

# PLAN & PROGRESS SoHELP IMPLEMENTATION IN LATEXX PARTNERS BERHAD

Date : 15<sup>th</sup> March 2017

Presenter : Aslan Che Mi  
SHE Manager



# Introduction

## Company Introduction

# Sempered at a Glance

**Established Austrian-based producer of high quality latex and synthetic surgical and examination gloves for Medical Application and Occupational Health**

Corporate Headquarters in **Singapore**

**7 production sites** worldwide,  
numerous sales offices

**A Member of the Austrian founded Semperit Group**, a globally leading company in the field of high quality rubber and plastic products

**R&D centers** in Austria,  
Thailand and Malaysia

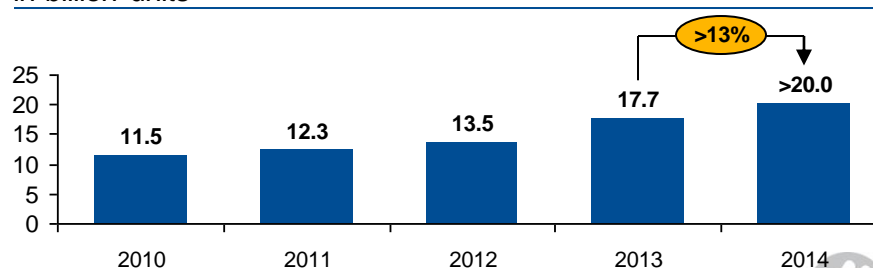
**More than 95 years of experience**  
– first glove production in 1920



## Key Financials Sempered

	2015	Q2014 (restated) <sup>1</sup>	Change
Revenue in EUR m	393.7	380.8	+3.4%
EBITDA	32.1	33.5	-4.4%
EBITDA margin	8.1%	8.8%	-0.7 PP
EBIT	19.9	17.6	+13.0%
EBIT margin	5.1%	4.6%	+0.5 PP

## Sales of examination gloves in billion units



<sup>1)</sup> Limited comparability due to change in consolidation method

# State of the Art Production – Sempermed's Operational Plants



# Latexx Partners at a Glance

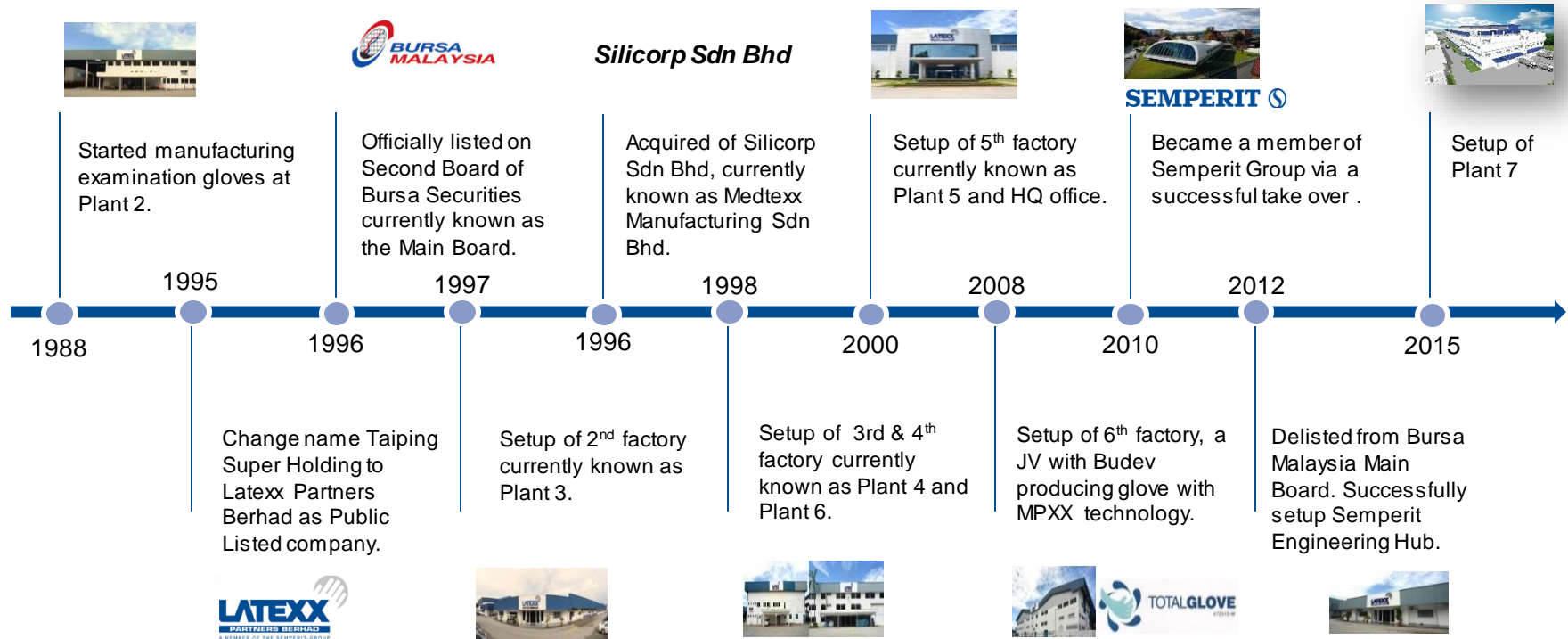
Established in 1988, Latexx Partners is one of the largest examination glove manufacturer located in Malaysia.



