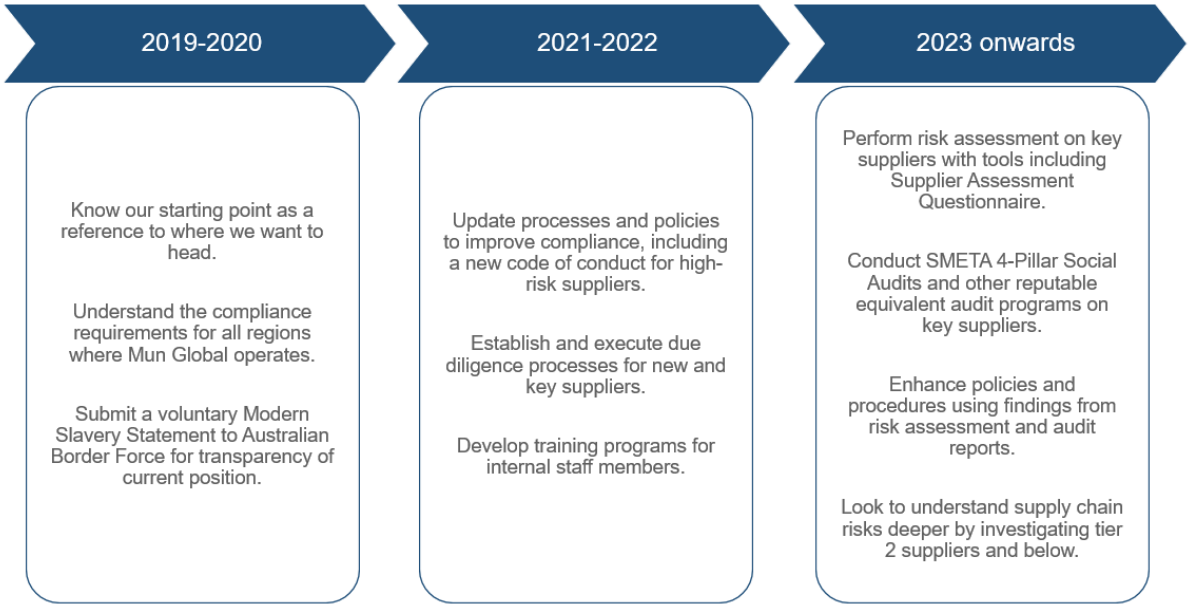
Departments within the Mun Global Group include product development, supply chain management, marketing, sales, customer support and administrative operations. All operating functions exist within each location mentioned above and coordinate with each other where necessary. All departments within the Mun Global Group were consulted in the development of this statement.

The Mun Global Group's international workforce engages with a worldwide supplier network to provide goods and services that support its operations. Suppliers used during the reporting period were located in Australia, China, Malaysia and Thailand and encompass both trade and non-trade suppliers. Trade suppliers provide goods that the Mun Global Group sells to its customers under the GloveOn and PrimeOn brands, while non-trade suppliers assist our supply chain, operations, marketing, sales, and administrative departments with their services. Thanks to our long-term relationships with our tier 1 (direct) suppliers and partners we have continued to improve and innovate processes that provide better end-products and services to our customers. This includes our supplier investigation and remediation process to act upon allegations of modern slavery practices at a supplier site, updating our supplier agreements and code of conduct, and developing and executing corrective action preventative action plans.

Each year the Mun Global Group continues to grow its capability to identify, measure and remedy modern slavery risks based on its long-term roadmap. During this reporting period the Mun Global Group introduced its training program for internal staff in Australia to better understand and identify modern slavery practices, and established a due diligence process for new tier 1 (direct) suppliers that enter its supply chain.

The Mun Global Group acknowledges that more needs to be done to offer leadership in the sector and is continuing work to broaden and deepen initiatives that tackle modern slavery risks. In line with its values of dedication, integrity and passion these activities will be carried out with consistency, fairness and transparency.

