



Modern Slavery Statement

Introduction

At Unigloves, we are committed to ensuring that modern slavery and human trafficking have no place in our operations or supply chains.



We recognize our responsibility to uphold the highest standards of human rights, labour practices, and ethical conduct.



This Modern Slavery And Human Trafficking Statement outlines our approach to identifying, preventing, and addressing risks related to modern slavery in line with the UK Modern Slavery Act 2015.

Our commitment extends to working closely with our partners, suppliers, and stakeholders, both inside and outside of the wider Unigloves family, to promote transparency, fair treatment, and the elimination of exploitative practices throughout our global supply chain. We continue to build capacity within our teams across the company and parent group, while challenging our supply chain to continually improve standards.



We recognise that modern slavery is a pervasive global issue and that businesses have a responsibility to identify, prevent, and mitigate risks of human rights abuses. At Unigloves, we are working to promote transparency, accountability, and respect for human rights, in collaboration with our suppliers, partners, and stakeholders.

This statement reflects our commitment to ethical practices and demonstrates how we actively work to safeguard human rights across our business activities.

Chris Wahlers
GLOBAL BUSINESS DIRECTOR
Unigloves (UK) Ltd

DECEMBER 2025

Governance, Reporting, and Accountability

Unigloves has been supplying hand protection since its foundation in 2000 and is majority owned by our parent company UG Healthcare Corporation. The remaining ownership lies with local shareholders. Unigloves work with a range of size and types of organisations, across a wide range of industries and sectors, supplying Unigloves branded gloves.

“

It is our policy, and our objective, to ensure all workers are protected from modern day slavery.

”

We have been full members of the Ethical Trading Initiative (ETI) since early 2023, having been a foundation member during the COVID pandemic, and are committed to the ETI Base Code which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice.



About UG Healthcare Corporation

The Group owns and operates an extensive downstream network of distribution companies with a local presence in the United Kingdom, Germany, the USA, China, Africa, and South America, where it markets and sells its proprietary Unigloves® brand of disposable examination gloves. UG Healthcare Corporation has been listed on the Singapore Exchange since 8 December 2014 under stock code 8K7. The Group, with its manufacturing base located in Seremban, Negeri Sembilan, Malaysia has total installed production capacity of 4.6 billion pieces of gloves per annum,

across 3 closely located manufacturing sites, is a member of Sedex and is subject to regular SMETA audits.

Overall responsibility for Unigloves' internal governance and accountability for managing human rights in supply chains lies with the Global Business Director but is delegated to the technical, product and purchasing teams. Together they assess our supply chain and identify salient risks as well as undertaking risk assessments and implementing third party audits.



LSAS

Since 2016, Alcumus ISOQAR have annually audited Unigloves against the Labour Standards Assurance System (LSAS). LSAS was developed in collaboration between NHS Supply Chain and the Department of Health in order to enhance the identification of issues, remediation and continuous improvement in labour standards management. It was launched in 2012, defining 15 areas to cover policies, procedures and practices that an organisation employs to identify labour standards issues mitigate risks and drive improvement.

It places the responsibility on the suppliers to demonstrate they have effective systems in place. It builds on principles of due diligence, extending this to routine consideration of labour standards, particularly important for suppliers doing business where evidence of labour standards issues exist.

Governance Structure

Unigloves has established a comprehensive governance framework to oversee its approach to modern slavery and human trafficking. This framework ensures that the company's ethical commitments are upheld at all levels of the organization, from senior leadership to operational teams.



Board Oversight

The Unigloves Board of Directors has ultimate responsibility for ensuring compliance with the company's modern slavery policies. The board regularly reviews and approves the company's Modern Slavery & Human Trafficking Statement, ensuring that it reflects the latest legal and ethical standards. The board also reviews reports on compliance, risks, and corrective actions taken in the supply chain.



Ethics and Compliance

Unigloves has dedicated working groups responsible for ethical sourcing, human rights, and labour compliance. These oversee the implementation of anti-slavery policies and monitor progress. They ensure that risk management strategies and corrective actions align with the company's broader corporate social responsibility goals.



Senior Management Responsibility

Senior management, including procurement, legal, product and regulatory teams, is responsible for the day-to-day implementation of Unigloves' modern slavery prevention measures. They ensure that due diligence processes are followed, supplier audits are conducted, and compliance issues are promptly addressed.