- A member of Semperit AG Holding since November 2012.
- 7 manufacturing facilities in one single location
- 10.4 billion pieces glove a year.
- More than 2,700 employees
- Vast experience as an Original Equipment Manufacturer (OEM)

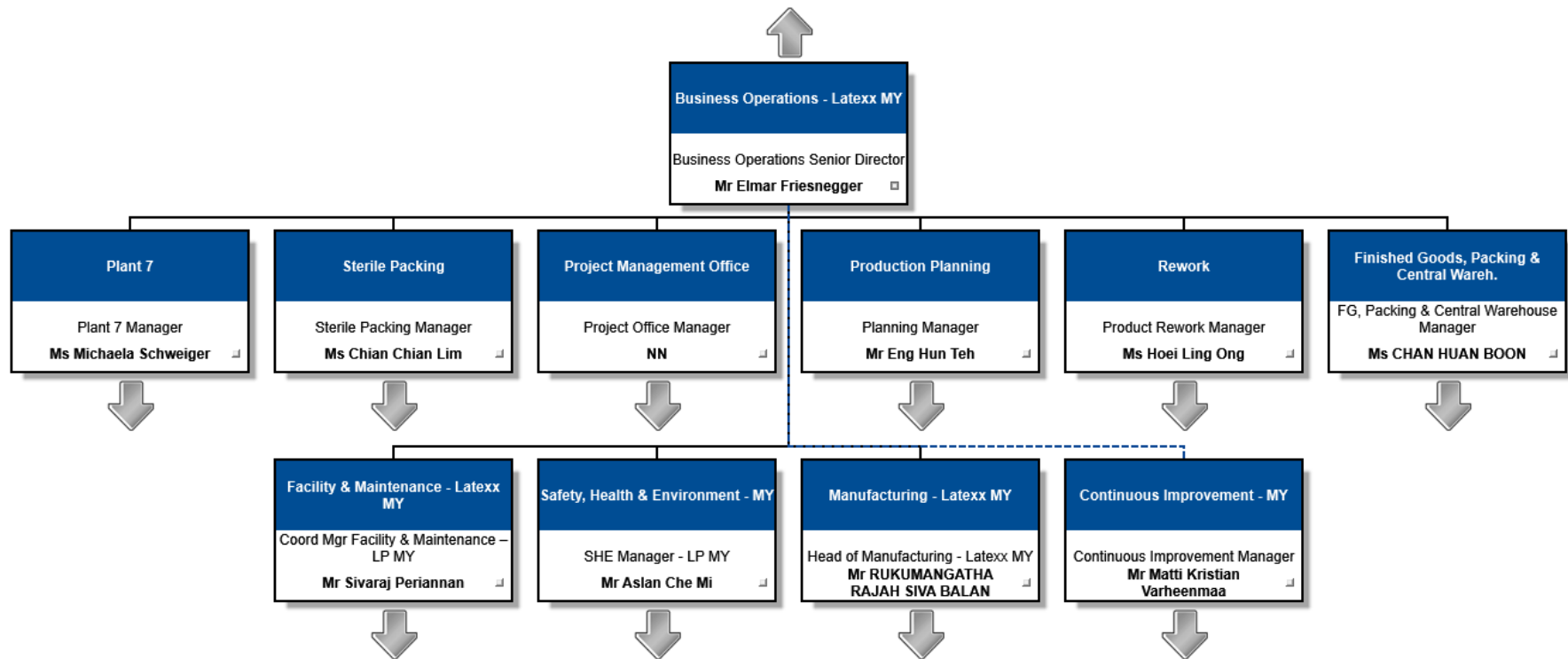
# Latexx Partners

## Milestones



## MILESTONES OF Latexx Partners Berhad 1988 - 2014

# Latexx Partners





# Latexx Partners

## Factory Set Up



Plant 1



Plant 2



Plant 3



Plant 4



Plant 5



Plant 6



Plant 7



Online  
Chlorinated  
Nitrile

Latex  
Polymer  
Coated

Latex  
Powdered

Online  
Chlorinated  
Nitrile

Online  
Chlorinated  
Latex and  
Nitrile

Powdered /  
Special  
Products

Online  
Chlorinated  
Nitrile



# Sempermed and Latexx Partners increase capacities in Malaysia

## State-of-the-art production plant for nitrile gloves



**15 new dipping lines** and increase in capacity by **4.4 billion pieces** gloves annually



**Largest investment** in Semperit history



**State-of-the-art** technology



**Less electricity** needs



**Lower gas consumption**



Independent raw material storage, packing, utilities, compounding & logistic area

Plant 7  
capacities  
Roll-out plan

January 2016

December 2016

December 2017



Start of production

8

8 lines installed



Full capacity ramped up

# Latexx Partners - Product Range

## Powder-Free Nitrile



- Non-sterile
- Higher physical and chemical resistance
- Contain no natural rubber protein
- Latex free
- Easy donning
- Fully and fingertip textured
- Rolled cuff
- High wearing comfort
- AQL 1.0, 1.5



*Latest Nitrile Innovation – Extra thin Nitrile glove fulfilling EN455 requirements*

