



STRETCHING LIMITS • SINCE 1979

KOSSAN's Social Compliance Journey

CORPORATE SUSTAINABILITY & GOVERNANCE
17 FEB 2025



SOCIAL COMPLIANCE AUDIT AS A COMPULSORY REQUIREMENT

“NEW ISO” for the company

2016

- A huge increase in demand by customers for Social Compliance standards to be implemented within KOSSAN’s operations
- The Social Compliance unit was created within the Corporate Sustainability department to specifically look into and address these demands
- Research on Social Compliance audits led to discovery of WRAP certification but there was no demand by customers for WRAP certification at that time

2017 - 2018

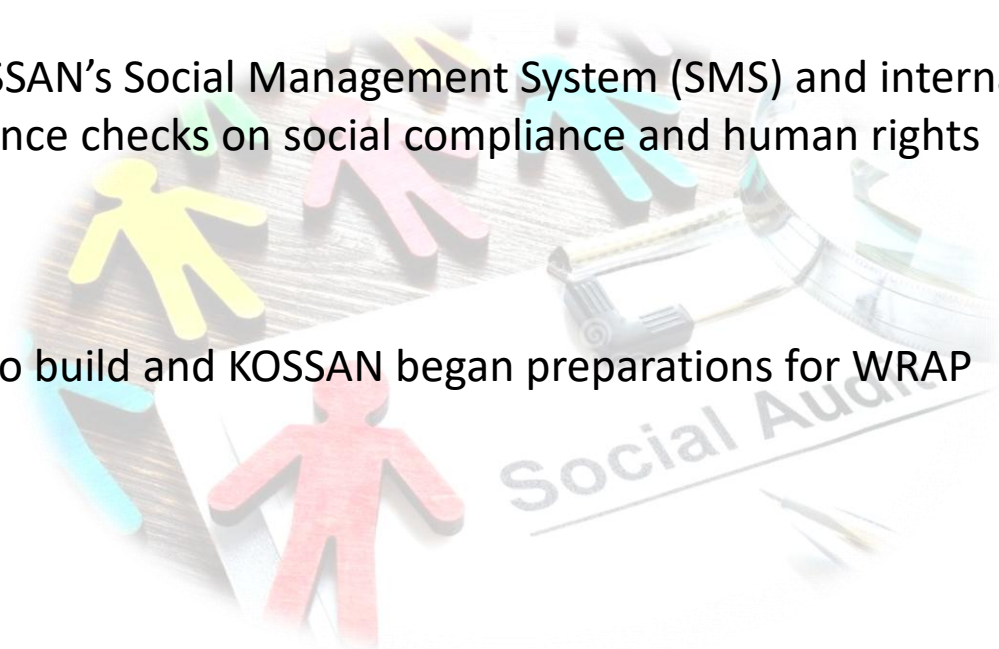
- Started internally by enhancing and improving KOSSAN’s Social Management System (SMS) and internal audit mechanism by incorporating more due diligence checks on social compliance and human rights requirements – according to ILO standards

2019

- Customer demand for WRAP certification started to build and KOSSAN began preparations for WRAP certification audits

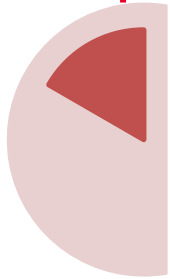


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STARTING OUR WRAP JOURNEY

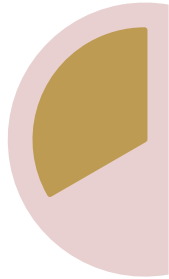
Timeline 1/2



2019

- Started learning about WRAP requirements.
- Arranged for plants to register on the WRAP platform.
- Conducted Group Workshops for Self-Assessment review and discussion.
- Revision of internal Social Management System (SMS) to align with WRAP requirements.

INTRODUCTION TO WRAP



2020

- Continuous improvement on Social Management System.
- Expanded the Social Compliance Team with team members who have experience and knowledge on WRAP to prepare for audits.
- Identified a suitable plant and prepared them to be the first to undergo WRAP certification audit

PREPARATION FOR WRAP



2021

- Ideal Quality Sdn Bhd (IQ2) became the 1st KOSSAN plant to undergo a WRAP certification audit on 9 & 10 March 2021 – and achieved GOLD certification until September 2022. Also became the **FIRST GLOVE PLANT IN MALAYSIA** to do so.
- Another 3 plants were identified to undergo WRAP certification audit and preparations were taken.

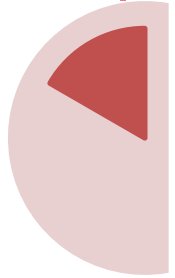
FIRST AUDIT



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STARTING OUR WRAP JOURNEY

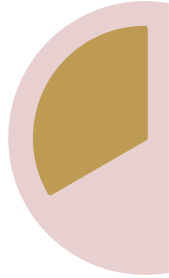
Timeline 2/2



2022

- All 8 KOSSAN Glove plants successfully completed their WRAP certification audit and obtained GOLD certification.

