

COMMUNICATION ON PROGRESS QUESTIONNAIRE	Dutch-Bangla Pack Ltd.	No. of questions 46/46
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**R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)**  
*Please share the date range of the reporting period used for the Communication on Progress option you select.*<sup>①</sup>

01/2024 - 12/2024

**R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed.**<sup>①</sup>

This Communication on Progress covers all operations of Dutch-Bangla Pack Ltd., including its corporate headquarters, production facilities, and employee welfare units located in Bangladesh. It includes activities related to the manufacturing of Flexible Intermediate Bulk Containers (FIBCs), in-house recycling operations, sustainability initiatives co-developed with LC Packaging, and all supply chain activities directly managed by the company.

**R5. (Optional) Please upload the sustainability report for your company**  
*(Uploaded file cannot exceed 50MB)*

DBPL ENVIRONMENT AND SOCIAL MONITORING REPORT - 2024.PDF

2023\_CORPORATE\_ENVIRONMENTAL\_FOOTPRINT\_REPORT\_DBPL (1).PDF



CEO Statement of Continued Support

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Dutch-Bangla Pack Ltd. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

C1. Please complete the following information:

CEO/Highest-level executive name:	Mr. Abdul Mumit
CEO/Highest-level executive full title:	Managing Director

Company name:

Dutch-Bangla Pack Ltd.

C2. Please confirm:



I am the CEO or highest-level executive.



I have received permission to sign on behalf of the CEO or highest-level executive.

Success Stories & Future Priorities

S1. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which your company is particularly proud?

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply)<sup>i</sup>



Governance



Human Rights



Labour



Environment



Anti-Corruption

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply)<sup>①</sup>



Governance



Human Rights



Labour



Environment



Anti-Corruption



None

S2A. (Optional) Please provide additional information:

Dutch-Bangla Pack Ltd. is committed to driving progress across all five issue areas. In governance, we are strengthening internal controls, enhancing board oversight, and expanding compliance training. On human rights and labour, we’ve deepened our SA 8000:2014 implementation through re-certification, active worker-management engagement via the Social Performance Team, and initiatives like daycare, scholarships, and the Amar Dokan fair price shop. On the environmental front, DBPL has increased its solar capacity to 995kW, now meeting 30% of energy demand. Our SBTi-approved targets reflect our ambition to cut emissions by 50% by 2030. Rainwater harvesting, rPP development, and enhanced waste segregation mark our material progress in circularity. We continue to uphold zero tolerance for corruption, participating in UNGC’s Collective Action initiatives and conducting regular internal and external audits. These commitments shape our roadmap for embedding sustainability into every level of our operations.



Governance

Policies and Responsibilities



G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) ⓘ

<input checked="" type="checkbox"/>	Issue an annual statement about the relevance of sustainable development to the company
<input checked="" type="checkbox"/>	Issue an annual statement that addresses impacts on both people and the environment
<input checked="" type="checkbox"/>	Issue an annual statement highlighting a zero tolerance for corruption
<input checked="" type="checkbox"/>	Sign off on organizational sustainability targets
<input checked="" type="checkbox"/>	Supervise Environmental, Social, and Governance reporting
<input checked="" type="checkbox"/>	Regularly review potential risks related to the business model
<input type="checkbox"/>	None of the above

G1A. (Optional) Please provide additional information:

Dutch-Bangla Pack Ltd. ensures top-level accountability by embedding sustainability into its corporate governance structure. The Managing Director, in close coordination with the Board of Directors, leads strategic planning, sustainability oversight, and formal communications related to ESG matters. Annual statements on sustainability priorities, social impact, and anti-corruption commitments are issued and shared with stakeholders. The Company Secretary plays a key role in risk monitoring, legal compliance, and governance integrity. ESG reporting is overseen through structured internal audits, ISO/SA certification reviews, and management

review meetings. Sustainability targets, including GHG reduction (SBTi-validated), are signed off at the board level, with performance regularly reviewed against benchmarks. This alignment ensures that sustainability is not just a reporting requirement, but a strategic imperative.

G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line) ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) ⓘ

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?  
(Select one answer option per line)(i)

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Prevention



G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?  
(Select one answer option per line)(i)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G4.1. As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?