## Powdered Latex



- Single use
- Non-sterile
- Biodegradable
- Dusted with USP grade modified cornstarch
- Easy Donning
- Smooth or fingertip textured
- Rolled cuff
- High wearing comfort
- AQL 1.5

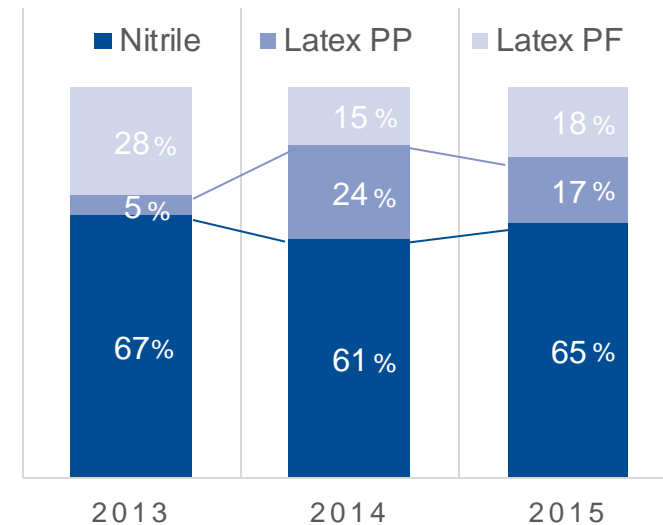
## Powder-Free Latex



- Low protein latex examination glove
- Non-sterile
- Available Polymer coated and Single Chlorinated
- Single use
- Biodegradable
- Easy Donning
- Fingertip textured
- Rolled cuff
- High wearing comfort
- AQL 1.5

*Latest Latex Innovation – Exam glove with Silk Innercoating. Nurture your Skin!*

## Percentage of Product Mix



# The right Glove for every Application

Applications

## Medical

Surgical glove production in EUROPE

Surgical gloves



Exam gloves production in ASIA

Examination gloves



Sterile exam gloves



## Occupational Health and Retail

Production in ASIA

Disposable protective gloves



Reusable protective gloves



Market Segments



Hospital



Dental



Animal Health



Alternate Care



Primary Care



Personal Protection



Professional Cleaning / Hygiene



Laboratory/Pharma



Food/Catering



Consumer/Retail



Beauty/Hairdresser

# Corporate Social Responsibility

**We are proud to have contributed to our Community...**

## What we have contributed.....



Latexx implemented National Talent Enhancement Program (NTEP) and BeliaKu Mahir that helps to develop young talent under the technical and engineering field.

Donation to Yayasan Bina Upaya for the purpose of sponsoring the school items for approximately 3,000 students.



Construction of Hostel to support the accommodation of approximately 1,850 of Latexx foreign workers.

