



顶级手套企业诚信文化

主讲人：

拿督李金谋

地点
日期
时间

: 2023年3月30日 (星期四)
: 巴生中华总商会
: 下午2时至4时



TOP GLOVE BUSINESS ETHICS CLAPS



竖起拇指 **Thumbs Up, 预备 Ready, 1 2 3**

➔ **顶级手套 TOP GLOVE**



➔ **顶级诚信 TOP HONESTY**



➔ **顶级正直 TOP INTEGRITY**



➔ **顶级透明化 TOP TRANSPARENCY**



鼓掌 Claps, 2x 3x 2x

➔ **品质！品质！品质！**

QUALITY! QUALITY! QUALITY!





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顶级手套坚信，良好价值观是公司蓬勃发展的重要因素，因为良好价值观能吸引并留住高道德标准的员工，同时赢得公众信任及客户、供应商和其他利益相关者的支持。

遵守最高标准的公司治理是顶级手套商业战略的基石。我们致力于根据业绩、能力和公平赢得业务。我们坚持遵守联合国全球契约（UNGC）的十项原则，这些原则着重于**人权、劳工、环境和反贪污**。

联合国全球契约 (UNGC) 的十项原则



人权



劳工



环境



反贪污



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自1998年

- 对作弊案件零容忍
- 欧洲不诚实的要求
- 耐心等待上市申请
- 不接受股市辛迪加（资本主义垄断组织形式）

自2002年

- 企业文化执行函
- 灵感来自于警察(PDRM)反贪污徽章
- 成立顶级手套预防 and 反腐败委员会

自2011年

- 员工行为准则
- 成立举报委员会
- 与MACC签署企业诚信承诺(CIP)
- 商业道德礼品政策



顶级手套的反贪污立场（自2017）

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通过 ISO 37001 反贿赂管理系统
(ISO 37001 ABMS) 认证。马来西亚SIRIM认证。





顶级手套的反贪污立场（自2018）

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无贪污承诺

反贪污承诺（广泛称为Ikrar Bebas Rasuah 或 IBR）是马来西亚反贪污委员会（MACC）推出的一项倡议。





顶级手套的反贪污立场

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反贿赂和反贪污政策

我们坚定地致力于



零容忍政策防止
贿赂和贪污



遵守所有适用的
法律法规



在提出问题时
培养良好的
道德规范



顶级手套的反贪污立场

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TOP GLOVE
TOP QUALITY, TOP EFFICIENCY

ISO 37001:2016 Anti Bribery Management System Certified*

NO GIFTS, PLEASE

At TOP GLOVE, our Business Ethics of Honesty, Integrity and Transparency are the cornerstone of our business.

In accordance with our policy, TOP GLOVE employees strictly do not accept or offer personal gifts.

Your kind support of this policy is the best gift for us.

THANK YOU!

* Certified at F3, extended the system to the whole Top Glove Group.

www.topglove.com

Integrity Unit/NGU, 01/201908 G.O.P. : 15/01/19

1

商务礼品和引诱

我们不接受供应商或第三方的礼物或任何形式的诱因，以换取他们授予采购订单/合同。同样，我们不会通过赠送礼物或任何形式的好处从客户那里获得不公平的优势。

2

支付给政府人员的款项

根据马来西亚反贪污法令，我们不会直接或间接向任何国内或外国政府官员承诺、提供或交付任何礼物、好处或其他馈赠，以获得或保留业务。



顶级手套培育诚信文化的举措

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反贪污徽章和标示牌

员工佩戴的徽章和标示牌展示在我们的工厂入口/宿舍入口和公司车辆



1. 员工徽章



2. 宿舍入口



3. 公司车辆





顶级手套培育诚信文化的举措

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企业文化执行函

与顶级手套有财务往来的所有
供应商和其他业务伙伴必
须签署企业文化执行函

(LECC),

以确认他们遵守我们的反贪
污政策和做法。

TOP GLOVE
TOP QUALITY, TOP EFFICIENCY

TOP GLOVE CORPORATION BHD.