(Select one answer option per line)(i)

	Yes	No
Human rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input checked="" type="radio"/>	<input type="radio"/>

G5. Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer option per line)(i)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (including suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G5.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer option per line)(i)

	Yes	No
Human rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input checked="" type="radio"/>	<input type="radio"/>

Concerns and Grievance Mechanisms



G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one answer option per line)<sup>i</sup>

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G6.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

(Select one answer option per line)<sup>i</sup>

	Yes	No
Is the process communicated to all employees/workers in local languages?	<input checked="" type="radio"/>	<input type="radio"/>
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?	<input checked="" type="radio"/>	<input type="radio"/>
Is the process confidential (e.g., whistleblowing process)?	<input checked="" type="radio"/>	<input type="radio"/>

	Yes	No
Are there processes in place to avoid retaliation?	<input checked="" type="radio"/>	<input type="radio"/>
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?	<input checked="" type="radio"/>	<input type="radio"/>
Other (Please provide additional information)	<input checked="" type="radio"/>	<input type="radio"/>

G6.1A. Other (Please provide additional information):

DBPL has a formal grievance mechanism that includes an anonymous drop box, regular Social Performance Team (SPT) meetings with elected worker representatives, and a clear escalation process to management, including the Managing Director. Grievance procedures are communicated during onboarding and displayed on noticeboards in Bengali. The system ensures confidentiality, protects against retaliation, and is accessible to non-employees such as suppliers and contractors. The grievance committee meets quarterly and reports to the senior management team.

Tracking Action Effectiveness



G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?

(Select one answer option per line)(i)

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Executive Pay



G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line)(i)

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights / Decent Work	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Leadership Composition



G9. Please provide details regarding the company's board/highest governance body.<sup>①</sup>  
(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros. For 'Male, Female, Other', 'Under 30 years old, 30-50 years old, Above 50 years old' and 'Executive, Independent' please enter only whole numbers from 0 to 100, inclusive ensuring the values in the column sum to 100 to move on.)  
(Text box with option for 'Not applicable')

	Known	Number (Please input a whole number)	Not applicable
Total number of board members (#)	<input checked="" type="checkbox"/>	<input type="text" value="8"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Male (%)	<input checked="" type="checkbox"/>	<input type="text" value="87"/>	<input type="radio"/>
Female (%)	<input checked="" type="checkbox"/>	<input type="text" value="13"/>	<input type="radio"/>
Other (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="checkbox"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Under 30 years old (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>
30-50 years old (%)	<input checked="" type="radio"/>	<input type="text" value="37"/>	<input type="radio"/>
Above 50 years old (%)	<input checked="" type="radio"/>	<input type="text" value="63"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or vulnerable groups (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Executive (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Independent (%)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G10. Within the reporting period, what was the percentage of women in managerial positions?  
*(Select one answer option per line, if 'Known', include the value. Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)*<sup>i</sup>

	Known	Percentage of women (%) (Please input a whole number e.g., 50% = 50)	Unknown
Managerial positions	<input checked="" type="radio"/>	<input type="text" value="31"/>	<input type="radio"/>

G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?  
*(Select all that apply for each line)*<sup>i</sup>

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Executive Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Financial Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Procurement Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Technology Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Marketing Officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chief Operations Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Sustainability Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Legal Officer/General Counsel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chief Human Resources Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please provide additional information)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Data Assurance



G12. Do you produce sustainability reporting according to:  
(Select all that apply)(i)

- ☐National/local regulation on sustainability
- ☐Security exchange regulations
- ☐Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)

<input type="checkbox"/>	Global Reporting Initiative (GRI)
<input type="checkbox"/>	Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	Task Force on Climate-related Financial Disclosures (TCFD)
<input type="checkbox"/>	Carbon Disclosure Project (CDP)
<input type="checkbox"/>	Science Based Targets initiative (SBTi)
<input type="checkbox"/>	Other voluntary frameworks (Please provide additional information)
<input checked="" type="checkbox"/>	No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G13. Is some or all of the information disclosed in this questionnaire assured by a third-party?

(Select one that applies)(i)

<input checked="" type="radio"/>	Yes
<input type="radio"/>	No

G13A. Yes (Please provide additional information):

Some of the information disclosed in this Communication on Progress report has been verified by an independent third-party consultant as part of the Environmental and Social Monitoring process. The assurance included verification of data on labour practices, environmental impact, stakeholder consultations,

and compliance with ESMS. Reports were submitted to FMO (Netherlands Development Finance Company) as part of ongoing capacity development and funding compliance.

Human Rights and Labour

Materiality



HR/L1. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?