# Corporate Social Responsibility



**“We want a sustainable life style”**  
Tree plantations in Ipoh, Perak.



**Donation to Primary School**  
Used computer donation in Taiping, Perak.



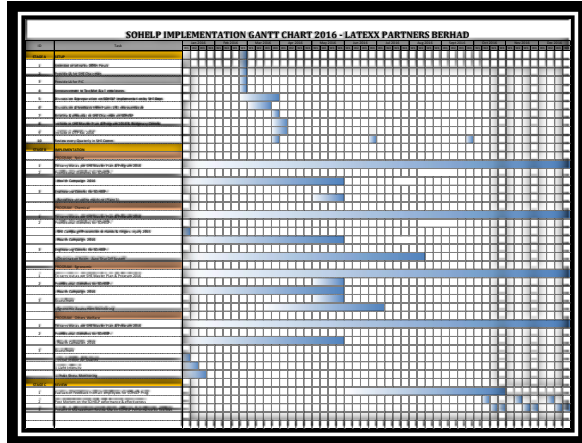
**Glove Donation**  
Glove Donation to West Africa to Fight Ebola  
Coordinated by MARGMA

## Plan & Progress



# SoHELP Previous Implementation

## Gantt Chart



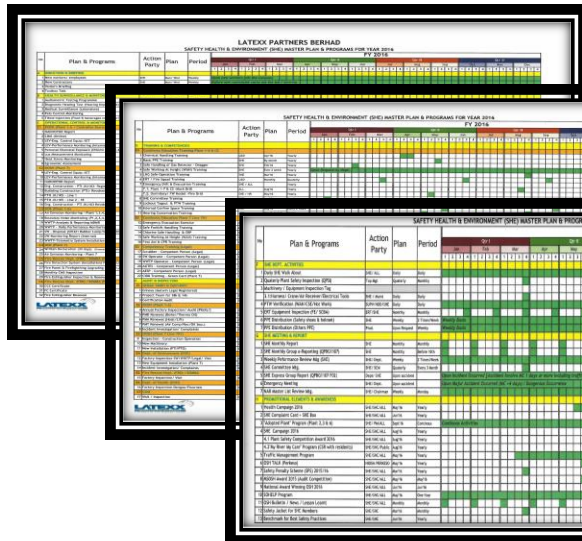
## Review OTP

LATEXX PARTNERS BERHAD SHE OBJECTIVES, TARGETS & PROGRAM (OTP) FOR YEAR 2016			
OBJECTIVE	TARGETS	PROGRAM	RESPONSIBILITY
Conductance SHE Occupational Safety & Health Program (SOP) & Health Program (SOP) & Health Program (SOP)	1.1. 100% SHE SOP (Safety, Health & Environment) SOP	1.1. 100% SHE SOP (Safety, Health & Environment) SOP	SHE Manager / Executive & Supervisor
	1.2. 100% SHE SOP (Safety, Health & Environment) SOP	1.2. 100% SHE SOP (Safety, Health & Environment) SOP	
	1.3. 100% SHE SOP (Safety, Health & Environment) SOP	1.3. 100% SHE SOP (Safety, Health & Environment) SOP	
	1.4. 100% SHE SOP (Safety, Health & Environment) SOP	1.4. 100% SHE SOP (Safety, Health & Environment) SOP	
Establish Safe Working Environment, Monitor & Control Accident & Injury	2.1. 100% SHE SOP (Safety, Health & Environment) SOP	2.1. 100% SHE SOP (Safety, Health & Environment) SOP	SHE Manager / Executive & Supervisor
	2.2. 100% SHE SOP (Safety, Health & Environment) SOP	2.2. 100% SHE SOP (Safety, Health & Environment) SOP	
	2.3. 100% SHE SOP (Safety, Health & Environment) SOP	2.3. 100% SHE SOP (Safety, Health & Environment) SOP	
	2.4. 100% SHE SOP (Safety, Health & Environment) SOP	2.4. 100% SHE SOP (Safety, Health & Environment) SOP	
Plan & Schedule Incident / Accident / Injury / Illness / Disease / Fatigue / Stress	3.1. 100% SHE SOP (Safety, Health & Environment) SOP	3.1. 100% SHE SOP (Safety, Health & Environment) SOP	SHE Manager / Executive & Supervisor
	3.2. 100% SHE SOP (Safety, Health & Environment) SOP	3.2. 100% SHE SOP (Safety, Health & Environment) SOP	
	3.3. 100% SHE SOP (Safety, Health & Environment) SOP	3.3. 100% SHE SOP (Safety, Health & Environment) SOP	
	3.4. 100% SHE SOP (Safety, Health & Environment) SOP	3.4. 100% SHE SOP (Safety, Health & Environment) SOP	