(Company No. 474423-X)

A Public Listed Company on Bursa Malaysia & Singapore Exchange.
The World's Largest Manufacturer of Gloves
GOOD HEALTH, SAFETY FIRST & BE HONEST

CORPORATE OFFICE : Top Glove Tower, 16, Persiaran Setia Dagang, Setia Alam, 40170 Shah Alam, Selangor D. E., Malaysia.

+603-3362 3098 +603-3362 3660 +6012-2896 270 invest@topglove.com.my www.topglove.com

BUSINESS DIRECTION : To Produce Consistently High Quality Gloves At Efficient Low Cost.

FACILITIES : 40 Factories (Malaysia, Thailand & China), 648 Production Lines, 60.5 Billion Gloves Per Annum, 18,000 Employees.

MARKET : Exports to 196 countries worldwide with Marketing Offices in the USA, Germany and Brazil.

Date :
To : Top Glove Suppliers, Contractors and Business Associates

ENFORCEMENT OF TOP GLOVE CORPORATE CULTURE – (1) GIFT GIVING (2) STAFF PINCHING

At Top Glove, it is important that our business associates share our corporate values and support us in the enforcement of our corporate culture. In particular, we would like to draw your attention to the following:

(1) Gift Giving

We wish to highlight to your esteemed organization that our staff are not permitted to accept any gifts or forms of inducement from suppliers or third parties, in return for the allocation of purchase orders / contracts. All purchase orders / contracts are awarded solely based on price competitiveness, quality of goods and services rendered, track record in the delivery of goods, after sales service and other objective criteria.

Accordingly, we wish to advise that any non-compliance with our gift giving policy may result in termination of services and withholding of all payments due, as well as legal and disciplinary action being taken against our suppliers and staff, which will include reporting the matter to the Malaysian Anti-Corruption Commission (MACC) and Police.

In the event you are approached by any of our employees/purchasers soliciting the aforementioned gifts or inducements, please report this matter to the undersigned at +6019-312 3356 or to Mr Jack Lim Lung Fui, General Manager, Internal Audit at +6 010-2218 738 immediately.

(2) Staff Pinching

We would greatly appreciate our suppliers refraining from approaching our staff with employment opportunities at existing or related companies. We go to great lengths to identify the right people for our business and invest heavily in training them. Having our long-time business associates hire away our staff is especially undesirable and we view such actions as irresponsible and unprofessional, which will not be beneficial for our business relationship.

We thank you for your kind assistance and cooperation with regard to the abovementioned matters. Please signify your support of our effort by acknowledging and revert back to us before or by _____.

Best regards,

Acknowledged and accepted by,



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办公室



会议



分享会



实地考察



诚信主题跑步活动



招聘



顶级手套的企业价值观：R.I.V.E.R

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就像一条河流流向大海，
永不止步、不选择倒退。
无论前面的路多么崎岖，
在造福他人的旅途中，
依然坚信的以及持之以
恒的到达目的地。



R
RESPECT

我们坚信尊重他人，才能赢得他人的尊重



I
INTEGRITY

我们坚持选择做正确的事情



V
VALUE

我们每天都在创造和增值



E
EMPOWERMENT

我们赋予员工适当的责任



R
RELATIONSHIP

我们促进互惠互利的合作



顶级手套培育诚信文化的举措

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洁白正直的文化 WHITE INTEGRITY CULTURE



贪污和贿赂是罪行

Corruption & Bribery is a crime

1. 勿奢望

DO NOT EXPECT

2. 勿接受

DO NOT TAKE

3. 勿提供

DO NOT OFFER

4. 勿索取

DO NOT ASK

5. 勿赠予

DO NOT GIVE

W.H.I.T.E
INTEGRITY CULTURE

for *Life!*

W 5种好的习惯
5 Healthy **W**ells

H 诚信
Honesty

I 正直
Integrity

T 透明化
Transparency

E 教育
Educate

“请于每月的第一个星期三穿上白色上衣”

“Let's wear WHITE shirt on every first Wednesday of the month”

Initiated by : Ian Sri Dr. Lim Wee Chai @ 3/3/2021
Revised by : Corporate Integrity @ 1/8/2022
Verified by : Mr. Lim Cheong Guan @ 1/8/2022
Ver. 1.4



最后一句话：

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廉正是即使无人监管， 在任何时候都做对的事。



扫描二维码：



顶级手套反贿赂和
反贪污电子手册