(Select all that apply)<sup>i</sup>

<input checked="" type="checkbox"/>	Freedom of association and the right to collective bargaining
<input checked="" type="checkbox"/>	Child labour
<input checked="" type="checkbox"/>	Forced labour
<input checked="" type="checkbox"/>	Non-discrimination in respect of employment and occupation
<input checked="" type="checkbox"/>	Safe and healthy working environment
<input checked="" type="checkbox"/>	Wages
<input checked="" type="checkbox"/>	Working hours
<input checked="" type="checkbox"/>	Gender equality and women's rights
<input checked="" type="checkbox"/>	Freedom of expression

<input type="checkbox"/>	Digital security and privacy
<input type="checkbox"/>	Product and service end-user rights
<input type="checkbox"/>	Security arrangements
<input type="checkbox"/>	Right to clean and healthy environment: pollution, water, air, and land
<input type="checkbox"/>	Land rights and rights of Indigenous Peoples
<input type="checkbox"/>	Rights of vulnerable groups and minorities
<input type="checkbox"/>	Raw material sourcing
<input type="checkbox"/>	Other

HR/L1A. (Optional) Please provide additional information:

Dutch-Bangla Pack Ltd. recognizes key labour and human rights topics as integral to responsible business. Through our SA8000:2014-certified Social Accountability System, we have formal mechanisms ensuring freedom of association, zero tolerance for child and forced labour, anti-discrimination policies, and enforcement of health and safety standards. Women make up 31% of management roles, and we offer maternity benefits, childcare support, and leadership development for female employees. Wage fairness, regulated working hours, and grievance redressal systems (including third-party access and protection from retaliation) are actively maintained and audited. These priorities are reinforced through worker committees, regular training, and transparent supplier monitoring practices under our ESMS framework.

HR/L1.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain.  
(Select all that apply, maximum six)

<input checked="" type="checkbox"/>	Freedom of association and the right to collective bargaining
<input checked="" type="checkbox"/>	Child labour



<input checked="" type="checkbox"/>	Forced labour
<input type="checkbox"/>	Non-discrimination in respect of employment and occupation
<input checked="" type="checkbox"/>	Safe and healthy working environment
<input checked="" type="checkbox"/>	Wages
<input checked="" type="checkbox"/>	Working hours
<input type="checkbox"/>	Gender equality and women's rights
<input type="checkbox"/>	Freedom of expression
<input type="checkbox"/>	Digital security and privacy
<input type="checkbox"/>	Product and service end-user rights
<input type="checkbox"/>	Security arrangements
<input type="checkbox"/>	Right to clean and healthy environment: pollution, water, air, and land
<input type="checkbox"/>	Land rights and rights of Indigenous Peoples
<input type="checkbox"/>	Rights of vulnerable groups and minorities
<input type="checkbox"/>	Raw material sourcing
<input type="checkbox"/>	Other

HR/L1.1A. (Optional) Please provide additional information:

These six topics—freedom of association, child labour, forced labour, safe working environment, fair wages, and working hours—are prioritized due to their direct impact on our workforce and value chain. DBPL operates in a labour-intensive manufacturing context where worker rights, safety, and decent work conditions are

essential. We’ve implemented strong grievance systems, periodic third-party audits, and training programs to ensure compliance with SA8000, ISO 45001, and IFC standards. Preventing child and forced labour, ensuring fair compensation, and regulating hours are fundamental to sustaining ethical, inclusive operations.

Commitment



HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value)<sup>i</sup>

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)
Freedom of association and the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Wages	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>

HR/L2A. (Optional) Please provide additional information:

All listed topics are embedded in our Human Resources and Code of Conduct policies, reviewed and updated in 2025. These commitments are reinforced through third-party audits and certifications, including SA8000 and ISO 45001. Our policies emphasize zero tolerance for child or forced labour, equal opportunity hiring, and maintaining a safe, respectful work environment across all operations.