## LA



## Review SHE MP



## SHE Com. Mtg. Visit



## Welcome

Dept. of Occupational Safety & Health  
(DOSH) for SOHELP Audit  
25<sup>th</sup> May 2016



JABATAN KESELAMATAN DAN  
KESEHATAN PEKERJAAN  
MALAYSIA



**LATEXX**  
PARTNERS BERHAD  
A MEMBER OF THE SEMPERIT-GROUP



# SoHELP Improvement 1

## Before



## After



- ✗ No secondary containment provided
- ✗ MSDS for the chemical kept inside the office file

- ✓ Chemical tank kept inside the secondary containment
- ✓ Copies of MSDS provided & display at every chemical tank.
- ✓ Available spill kits & emergency eye wash nearby.

85%

# SoHELP Improvement 1

## Current



- ✓ Install the ladder with back cover
- ✓ Maintain the housekeeping at chemical tank



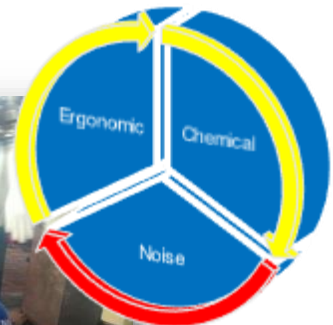
## SoHELP Improvement 2

### Before



- ✗ Workers expose to High Noise
- ✗ Workers seat in the same position for too long
- ✗ Chair / seat that used by stripping operator was not suitable
- ✗ Can cause muscle strains and low back injuries

### After



- ✓ Provide with a proper chair/ seat with back cover for stripping operators.
- ✓ Taking a 5 minutes breaks for every 3 hours seating.
- ✗ Operators still exposed to noise, even wear PPE

50%

# SoHELP Improvement 2

## Current



## In Progress

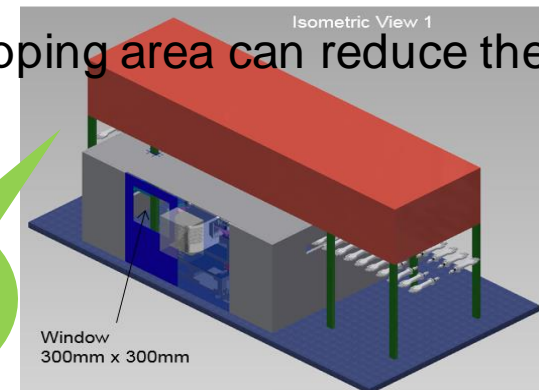


✓ No operator required to standby at this area. The operator only exposure at the time of taking the gloves

✗ Noise exposure are still not controlled and can be reached until production area.

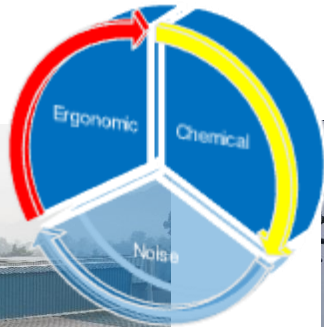
✓ Closed the stripping area can reduce the noise level

1%

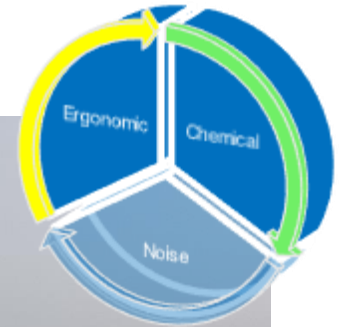


# SoHELP Improvement 3

## Before



## After



80%

- ✗ The building is not equipped with a good ventilation system
- ✗ contribute to the Heat Stress caused by rising temperatures in the production line.

- ✓ Improve the air ventilation system inside the building
- ✓ Reduce the temperature inside the production line with transfer heat energy out
- ✓ Reduce & monitor heat stress among the production operators
- ✗ The heat was reduce but the temperature still above the limit