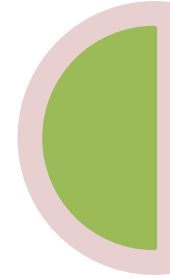
FULL CERTIFICATION



2023

- Continued the renewal audit for all plants, and improving the system through non-compliances received during audits, as well as feedback from auditors
- Maintained GOLD certificates for all plants
- More customers started to accept WRAP certifications and even recognized by RBA.
- Visit from WRAP Representative (Mr Khoa) and discussion on implementing ILO Statement Letter

CONTINUOUS IMPORVEMENT



2024

- KOSSAN employees (especially from Social Compliance team and plant personnel) attended WRAP trainings to keep up to date on WRAP standards
- Ideal Quality Sdn bhd (IQ3) became the 1st KOSSAN plant to achieve **PLATINUM** status in Malaysia

ANOTHER MILESTONE ACHIEVED

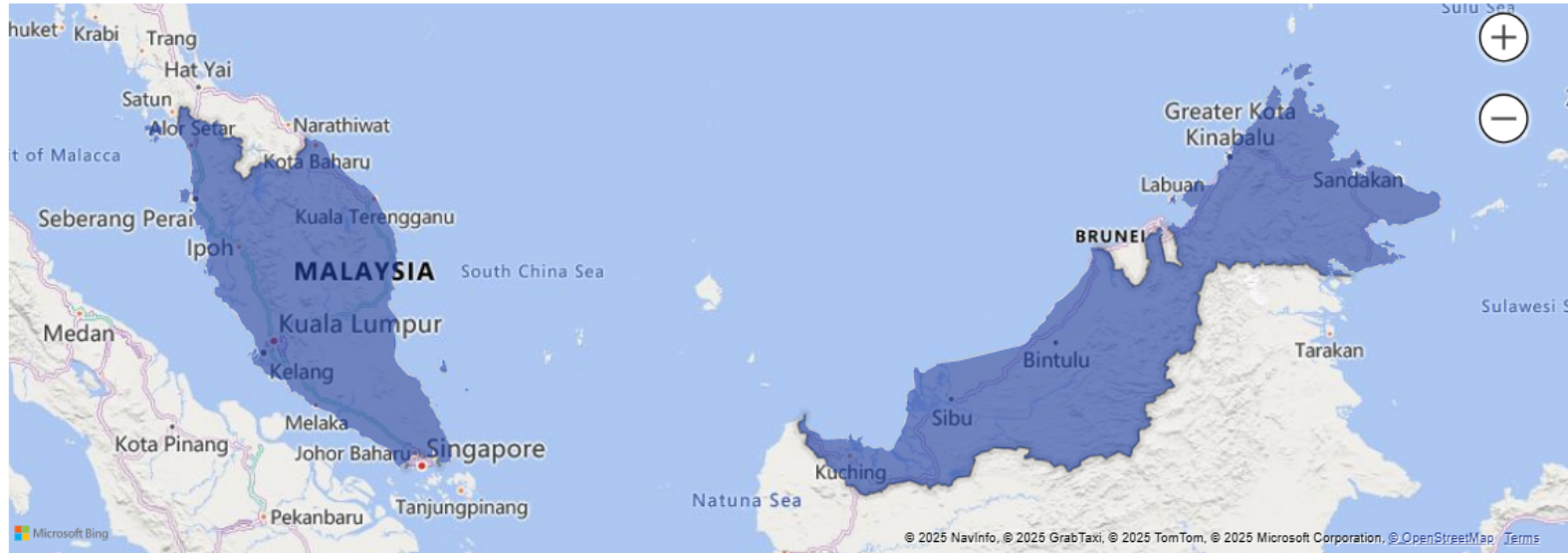


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8 KOSSAN PLANTS WRAP CERTIFIED



Facilities and monitors



WRAPID	Facility Name	City	Country/Region	Cert Type	Cert Expires	Industries	Products
126257	Wear Safe Malaysia Sdn Bhd	Klang	Malaysia	Gold	2025-05-30	Other	Gloves
126259	Wear Safe (Malaysia) Sdn Bhd	Klang	Malaysia	Gold	2026-01-09	Footwear	Gloves
126261	Kossan Latex Industries (M) Sdn Bhd	Klang	Malaysia	Gold	2025-12-16	Other	Gloves
126268	Perusahaan Getah Asas SDN BHD	JERAM	Malaysia	Gold	2025-12-04		Gloves
126274	Ideal Quality Sdn Bhd	Klang	Malaysia	Gold	2025-08-23	Other	Gloves
128017	Perusahaan Getah Asas SDN. BHD	Klang	Malaysia	Gold	2025-11-27	Footwear	Gloves
128032	Wear Safe (Malaysia) Sdn Bhd	Klang	Malaysia	Gold	2025-12-06		Gloves
129357	Ideal Quality SDN. BHD.	Klang	Malaysia	Platinum	2026-11-25	Footwear	Gloves

WHAT NEXT FOR KOSSAN?

Continue stretching limits

2025 and beyond

- More KOSSAN plants to be **PLATINUM** certified
- To get more customers to recognize and accept WRAP certification
- To get more companies across KOSSAN's supply chain to be WRAP certified or at least obtain WRAP standards
- Continuous improvement on social standards across KOSSAN's entire supply chain



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THANK YOU