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

HUMAN RIGHTS POLICIES.PDF

HR/L2A. (Optional) Please upload supporting documentation if applicable (2/2):  
(Uploaded file cannot exceed 50MB)

OCCUPATIONAL\_HEALTH\_AND\_SAFETY\_POLICY.PDF

HR/L2.1. For each human rights & labour rights policy commitment, is it:  
(Select all that apply for each line)(i)

	Aligned with international human rights/labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights/labour rights expertise from inside and/or outside the company	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

respect of employment and occupation								
Safe and healthy working environment	✓	✓	✓	✓	✓	✓	✓	<input type="checkbox"/>
Gender equality and women's rights	✓	✓	✓	✓	✓	✓	✓	<input type="checkbox"/>
Wages	✓	✓	✓	✓	✓	✓	✓	<input type="checkbox"/>
Working hours	✓	✓	✓	✓	✓	✓	✓	<input type="checkbox"/>

HR/L2.1A. (Optional) Please provide additional information:

All listed human rights and labour policies are aligned with international standards (ILO, UNGC), approved at the senior executive level, and publicly available. These are implemented across all operations and extended to suppliers through our Supplier Code of Conduct. We conduct regular training and audits—including those under SA8000 and ISO 45001—to ensure consistent application and improvement across the value chain.

HR/L2.2. Does the company’s policy on freedom of association and collective bargaining:

(Select all that apply) ⓘ

<input type="checkbox"/>	Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of anti-union discrimination
<input type="checkbox"/>	Prohibit any acts of interference in trade unions
<input type="checkbox"/>	Facilitate collective bargaining with the trade union representatives

<input type="checkbox"/>	Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations
<input checked="" type="checkbox"/>	Reference the respect for the right of workers to submit grievances without suffering
<input type="checkbox"/>	We do have a policy on freedom of association or collective bargaining but it does not include any of these details

HR/L2.2A. (Optional) Please provide additional information:

Our policy upholds the right of workers to submit grievances confidentially and without retaliation. While we do not yet reference trade union rights explicitly, we are currently reviewing our freedom of association policy to expand its scope in alignment with ILO standards and stakeholder expectations.

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply)<sup>i</sup>

<input type="checkbox"/>	Yes, by providing more favourable conditions related to wages
<input type="checkbox"/>	Yes, by providing more favourable conditions related to working hours
<input type="checkbox"/>	Yes, by providing more favourable conditions related to health coverage and/or sick leave
<input type="checkbox"/>	Yes, by providing additional rights not otherwise provided (Please provide additional information)
<input type="checkbox"/>	There is (are) no existing collective bargaining agreement(s)
<input checked="" type="checkbox"/>	No

HR/L2.3A. (Optional) Please provide additional information:

While we currently do not have formal collective bargaining agreements in place, we aim to maintain open communication channels with our workforce and are exploring ways to enhance working conditions, including wages, hours, and leave policies, through proactive dialogue and internal review.

Prevention



HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line)<sup>i</sup>

	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing /mitigating the risks/impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing /mitigating the risks/impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question
employment and occupation						
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wages	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR/L3A. (Optional) Please provide additional information:

We conduct annual structured engagements with internal stakeholders and worker representatives to better understand and address human rights risks such as child labour, forced labour, working hours, wages, and occupational health and safety. These discussions inform our ESG strategy and continuous improvement efforts. Our practices are aligned with the SA8000 standard to reinforce social accountability and strengthen protections across our operations and value chain.

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?  
(Select all that apply for each line)<sup>i</sup>



	No action within reporting period	Provided internal training/ capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Wages	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

HR/L4A. (Optional) Please provide additional information:

Our approach integrates internal training, external capacity building, and multi-stakeholder collaboration to mitigate human and labour rights risks. We conduct regular audits and implement corrective action plans as part of our continuous improvement framework. Trainings cover SA8000, ISO 45001, and our Code of Conduct, and are extended to both employees and key suppliers. Where necessary, we engage in collective actions with peer companies, industry platforms, and government bodies to address systemic issues beyond our immediate operations.

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line)(i)

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

HR/L4.1A. (Optional) Please provide additional information:

We assess progress on key human rights and labour rights topics through annual internal and external programmes. These include third-party audits (aligned with SA8000 and ISO 45001), KPI tracking, and regular supplier assessments. Progress is measured against defined goals, and corrective actions are integrated into our management system. This allows us to track improvements over time and maintain accountability across our value chain.