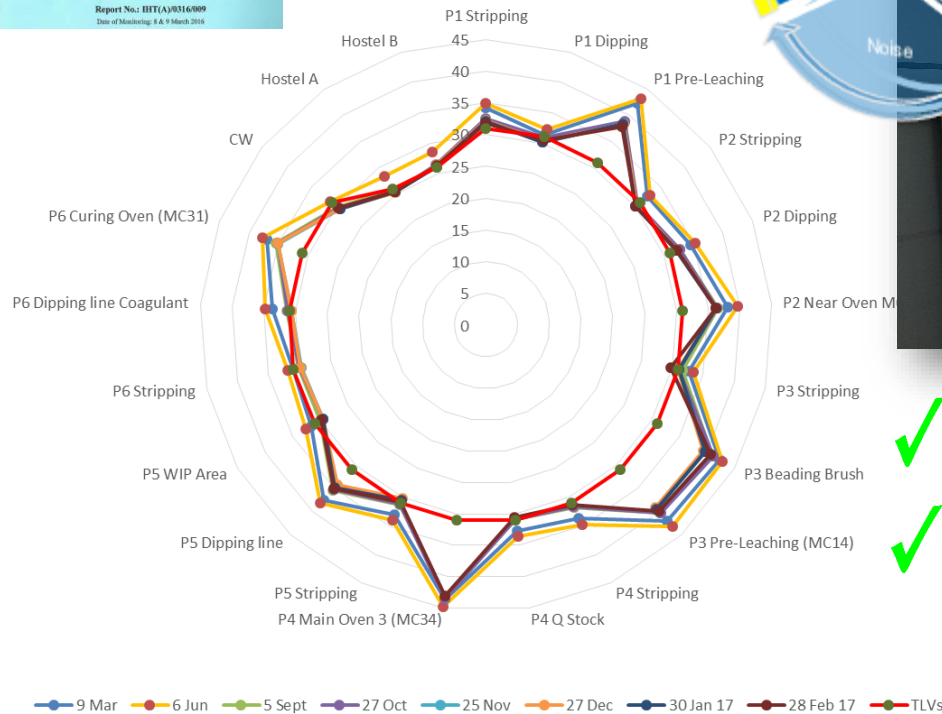
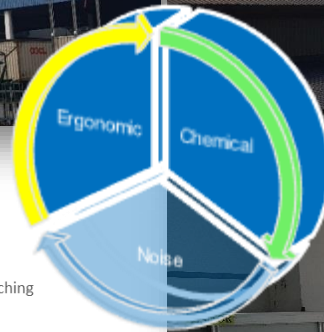


# SoHELP Improvement 3

Current



Heat Monitoring



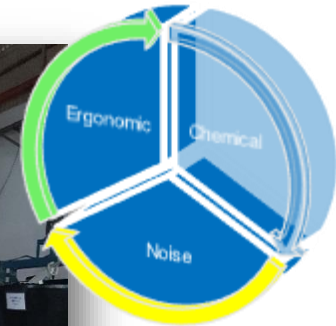
- ✓ Install additional ventilator at all plant & monitor by monthly temperature reading
- ✓ Provide additional facility for drinking water & rest area.

# SoHELP Improvement 4

## Before



## After



- ✗ Weldon pump 50 kg to be transfer to compounding during latex pumping
- ✗ Can causes ergonomic issue.
- ✗ Create a high noise during pumping

- ✓ Install the wheels at the pump.
- ✓ Install the silencer to reduce the noise level



# SoHELP Improvement 5

## Before



- ✗ Poor Housekeeping
- ✗ Combustible materials are placed nearby cartons boxes
- ✗ There are obstacles to pedestrian workers

## After

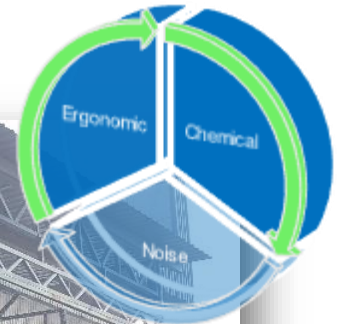


- ✓ Chemical tank kept inside the secondary containment
- ✓ Flammable & toxic chemical kept inside the secure storage.
- ✓ Copies of MSDS provided & display at every chemical tank.
- ✓ Available spill kits & emergency eye wash nearby.

85%

# SoHELP Improvement 5

## Current



- ✓ Install emergency shower & eye wash
- ✓ Promoting SOHELP program at chemical storage area



# SoHELP Improvement 6

## Before



- ✗ Poor Housekeeping
- ✗ Chemical kept at undesignated area
- ✗ No secondary containment provided

## After

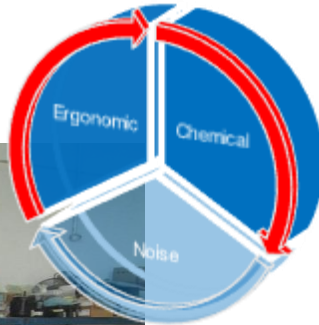


- ✓ Proper arrangement & designated area.
- ✓ Chemical drum kept inside the secondary containment