Whistle blowing

Since the beginning of 2022, we have made publicly available, a fully independent and confidential whistle blowing service, linked directly from our website, which currently operates in 14 languages; English, German, Spanish, French, Dutch, Polish, Portuguese, Nepali, Hindi, Bengali, Burmese, Malay and Chinese (simplified and traditional) . Our parent company factories in Malaysia have undertaken training with the workforce, in the relevant languages spoken on site, to train all employees in the availability and use of the service.

<https://report.whistleb.com/en/unigloves>

Unigloves is committed to combating modern slavery and human trafficking through strong governance, transparent reporting, and clear accountability mechanisms. These elements form the backbone of the company's efforts to ensure that its operations and supply chains remain free from exploitation and unethical labour practices.

Structure

Unigloves is committed to supplying a range of hand protection under its own Unigloves brand, majority produced in group owned factories, and Nitrex branded product sourced outside of the parent company.

Unigloves operates out of offices based in Gillingham Kent, with warehousing and logistics provided by Reliance Medical in Staffordshire.

Following the parent group's 100% acquisition of its German subsidiary in May 2024, all EU customers are managed from UNIGLOVES® Arzt- & Klinikbedarf Handelsgesellschaft mbH's offices and warehouses near Cologne.



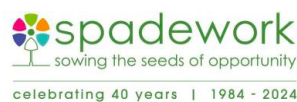
RESPONSIBLE & ETHICAL MANUFACTURING

Business Conduct

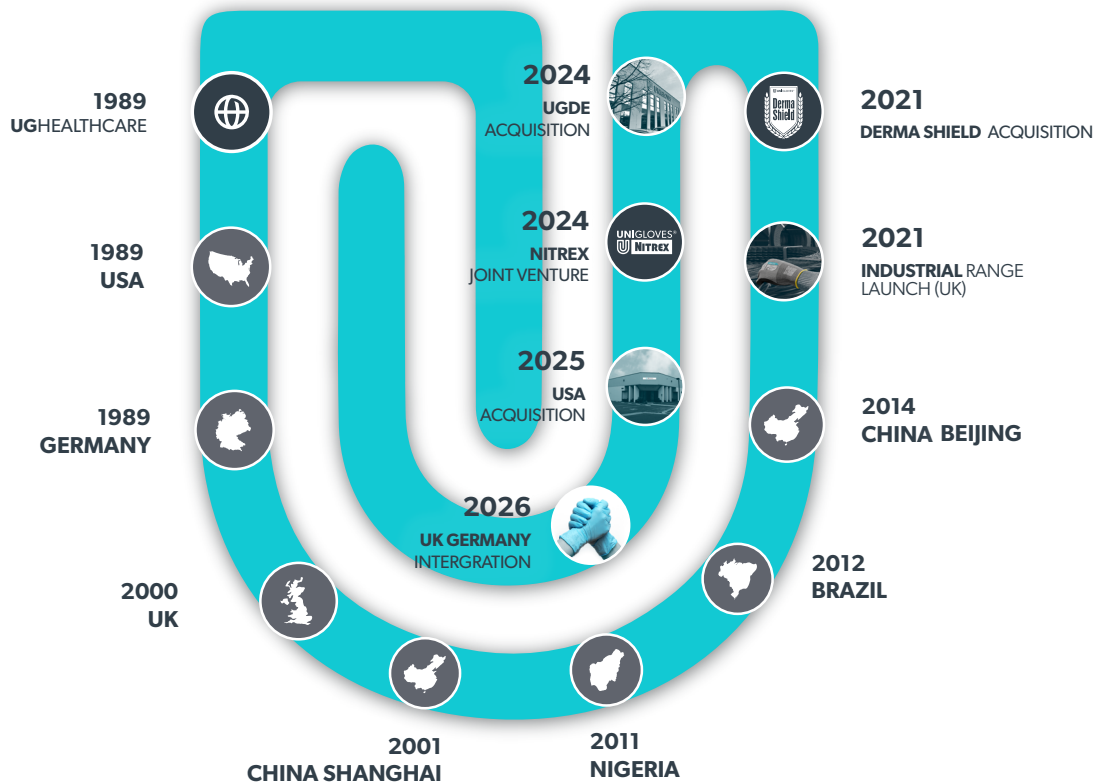
Our sustainability partners:



Our charity partners:



