PLAN & PROGRESS
SoHELP IMPLEMENTATION IN
LATEXX PARTNERS BERHAD

Date : 15\textsuperscript{th} March 2017
Presenter : Aslan Che Mi
SHE Manager
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 Sempermed

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

Sales of examination gloves in billion units

1) Limited comparability due to change in consolidation method
State of the Art Production – Sempermed’s Operational Plants

- **State of the Art Production**
- **Sempermed’s Operational Plants**

- **Hat Yai, Thailand**
  Three of the world’s largest plants for production of latex and nitrile exam/reusable gloves

- **Surat Thani, Thailand**
  Latest state-of-the-art facility for powder-free nitrile and latex exam/reusable gloves

- **Shanghai, China**
  Quality management

- **Wimpassing, Austria**
  European know-how in the R&D center and production site for surgical gloves in Austria

- **Sopron, Hungary**
  State of the art surgical gloves packaging and quality control

- **Singapore**
  Corporate Headquarters Sempermed

- **Kamunting, Malaysia**
  State-of-the-art manufacturing of latex and nitrile exam gloves

- **Nilai, Malaysia**
  Production of porcelain dip mouldings for glove production

- **Formtech Engineering (M) Sdn Bhd.**
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)
MILESTONE OF Latexx Partners Berhad 1988 - 2014
Latexx Partners

Factory Set Up

Plant 1: Online Chlorinated Nitrile
Plant 2: Latex Polymer Coated
Plant 3: Latex Powdered
Plant 4: Online Chlorinated Nitrile
Plant 5: Online Chlorinated Latex and Nitrile
Plant 6: Powdered / Special Products
Plant 7: 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

<table>
<thead>
<tr>
<th>Start of production</th>
<th>8 lines installed</th>
<th>Full capacity ramped up</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 2016</td>
<td>December 2016</td>
<td>December 2017</td>
</tr>
</tbody>
</table>
Latex 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**

<table>
<thead>
<tr>
<th>Year</th>
<th>Nitrile</th>
<th>Latex PP</th>
<th>Latex PF</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>28%</td>
<td>15%</td>
<td>18%</td>
</tr>
<tr>
<td>2014</td>
<td>67%</td>
<td>61%</td>
<td>65%</td>
</tr>
<tr>
<td>2015</td>
<td>5%</td>
<td>24%</td>
<td>17%</td>
</tr>
</tbody>
</table>
The right Glove for every Application

<table>
<thead>
<tr>
<th>Applications</th>
<th>Medical</th>
<th>Occupational Health and Retail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surgical gloves</td>
<td>Surgical glove production in EUROPE</td>
<td>Disposable protective gloves</td>
</tr>
<tr>
<td>Exam gloves</td>
<td>Exam gloves production in ASIA</td>
<td>Reusable protective gloves</td>
</tr>
<tr>
<td>Sterile exam gloves</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Market Segments</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>Alternate Care</td>
<td>Personal Protection</td>
</tr>
<tr>
<td>Dental</td>
<td></td>
<td>Food/Catering</td>
</tr>
<tr>
<td>Animal Health</td>
<td></td>
<td>Professional Cleaning / Hygiene</td>
</tr>
<tr>
<td>primary care</td>
<td></td>
<td>Consumer/Retail</td>
</tr>
<tr>
<td>Laboratory/Pharma</td>
<td></td>
<td>Laboratory/Pharma</td>
</tr>
<tr>
<td>Beauty/Hairdresser</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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 lifestyle”
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
SoEHLP IN LP

Plan & Progress
SoHELP Previous Implementation

STAGE A
SETUP
1. Attended briefing by DOSH Perak
2. Provide LA for SHE Chairman
3. Provide LA for PIC
4. Announcement to Top Mgt & all employees.
5. Discussion & preparation on SOHELP implementation by SHE Dept.
6. Discussion & feedback from Plant (1-6) representative
7. Briefing & proposal to SHE Chairman on SOHELP
8. Include in SHE Master Plan & Program 2016 & Budgetary Control
9. Include in OTP Kpi 2016
10. Review every Quarterly in SHE Comm

STAGE B
IMPLEMENTATION
1. PROGRAM - Noise
   - To carry out as per SHE Master Plan & Program 2016
   - Promotional Elements for SOHELP:
     1. i-Health Campaign 2016
2. PROGRAM - Chemical
   - To carry out as per SHE Master Plan & Program 2016
   - Promotional Elements for SOHELP:
     1. i-SHE Campaign-Prevention to Hands & fingers Injury 2015
     2. i-Health Campaign 2016
   - Engineering Control for SOHELP:
     1. Chlorination Room - Auto Shut Off System
3. PROGRAM - Ergonomic
   - To carry out as per SHE Master Plan & Program 2016
   - Promotional Elements for SOHELP:
     1. i-Health Campaign 2016
     2. Assessment:
        1. i-Ergonomic Assessment Monitoring
4. PROGRAM - Others Welfare
   - To carry out as per SHE Master Plan & Program 2016
   - Promotional Elements for SOHELP:
     1. i-Health Campaign 2016
     2. Assessment:
        1. i-Initial Indoor Air Quality
        2. ii-Light Intensity
        3. iii-Heat Stress Monitoring

STAGE C
REVIEW
1. Evaluation Feedback from all employees for SOHELP Prog.
2. Post Mortem on the SOHELP performance & effectiveness

Welcome
Dept. of Occupational Safety & Health (DOSH) for SOHELP Audit
25th May 2016
SoHELP Improvement 1

Before

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

After

✅ Chemical tank kept inside the secondary containment
✅ Copies of MSDS provided & display at every chemical tank.
✅ Available spill kits & emergency eye wash nearby.
SoHELP Improvement 1

Current

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

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
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
The building is not equipped with a good ventilation system.

- The building is not equipped with a good ventilation system
- The building did not 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.
Install additional ventilator at all plant & monitor by monthly temperature reading
Provide additional facility for drinking water & rest area.
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 cartoons 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
Poor Housekeeping
Chemical kept at undesignated area
No secondary containment provided

Proper arrangement & designated area.
Chemical drum kept inside the secondary containment
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)
Poor Housekeeping
- Combustible materials are placed nearby cartoons boxes
- There are obstacles to pedestrian workers

Provide a lot of new space
Proper arrangement & handling

100%
Practice good housekeeping
Continuous promoting SOHELP Programs
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%
Poor Housekeeping

Highly toxic drums was kept without proper secured

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
Chlorine drums was kept inside the closed room

Chlorine drums was placed on a special container to facilitate loading & unloading.

50%
SoHELP Promotional Elements
SoHELP Promotional Elements

Health Campaign 2016

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

24th – 25th May 2016

With Cooperation
SoHELP Promotional Elements

Campaign’s Activities
- Opening by DOSH
- Launch by DOSH, DPO
- Top Mgmt
- Medical Check
- Zumba Dance
- Campaign’s Booth
- Squad Challenge
- Anlene Bone Check
- Briefing Section
- Heat Stress
- Chemical monitoring
- Audiometric
- CHRA
- Indoor Air
- Quiz
SoHELP Promotional Elements

Chemical Exposure Assessment, OSH: Reducing the Tiredness. Quals are very useful in the workplace and need to be familiar with them.

In conclusion, we are excited and management is happy for their full support in making this contribution for the success of the organisation.

Your Latexx Partner Team.

---

Dear Colleagues,

Chemical Exposure Assessment, OSH: Reducing the Tiredness. Quals are very useful in the workplace and need to be familiar with them.

In conclusion, we are excited and management is happy for their full support in making this contribution for the success of the organisation.

Your Latexx Partner Team.
# 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