HR/L4.1.1. (Optional) For relevant human rights & labour rights topics for which the company sets timebound goals/targets, what targets has the company set? ⓘ

Freedom of association and the right to collective bargaining	Ensure 100% of directly employed workers are informed about their rights and have access to a grievance mechanism.
Child labour	Maintain zero instances of child labour across operations and suppliers through annual audits and onboarding due diligence.
Forced labour	Target zero tolerance with full supplier compliance declarations and

	remediation tracking.
Non-discrimination in respect of employment and occupation	Ensure annual training is completed by 100% of staff and managers on anti-discrimination and inclusive hiring.
Safe and healthy working environment	Zero workplace fatalities and <2% injury rate through training, PPE compliance, and annual ISO 45001 audit.
Gender equality and women's rights	Maintain minimum 30% female representation in non-production roles and all-female participation in annual feedback roundtables.
Wages	Ensure all workers (including suppliers in scope) are paid at or above legal minimum wage or living wage (where applicable).
Working hours	Track and report monthly averages to maintain compliance with legal and SA8000 working hour limits.

HR/L4.1.1A. (Optional) Please provide additional information:

All targets are reviewed annually and embedded in our supplier Code of Conduct, management review meetings, and audit frameworks. Continuous improvement is expected, and failure to meet targets triggers internal corrective action or supplier engagement.

Response and Reporting



HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour topic(s)?

(Select one answer per line)<sup>i</sup>

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Freedom of association and the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR/L5A. (Optional) Please provide additional information:

We have not identified any adverse impacts related to the listed human rights and labour rights topics within the reporting period. Our preventive framework—driven by annual audits, stakeholder engagement, ISO 45001 alignment, and SA8000 certification—ensures early detection and mitigation of potential risks. In case of future incidents, our remediation protocol is well-established and includes internal investigation, stakeholder consultation, corrective action planning, and transparent communication with affected parties.

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period?<sup>i</sup>  
*(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)*  
Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage. Please refer to the CoP guidebook for additional information on the average gender pay gap formula.

	Unknown	Choose to not disclose
Average Gender Pay Gap (%) - (Please input answer as a whole number e.g., 95% = 95)	<input type="text" value="100"/>	<input type="radio"/>

HR/L6A. (Optional) Please provide additional information:

There is no gender pay gap across job categories within the company. Equal pay is ensured through standardized compensation policies and regular internal audits

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees? <sup>i</sup>  
*(Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)*  
Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period. The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.

	Unknown	Choose to not disclose
Rate of work-related accidents (Please input a whole number):	<input type="text" value="0"/>	<input type="radio"/>

HR/L7A. (Optional) Please provide additional information:

In the reporting period, two minor incidents were recorded, but the calculated accident rate rounds to zero based on the standard formula. We continue to monitor and train employees under ISO 45001 to uphold safety.

HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.<sup>i</sup>

Dutch Bangla Pack Limited has implemented a wide range of actions to uphold human rights and labour principles. We follow SA8000 and ISO 45001 standards and maintain a strong risk management system overseen by the Board. Our workplace programs include regular safety audits, annual medical checkups, Hepatitis-B vaccinations, and fire drills. Employees receive training on health and safety, and we support financial well-being through platforms like Prime Agam and a fair price shop. New mothers receive extended paid leave and financial gifts. We’ve launched initiatives to increase female leadership and ensure access to childcare, dormitories, and menstrual health resources. These steps are backed by digital wage payments, open grievance channels, and a scholarship program that supports the education of 300 students, reinforcing our commitment to inclusive growth and community development.

Environment

Commitment



E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)<sup>i</sup>

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (YYYY)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Nature and biodiversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>



	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (YYYY)
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2025"/>
Other environmental topic(s) (Please provide additional information)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>

E1A. (Optional) Please provide additional information:

All listed environmental topics are addressed under our Environmental Management System (EMS) policy, which is reviewed annually. In 2025, we updated our EMS to reflect actions on climate change, water use, air pollution, waste management, and energy efficiency. Our system is certified to ISO 14001, ensuring compliance, continuous improvement, and alignment with environmental regulations. Other environmental topic is not applicable to our operations.

E1A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

ENVIRONMENTAL\_MANAGEMENT\_SYSTEM\_POLICY.PDF

E1A. Not applicable (Please provide additional information):

Our operations do not currently impact any other environmental topics beyond those already addressed in our Environmental Management System. Therefore, no additional topics have been identified as applicable

E1.1. For each environmental policy commitment, is it:  
(Select all that apply for each line)<sup>i</sup>

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and/or outside the company	Other (Please provide additional information)
Climate change	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E1.1A. (Optional) Please provide additional information:

All listed environmental policy commitments are integrated within our ISO 14001-certified Environmental Management System, approved by senior leadership, and implemented across our operations and supply chain. These policies are aligned with international standards and are publicly accessible to ensure transparency and accountability.