Unigloves Milestone



TRUSTED AROUND THE WORLD

Unigloves key facts



4

Group-owned
Factories in
Seremban, Malaysia



145

Gloves Produced
Every Second
of Everyday



5

Group-owned
Subsidiaries Spread
Across 5 Continents



£10m

of Stock Held
Across Europe



75

Members of
our European
Team



36

Years' Experience
Manufacturing
Hand Protection

Sustainability Focus Areas



Environmental Impact

Minimise waste and the impact our products and operations have on the natural environment



Climate Change

Reduce greenhouse gas emissions to support the slowing of climate change



Enabling Others

Building relationships and an environment where our communities thrive and enhance stakeholders' lives

Sustainability In Numbers



>130,000

plastic bags removed from our packaging and saved since 2024



>150,000

Ocean bound plastic bottles recovered



>200,000

pairs of gloves donated



>8,500

trees planted



>81%

UK electricity is supplied from our own solar panels

RESPONSIBLE AND ETHICAL MANUFACTURING

Accreditation



Ethical Trade

We are committed to managing our business responsibly, and we have been a foundation member of the Ethical Trade Initiative since April 2019 and became a full member at the start of 2023.



EcoVadis

We were awarded a Bronze Medal in June 2025.



B Corporation

We were certified as a B Corp in January 2025.



Product Accreditation

We are a Registered Safety Supplier, and a member of the British Safety Industry Federation, the UK's leading trade body within the safety industry.



Cost of Living

We believe in treating our team fairly, and we are a Living Wage Employer which means we commit to paying our staff above the real Living Wage.



Management Systems

Good business processes are vital to our growth, and we have held ISO 9001, ISO 14001 and ISO 45001 accreditation since 2015.

HAND PROTECTION SPECIALISTS

Support For Distribution



SALES

Dedicated, experienced sales support to ensure your account is proactively managed, including lead generation and joint visits to end users.



TECHNICAL

Support and training from our products and technical team, access to our product database, and where appropriate, our NPD team.



MARKETING

Significant investment in brand and product collateral; expert help, tools and materials to promote our products and maximize your returns.



LOGISTICS

Award winning logistics support with an enviable 'on-time-in-full' track record so you can be confident products will arrive just in time.

Our Commitments

01

In June 2025, we were awarded a bronze medal by EcoVadis, who have rated over 125,000 companies globally and this badge means we are in the top 15%. The EcoVadis assessment includes 21 sustainability criteria across four core themes: Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

02

We are regularly audited under the Labour Standard Assurance System (LSAS) scheme as part of our engagement with the NHS

03

We are independently audited against ISO 9001 in respect of quality management, available at <https://uk.unigloves.com/pages/our-certificates-memberships-policies>

04

We are independently audited against ISO 45001 in respect of Health & Safety, available at <https://uk.unigloves.com/pages/our-certificates-memberships-policies>

05

Full ETI member since early 2023

06

Fully funded sustainability project

07

Published our tier 1 suppliers on Open Supply Hub

08

We are SEDEX members through our parent company UG Healthcare Corporation (Company Reference ZC405215057)

09

As supplier to the NHS, we are committed to NHS code of conduct

10

We are independently audited against ISO 14001 in respect of environmental management, available at <https://uk.unigloves.com/pages/our-certificates-memberships-policies>

11

Publicly available whistleblowing service is accessible by 24 hours a day at <https://uk.unigloves.com/pages/policies> or <https://report.whistleb.com/en/unigloves>

12

Supplier audits conducted by third parties as well as locally based group employed teams

13

Sustainability, social and ethical criteria embedded in on-boarding process

14

Funding end of life research projects to deal with waste that otherwise goes to landfill or incineration

15

Publish our scope 1, 2 and 3 emissions

16

Publish product life cycle analyses

Supply chain

Although our supply chain spans multiple regions globally, it is predominantly concentrated in Southeast Asia, where we have established and maintained long-standing partnerships with most of our suppliers. Unigloves places a high value on these enduring relationships, which allow us to work closely with suppliers who are aligned with our ethical and operational standards.

As part of our commitment to long-term partnerships, we prioritize stability and mutual trust and, as such, we do not engage in short-term or transactional commercial arrangements. This approach fosters a cooperative and transparent supply chain environment, allowing us to monitor compliance and address issues effectively.

In line with our commitment to transparency and best practice, Unigloves is proud to comply with the ETI Corporate Transparency Framework. As part of this commitment, we publicly disclose the names and locations of our tier-one suppliers on our website and through the Open Supply Hub.



