



# **Glove** **Management** **Tool**

For ethical sourcing and product quality

## Short Cuff Nitrile



- MDR + PPE-certified
- HLPC testing for residual accelerators
- Evaluated for biological safety
- Extensive chemo and chemical testing

- Skin-friendly range with oatmeal-coated and accelerator-free gloves
- Optimised packaging at a minimum of 200 each/box
- EN455-1 per AQL 1.0
- Cuff length of  $\geq 240$  mm
- Tested for food contact



- MDR + PPE-certified
- Evaluated for biological safety
- EN455-1 per AQL 1.5
- All Medline vinyl gloves are accelerator-free

- Clear vinyl option, and 3rd generation option for additional stretch
- Chemical testing
- Cuff length of  $\geq 240$  mm
- Tested for food contact (except fatty food)

## Short Cuff Vinyl

## Short Cuff Latex



- MDR + PPE-certified
- Evaluated for biological safety
- EN455-1 per AQL 1.5

- Cuff length of  $\geq 240$  mm
- FITKIT testing to measure the level of residual latex proteins
- Chemical testing



- MDR + PPE-certified
- EN455-1 per AQL 1.5
- Evaluated for biological safety
- Extensive chemo and chemical testing
- HPLC testing for residual accelerators

- Sterile options for non-invasive procedures
- Enhanced protection due to longer cuff of 285 mm to 400 mm
- Increased protection due to extra thickness

## Long Cuff Nitrile

# Medline Packaging Solutions

Packaging innovations help Medline stand out.

## Pack factor optimisation

- Allows for waste reduction when increasing pack factor from 100 to 200 each/box
- Uses the same amount of cardboard (used to pack 100) to contain double the amount of gloves

## MicroStop™ film

- Prevents dust and particles from entering the box
- Helps reduce waste by holding gloves securely in the box



## Flat-layer packaging

- Facilitates easier glove dispensing
- Helps reduce waste created from the unintentional extraction of multiple gloves

## Colour-coded sizing

- Helps with easier selection of appropriate sizes
- Helps reduce waste created by mistakenly choosing the wrong size gloves

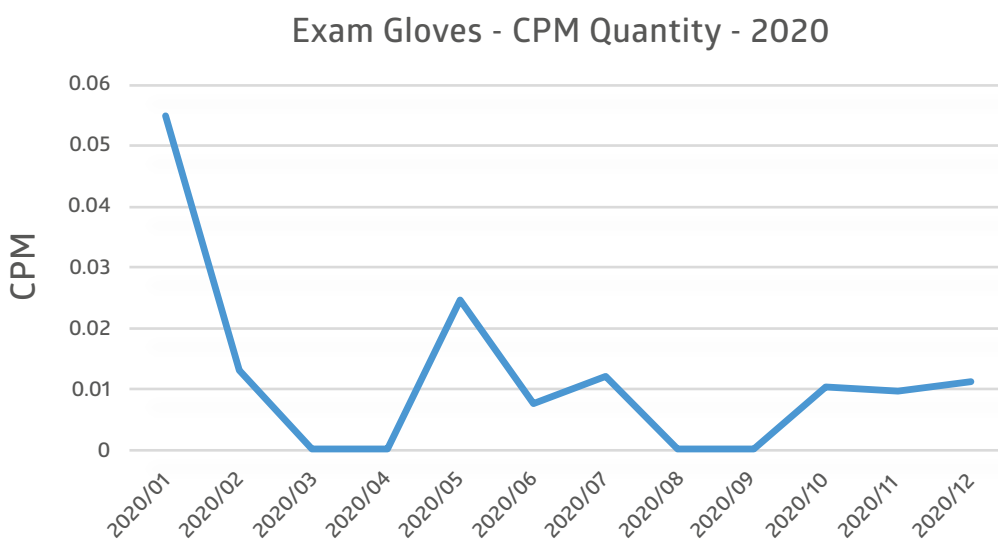
# Quality Assurance

Medline has implemented an internal quality inspection process, the Product Inspection Criteria (PIC). This inspection helps us to continuously and consistently monitor our products' quality levels—through a monthly evaluation of the physical properties of gloves from different lots produced within the same period. Medline can easily identify fluctuations in quality via the PIC.

In inspection reports, the following data is monitored\*:

<b>Glove and production lot information</b>	Item code; glove size; lot size; manufacturing/expiration dates; packaging inspection
<b>Dimensional inspections</b>	Length; width; thickness; weight
<b>Water leak test reinforced through AQL inspection</b>	Acceptable quality limit: Standard is an AQL of 1.5 Acceptable quality limit: Medline nitrile options have an AQL of 1.0
<b>Physical property testing</b>	Force at break in newtons
<b>Powder and protein test</b>	Powder levels (all gloves); protein levels (latex gloves)

The graph below gives an overview of the complaint rate per million (CPM) of products sold.



\*Quarterly reports are available upon customers' request

# Ethical Sourcing

Medline makes conscious efforts to source gloves only from suppliers that share our commitment to safe and decent working conditions.

Medline's ethical sourcing programme follows international standards and conventions, such as the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the United Nations International Labour Organization's declarations and standards.

We have adopted four commitments to ethical sourcing. These are highlighted in the table below.

## Medline's ethical sourcing commitments

Medline's 4 key commitments	
1.	Promoting labour and human rights throughout our business and supply chains, including in the communities where we operate
2.	Setting expectations and requirements for our suppliers
3.	Assessing and, when necessary, investigating credible allegations of human rights violations in our operations, and responding appropriately
4.	Empowering our employees and suppliers with information and training on best practices related to ethical sourcing and human rights.

**These commitments inform how we vet and monitor our suppliers.**



# Medline's Due Diligence System

Practical measures are built in through the four pillars below.

1

## Medline Supplier Code of Conduct

This details our labour and human rights standards, health and safety, environmental protection, and ethical business practices. The Code of Conduct explicitly prohibits forced, bonded, trafficked, prison, or slave labour. All prospective suppliers must complete and sign the Supplier Code of Conduct and an initial self-assessment before Medline begins business engagement.

2

## Risk assessments

Medline utilises an independent third-party diligence consultancy to provide risk reports based on official sources. These reports also include negative media profiles that analyse non-government sources across several risk areas, including the use of forced and migrant labour. Medline assigns all suppliers a preliminary risk rating of low, moderate, or high, based on these results.

3

## Audits

Medline conducts internal and external social compliance audits, calibrated to reflect the degree of risk associated with each supplier, in order to maintain compliance with the Medline Supplier Code of Conduct. Corrective action plans are implemented and followed up on.

4

## Grievance mechanisms

We operate helplines throughout our supply chain, so we can receive and investigate reports of unethical treatment. We require moderate- or high-risk suppliers to display Medline posters summarising our Supplier Code of Conduct in workers' languages to ensure they are informed of their basic rights.

Additional information on Medline's ethical sourcing programme and our overall approach to corporate social responsibility is available on our [corporate website](#), as well as in our annual sustainability report.



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Medline exam gloves are class I non-sterile medical devices intended to be used by healthcare professionals.  
Before use, please consult instructions and precautions on the corresponding labelling.



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