MUN GLOBAL MODERN SLAVERY ROADMAP



4. IDENTIFYING RISKS

In line with the Mun Global Group's vision to 'optimise life globally', its operations and supply chain have continued to be assessed for modern slavery risks. We recognise that modern slavery risks may occur in both our local and overseas supply chains in the form of actions such as forced labour, debt bondage, coercive or deceptive recruiting practices, and child labour. Modern slavery risks are also present due to regional and geographic profiles which can make instances of modern slavery more prevalent. Data from the Global Slavery Index, created by the organization Walk Free, shows the vulnerability and likelihood of modern slavery within the countries that Mun's products are manufactured.

RISK ASSESSMENT OF AUSTRALIA

Prevalence Index Rank	163/167
Estimated Number Living in Modern Slavery	15,000
Government Response Rating	BBB
Estimated Proportion Living in Modern Slavery	0.65/1,000
Vulnerability to Modern Slavery	4.27/100

Source: *Global Slavery Index*, Walk Free, accessed 22 July 2022, https://www.globalslaveryindex.org/2018/data/maps/

RISK ASSESSMENT OF CHINA

Prevalence Index Rank	111/167
Estimated Number Living in Modern Slavery	3,864,000
Government Response Rating	CC
Estimated Proportion Living in Modern Slavery	2.77/1,000
Vulnerability to Modern Slavery	50.65/100

Source: *Global Slavery Index*, Walk Free, accessed 22 July 2022, https://www.globalslaveryindex.org/2018/data/maps/

RISK ASSESSMENT OF MALAYSIA

Prevalence Index Rank	42/167
Estimated Number Living in Modern Slavery	212,000
Government Response Rating	CCC
Estimated Proportion Living in Modern Slavery	6.91/1,000
Vulnerability to Modern Slavery	39.23/100

Source: *Global Slavery Index*, Walk Free, accessed 22 July 2022, https://www.globalslaveryindex.org/2018/data/maps/

RISK ASSESSMENT OF THAILAND

Prevalence Index Rank	23/167
Estimated Number Living in Modern Slavery	610,000
Government Response Rating	B
Estimated Proportion Living in Modern Slavery	8.88/1,000
Vulnerability to Modern Slavery	51.10/100

Source: *Global Slavery Index*, Walk Free, accessed 22 July 2022, https://www.globalslaveryindex.org/2018/data/maps/

As modern slavery risks are ever-present, dynamic, and complex we constantly review risks and aim to focus on areas where the greatest impact in our operations and supply chain can occur.

The below table shows where an elevated risk of modern slavery may be present based on experience and industry information:

AREA OF BUSINESS	AREAS OF ELEVATED RISK
Operations	Non-manufacturing suppliers supporting the Mun Global Group's offices such as catering, facilities, janitorial, and security
Supply chain	Medical device manufacturing suppliers operating in high-risk geographies that feature a high volume of foreign

	migrant labour, lack of legal protections and enforcement of laws. Specific risks associated with migrant labour includes the payment of recruitment fees, withholding passports, unregulated and excessive working hours
Customer base	Companies that purchase and use our products may contain forced or slave labour within their operations and/or supply chain

The Mun Australia subsidiary of the Mun Global Group became a listed Sedex Supplier Member during the reporting period to provide better transparency and information to its customers. This follows in the footsteps of the Mun Global Group's parent company Hartalega Holdings Bhd becoming a listed Sedex Supplier Member and provides the Mun Global Group's customers a deeper look into its supply chain. Hartalega has also become a founding member of the Responsible Glove Alliance (RGA) which works to create industry-wide engagement with the International Organisation for Migration which works under the United Nations. Hartalega is also highly rated by Morgan Stanley Capital International (MSCI) for human capital development, Business Social Compliance Initiative (BSCI) for workplace standards and attained Gold certification with the Worldwide Responsible Accredited Production (WRAP) organisation.

5. MITIGATION AND REMEDIATION POLICIES

The Mun Global Group continues to expand and strengthen its comprehensive set of policies and procedures to ensure that its staff and suppliers clearly understand our expectations in conducting business for and with us. New employees of the Mun Global Group are given internal training on modern slavery as part of the onboarding process, and current employees go through refresher training at regular intervals to reinforce practices to identify modern slavery risks within the Mun Global Group's customer and supplier base.