By sharing this information, we uphold our pledge to ethical transparency and allow stakeholders to understand and trust the integrity of our supply chain operations.



Details can be found at:

<https://help.unigloves.co.uk/en/knowledge/in-unigloves-supply-chains-what-is-the-geographical-spread-of-production-and-locations-of-highest-risk>

Additionally, our parent company, UG Healthcare Corporation, operates three offices in China, where teams work in close collaboration with Unigloves' UK and EU divisions. Together, these teams conduct in-person visits and assessments of our suppliers, adding an extra layer of insight and oversight to the social and ethical audits already in place. Although this initiative is still in its initial stages, it is proving valuable, fostering more direct, constructive, and open discussions with our suppliers.

These visits are helping us to strengthen our supply chain relationships, assess compliance with our standards in a more personal manner, and support continuous improvement for both Unigloves and our suppliers. Ultimately, this proactive engagement builds a robust, ethical, and transparent supply chain that benefits everyone involved.

Salient Human Right Risks



Unigloves, like many organisations operating globally, is committed to addressing human rights risks in its supply chains. Part of the process involves capacity building locally here in the UK (ETI's Purchasing Practices: in Manufacturing initiative) as well as at group factories in Malaysia. China and South-East Asia account for over 98% of all orders placed by the UK business and naturally our focus is here.

In Malaysia, Unigloves literally has ears on the ground, although we still undertake audits and assessments against indicators of modern slavery, as well as SMETA, to assess how our own group performs when compared to others. We operate 4 factories there and hence understand, and are exposed to, the challenges operating in that territory. Having undertaken a program of recruitment fee remediation in recent times, of late the focus has been on working hours and living wages.

To identify and prioritize salient human rights risks in China, a country often flagged for labour and human rights challenges, Unigloves employs a combination of approaches:

Risk Assessments

Geographic Risk Profiling: Using data from global indices (e.g., Global Slavery Index, Human Rights Watch), Unigloves assesses risks associated with operating or sourcing in China, particularly in industries like glove manufacturing, where labour rights issues may be prevalent.

Sector-Specific Analysis: The company focuses on risks unique to glove manufacturing, such as forced labour, excessive overtime, and unsafe working conditions.

Worker-Centric Feedback Mechanisms

Establishing channels for workers to report grievances anonymously is critical. Our whistle blowing service is available in traditional and simplified Chinese. Feedback directly from workers provides insights into conditions on the ground, such as underpayment or harassment.

Use of Due Diligence Frameworks

Adhering to international frameworks like the UN Guiding Principles on Business and Human Rights or the OECD Guidelines for Multinational Enterprises ensures a structured approach to identifying and addressing human rights risks.

Location	Risk: what it looks like	Mitigating action
China Vietnam Malaysia	Freedom of association and collective bargaining	<ul style="list-style-type: none"> Signed Unigloves supplier code of conduct Annual supplier survey Third party social/ethic audits We encourage factories to implement worker committees, initially focused on H&S to promote worker-management dialogue Forced labour assessments for 2026
China Vietnam Malaysia	Employment is freely chosen, no forced labour	<ul style="list-style-type: none"> Signed Unigloves supplier code of conduct Annual supplier survey Third party social/ethic audits Availability of multi-lingual, third party independent whistle blowing service Forced labour assessments for 2026
China Vietnam Malaysia	Working hours are not excessive	<ul style="list-style-type: none"> Signed Unigloves supplier code of conduct Annual supplier survey Third party social/ethic audits We encourage our suppliers to be open about working hours so that any issue identified can be remedied in partnership Forced labour assessments for 2026
China Vietnam Malaysia	Living wages are paid	<ul style="list-style-type: none"> Signed Unigloves supplier code of conduct Annual supplier survey Worker wages are monitored through third party social/ethic audits Forced labour assessments for 2026

Engagement with Suppliers

Audits and Inspections: Unigloves conducts supplier audits, focusing on adherence to labour laws and ethical standards.

Direct Communication: Dialogue with suppliers helps uncover specific risks, such as unfair wages or recruitment practices that might lead to debt bondage. UG Healthcare Corporation has its own commercial operations in China and increasingly we are using local resource to help understand what goes on outside of audit cycles.

Collaboration with Stakeholders

Partnering with NGOs, industry groups, and local experts ensures a broader understanding of systemic issues and potential blind spots in China.

Prioritization of Risks

Unigloves prioritises risks based on:

Severity: How significantly a human right is impacted.