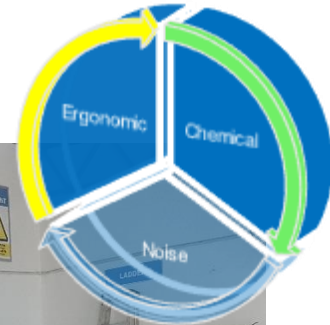
95%

# SoHELP Improvement 7

## Before



## After



- ✗ Poor Housekeeping
- ✗ No proper arrangement for chemical / mix together

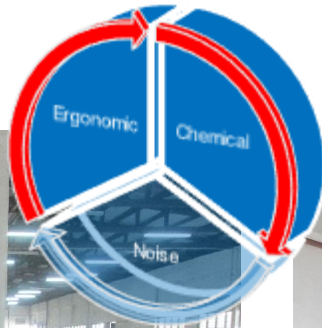
- ✓ Reduced handling to ease the flow of materials / equipment's
- ✓ Create better hygienic conditions leading to improved health
- ✓ Improved productivity (tools and materials will be easy to find)

100%

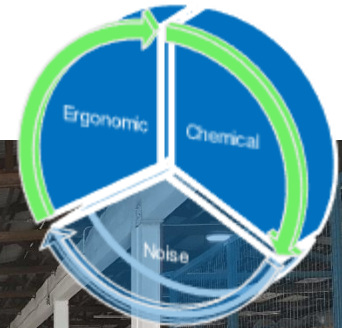


# SoHELP Improvement 8

## Before



## After



- ✗ Poor Housekeeping
- ✗ Combustible materials are placed nearby cartons boxes
- ✗ There are obstacles to pedestrian workers

- ✓ Provide a lot of new space
- ✓ Proper arrangement & handling

100%

# SoHELP Improvement 8

## Current

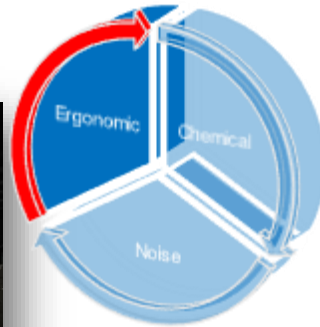


- ✓ Practice good housekeeping
- ✓ Continuous promoting SOHELP Programs

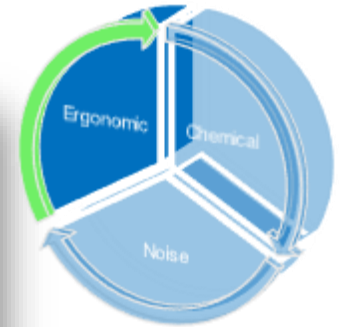


# SoHELP Improvement 9

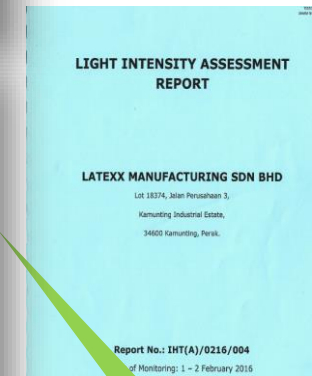
## Before



## After



	Area	Daytime Measurement (Lux)			G (Lux) Min
		Mar'16	Jun'16	Sept'16	
Plant 1	Walkway	18 - 53	47 - 88	55 - 110	50
	Worker's Station	172 - 638	205 - 615	200 - 630	200
	Office Work	221 - 330	276 - 350	255 - 367	300
	Inspection Area	212 - 240	271 - 310	290 - 381	500



✗ lack of light creates blind spots where workers cannot see.

✗ Can causes the workers become fatigued at work

✓ Providing appropriate lighting on site and having signage that is brightly lit and visible wherever hazards are present to warn workers

✓ Monitor the Lux measurement carried out every quarterly

89%



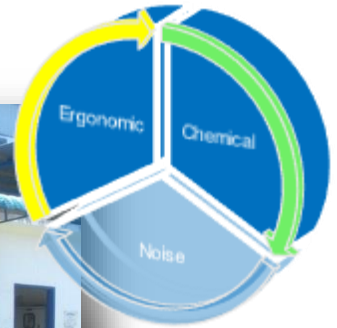
# SoHELP Improvement 10

## Before



- ✗ Poor Housekeeping
- ✗ Highly toxic drums was kept without proper secured

## After



- ✓ Chlorine drums was kept inside the closed room
- ✓ Chlorine drums was placed on a special container to facilitate loading & unloading.
- ✓ Install fully auto shut off system

75%

# SoHELP Improvement 10

## Current



- ✓ Chlorine drums was kept inside the closed room
- ✓ Chlorine drums was placed on a special container to facilitate loading & unloading.