The Mun Global Group has continued its commitment to creating awareness for modern slavery to the broader community with education and information provided through its communication channels including its corporate websites, social media platforms and print material. It has also sent communication to its customer base encouraging them to join the organisation Sedex so information on the Mun Global Group's supply chain and operations can be utilised.

As part of our due diligence, we have continued to engage with our customers and suppliers in providing documentation to the Mun Global Group outlining their internal practices covering, but not limited to, workplace conditions, compliance to local labour laws and international standards and recruitment procedures. The Mun Global Group's supplier sourcing agreement and supplier code of conduct, which require the need to provide evidence of complying with the Universal Declaration of Human Rights and the International Labour Convention principles, were also updated to prohibit the practice of new workers paying recruitment fees during the employment process. It is expected that compliance to the supplier sourcing agreement and supplier code of conduct is carried over with all of the suppliers (tier 2) within their supply chain.

To further support our policies and strengthen procedures a self-assessment questionnaire has been developed during this reporting period. This will be implemented throughout 2022 and increase the accountability and transparency of Mun Global Group's supply chain.

Engagement is also strengthened with the implementation of audits which are used to measure, track and enforce our set of policies and procedures. Where items of non-compliance are found, Mun works through the details of non-compliance with the supplier to develop preventative and corrective actions within agreed timeframes. An example of this included the creation of a corrective action plan to resolve working hours that were above Ethical Trading Initiative recommendations but within local labour law limits.

Our parent company Hartalega also completed its remediation program of recruitment fees paid by current and former workers in February 2022. The expansion of the program to

former workers has seen the total reimbursement grow to over RM45.5 million. Its Zero Recruitment Cost Policy remains in place to ensure new employees do not pay any recruitment fees during the hiring process and involves the use of four checkpoints to ask if workers have paid any costs, as well as a remediation of any fees found to have been paid. As a founding member of the RGA, Hartalega is also well placed to improve its prevention, identification and remediation for any potential future forced labour risks.

6. ASSESSING EFFECTIVENESS

The Mun Global Group employs a Plan, Do, Check, Act (PDCA) methodology to measure the effectiveness of its approach and actions in reducing any modern slavery risks. Tier 1 suppliers provide regular, transparent engagement by reporting on the status and progress of actions regarding labour practices and access to third-party assessment reports. Our main suppliers are also subject to independent audits and during this reporting period there were no significant risks uncovered.

The PDCA methodology allows us to explore new ways to improve the effectiveness of our actions against modern slavery with our suppliers and partners. The Mun Global Group's dedicated team regularly reviews the outcomes of this information, evaluates internal processes, and discuss future initiatives to add to its roadmap.

Dialogue will continue between all parties to provide regular oversight, maintain access to information and reports, and achieve better outcomes for workers. As an example, our parent company Hartalega holds regular meetings between its senior management and workers' representatives, and townhall sessions are also arranged so direct open dialogue is also available for workers.

7. CONCLUSION

The Mun Global Group is committed to the continuum of improvement and building further experience to tackle offenders that use coercion, deception, or threats to exploit victims and undermine their freedoms.

As a caring company, the Mun Global Group is committed to upholding its core values and aligning our practices with human rights.

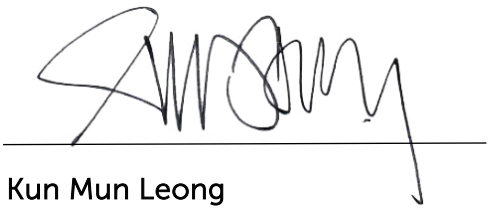
8. APPROVAL

We are proud of the efforts that have been made across the Mun Global Group to tackle modern slavery risks, which is consistent with our core company values, but acknowledge more work is needed to ensure its eradication. Our success in doing so will be determined by the future actions we take and the standards we uphold.

This statement was approved by the Board of the Mun Global Group.

Kuan Kam Hon

Executive Chairman



Kun Mun Leong

Director