Likelihood: The probability of the risk occurring.

Leverage: The company's ability to influence and mitigate the risk through supplier engagement or systemic change.

Policies

At Unigloves, the protection and promotion of human rights form a key part of our operations and supply chain management. Our Human Rights and Ethical Trade Policies reflect our unwavering commitment to ensuring that all individuals involved in our business activities are treated with dignity, fairness, and respect. These policies are designed to align with international human rights standards, including the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) conventions.

By embedding these principles into our sourcing practices and supplier relationships, we strive to ensure that ethical trade is upheld throughout our global supply chain. Unigloves is committed to promoting transparency, fair labour practices, and the prevention of any form of exploitation, including modern slavery and human trafficking, across all levels of our business.

Unigloves is proud to make publicly available a suite of certificates, memberships and policies at <https://uk.unigloves.com/pages/our-certificates-memberships-policies>.



Continual improvement, Training, Development and Capacity Building

Unigloves recognizes that the fight against modern slavery and human trafficking requires ongoing efforts and constant vigilance. To strengthen its commitment to ethical labour practices, the company actively invests in training, development, and capacity building. This ensures that employees, suppliers, and key stakeholders are equipped with the knowledge, skills, and tools necessary to identify, prevent, and mitigate the risks of modern slavery within the supply chain.

Through tailored programs and proactive measures, Unigloves fosters a culture of responsibility, enabling its workforce and partners to promote ethical practices and uphold the highest standards of labour compliance. This continuous learning and improvement approach is vital to sustaining long-term progress in addressing modern slavery risks.

Capacity building

Our technical and procurements undertook the ETI training course on Purchasing Practices: in Manufacturing initiative.

Online training

- ✓ Anti-Bribery
- ✓ Bullying & Harassment for Employees
- ✓ Cyber Security Awareness
- ✓ Dementia Awareness
- ✓ Display Screen Equipment
- ✓ Driver Awareness
- ✓ Equality, Diversity & Inclusion (EDI)
- ✓ GDPR UK Essentials
- ✓ Health and Safety Essentials
- ✓ ISO certification - Introduction to Ladder Safety
- ✓ Managing Anxiety
- ✓ Manual Handling
- ✓ Mental Health Awareness
- ✓ Miss Menopause
- ✓ PREVENT Training
- ✓ Sexual harassment
- ✓ Whistleblowing

Eco Vadis

Awarded bronze medal June 2025 and our minimum aim is to improve our overall score while the longer term objective is progress to achieving a gold medal. Unigloves is proud to be a certified living wage payer and undertakes annual pay reviews using benchmarking to ensure our team is awarded appropriately.

Risk assessment

Our team have access to:

- Mental health first aiders
- Suite of mental health and wellbeing digital learning available to all colleagues
- Employee assistance program, Health Assured means that our people have access to a professional 24-hour confidential helpline which can be used to support them through any of life's issues or problems, including mental health.

Within our business, this year we have:

- ✓ Annual employee survey
- ✓ Employee recognition and awards
- ✓ Health and safety committee

Freedom of association

As members, Unigloves adheres to the ETI Base Code and supports section 2 relating to:

2.0 Freedom of association and the right to collective bargaining are respected

2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.

2.3 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.

2.4 We require all product suppliers to sign up to, and commit to, the Unigloves (UK) Limited Supplier Code of Conduct. Section 2 requires that freedom of association and the right to collective bargaining are respected.

Malaysia

Trade unions in Malaysia are regulated by the Trade Unions Act of 1959 and the Industrial Relations Act of 1967. Malaysia's unionisation rate has declined over the last 40 years and according to the most recent data from the Department of Trade Union Affairs, in 2024 there were 762 trade unions with a little over 1 million members, approximately 6.4% of the Malaysian workforce.

All suppliers have signed up to the Unigloves supplier code of conduct, a written policy on freedom of association showing that workers, without distinction, have the right to join or form trade union of their own choosing and bargain collectively. The factory has a clear process in selecting the workers representing each nationality employed, who have the quarterly meeting with senior management.

China

All Chinese trade unions are subject, ultimately, to the direction of the "All China Federation of Trade Unions" (ACFTU), which is the sole lawful trade union federation. Industry and regional trade union federations exist, subject to ACFTU leadership. Trade unions must submit to the leadership of the Chinese Communist Party. Little further comment is required on the challenges this represents.