50%



# SoHELP Promotional Elements



Campaign



## Health Campaign 2016

“Prevention to Ergonomics Issue, Health Exposure & Minimizing Stress in Workplace”

24th – 25th May 2016



With Cooperation





# SoHELP Promotional Elements





# SoHELP Promotional Elements

Latexx Partners Berhad update | June 2016

Latexx Partners Berhad update | June 2016

Latexx Partners Berhad update | June 2016

## informs

**LATEXX**  
CONSTRUCTION & INFRASTRUCTURE

**Dear Colleagues,**

Semperit put safety and La promote the i by including th more we wou and Environn the Health Ca this year's ci Issues, Healt Workplace".

Injuries are environments, tasks perform may not only the mental he paid attention long term d Furthermore, detected af injuries includ pain, while depression a under a lot of; to underline ti we can proper serious injurie

The two day h the 24<sup>th</sup> and 2 with importar participate in i been officate Elmar Friesn joined by our Ghazali from Health (DOSH management Zumba Dance

Chemical Exp Assessment, CF Reducing the Tir Tiredness: Guas very useful in ou important basic k familiar with thes

In conclusion, we successful and Management, La for their full sup received certifica their contribution least, according "You can't be a Worker".

Your Latexx Part





**LATEXX**  
CONSTRUCTION & INFRASTRUCTURE

**LATEXX**  
CONSTRUCTION & INFRASTRUCTURE

Imprint: Latexx Partners Berhad  
Lot 18374, Jalan Perusahaan 3, Kamunting Industrial Estate, 34800 Kamunting, Perak, Malaysia.  
Tel: 605-829-5555 Fax: 605-829-5678 Email: www.latexx.com.my

Latexx Partners Berhad update | 9<sup>th</sup> Aug 2016

## informs

### SYSTEMATIC OCCUPATIONAL HEALTH ENHANCEMENT PROGRAMME (SOHELP)

**Dear Colleagues,**

The Systematic Occupational Health Enhancement Programme (SOHELP) is a programme that focuses on three key elements in industrial hygiene; Chemical, Noise and Ergonomic. Amongst the 18 companies in Perak that have been selected for the Systematic Occupational Health Enhancement Programme (SOHELP), organised by DOSH Malaysia, Latexx Partners Berhad & Carsem Industries Sdn Bhd are the only two companies that received the highest score during the first audit stage.

On 9<sup>th</sup> August 2016 DOSH Malaysia organised an Occupational Safety & Health (OSH) week under the theme "Systematic Occupational Health Enhancement Programme- Strengthening Industrial Hygiene", which was held at the MH Hotel Ipoh for Perak state. The event was held simultaneously throughout the Malaysian state.

Razak bin Ismail Director of DOSH Perak. Mr. Aslan Che Mi, SHE Manager of Latexx Partners Berhad, has been invited by DOSH to present the achievements of Latexx Partners Berhad and share their experience in the success of SOHELP in our plant. The programme continued with a question and answer session with the participants of the panel of DOSH, Latexx Partners Berhad and Carsem Industries Sdn Bhd. At the end of the programme, three speakers, including Mr. Aslan, received a gift from DOSH as a thank you for their presentations they have given. The event was also attended by Mr. Ashokumar, representing Mr. Elmar Friesnegger, who received a certificate of participation. This successful event is surely a great motivation for all of us in continuing to strive to move forward.

Your Latexx Partners Berhad Team





**LATEXX**  
CONSTRUCTION & INFRASTRUCTURE

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Tel: 605-829-5555 Fax: 605-829-5678 Email: www.latexx.com.my

# Benefits of SoHELP

## Employer

- Potential to be shared through our Semperit's segments & international customer organization.
- Helps demonstrate to all stakeholders that a business is socially responsible
- Protects and enhances an organization's reputation and credibility,
- Enables organizations to meet customers' OHS expectations
- Maintaining and promoting investor confidence

## SHO

- Explore my organizations vision and consider how health and safety aligns with this vision and strategic direction
- Demonstrate my commitment to health and safety by modelling leadership behaviors
- As a subject matter expert, continually promote the importance of workplace health and safety by providing consistent advice, guidance and messages.

## Employee

- Significant improvement in awareness and implementation of SoHELP in high risk workplaces.
- Helps maximize the performance and/or productivity of employees
- Enhances employees' commitment to the team/organization as a whole
- Builds a more competent, happier and healthier workforce
- Encourages the workforce in general to stay longer in active life



# THANK YOU