Prevention



E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select all that apply for each line) ⓘ

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E2A. (Optional) Please provide additional information:

The company engages in regular stakeholder discussions to align on actionable steps for climate change, water usage, air pollution, waste, and energy efficiency. Topics such as oceans and biodiversity are currently not applicable to our operation

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply)<sup>①</sup>

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?  
(Select one answer option per line)(i)

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E3.1.1. (Optional) For relevant environmental topics for which the company sets timebound goals/targets, what targets has the company set?

(Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.))<sup>i</sup>

Climate change	Reduce CO <sub>2</sub> emissions intensity by 25% by 2030 (baseline: 2021), verified through annual third-party audits and aligned with ISO 14001 framework. Target to source 30% of total energy from renewable sources by 2028.
Water	Rainwater harvesting systems installed at key facilities to reduce dependency on groundwater.
Air pollution	Monitor indoor , outdoor air quality and stack air emission and reduce using

	generator .
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	100% recycle process waste, conduct regular chemical drill, and working on building a new recycling unit to produce post consumer resin
Energy & resource use	Increase renewable energy usage to 30% of total consumption by 2028

E3.1.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?

(Select all that apply for each line)(i)

	Progress is not tracked	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

E3.1.2A. (Optional) Please provide additional information:

Environmental targets are monitored through regular internal reviews and external reporting to ensure accountability, drive continuous improvement, and align with ISO 14001 requirements

E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer option per line)<sup>①</sup>

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Climate change	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nature and biodiversity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other environmental topic(s)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:



No significant adverse environmental impacts were identified during the reporting period. The company maintains proactive monitoring systems and response protocols to prevent and address potential environmental risk

Climate Action



E5. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?

(Text box with option for "No targets set")<sup>i</sup>

	Known	Baseline year (YYYY)	Target year (YYYY)	No targets set
Scope 1 targets validated by a third-party	<input checked="" type="checkbox"/>	<input type="text" value="2021"/>	<input type="text" value="2030"/>	<input type="radio"/>
Scope 2 targets (market-based) validated by a third-party	<input checked="" type="checkbox"/>	<input type="text" value="2021"/>	<input type="text" value="2030"/>	<input type="radio"/>
Scope 2 targets (location-based) validated by a third-party	<input checked="" type="checkbox"/>	<input type="text" value="2021"/>	<input type="text" value="2030"/>	<input type="radio"/>
Scope 3 targets validated by a third-party	<input checked="" type="checkbox"/>	<input type="text" value="2021"/>	<input type="text" value="2030"/>	<input type="radio"/>
Set targets are not validated by a third-party	<input checked="" type="checkbox"/>	<input type="text" value="2021"/>	<input type="text" value="2030"/>	<input type="radio"/>

E5A. (Optional) Please provide additional information:

GHG emission reduction targets across Scopes 1, 2, and 3 were established in 2021, with a target year of 2030. These targets are aligned with the Science Based Targets initiative (SBTi) and verified by third-party auditors. Progress is reviewed annually as part of our ISO 14001-aligned environmental management system

E5.1. Within the reporting period, did the company measure Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions?

(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Measured Total Emissions (tCO2e)	We did not measure our gross emissions
Scope 1 emissions	<input checked="" type="checkbox"/>	<input type="text" value="4850"/>	<input type="radio"/>
Scope 2 (market-based) emissions	<input checked="" type="checkbox"/>	<input type="text" value="3894"/>	<input type="radio"/>
Scope 2 (location-based) emissions	<input checked="" type="checkbox"/>	<input type="text" value="3894"/>	<input type="radio"/>

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?

(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Measured total emissions (tCO2e)	Yes, partially measured	We did not measure Scope 3 emissions (Please provide additional information)
Scope 3 emissions	<input checked="" type="checkbox"/>	<input type="text" value="790"/>	<input type="radio"/>	<input type="radio"/>

E6.1. Which Scope 3 categories are included in the company’s Scope 3 emissions calculation?

(Select all that apply)<sup>i</sup>

<input type="checkbox"/>	Purchased goods and services
<input type="checkbox"/>	Capital goods
<input checked="" type="checkbox"/>	Fuel- and energy-related activities
<input type="checkbox"/>	Upstream transportation and distribution
<input checked="" type="checkbox"/>	Waste generated in operations
<input checked="" type="checkbox"/>	Business travel
<input type="checkbox"/>	Employee commuting
<input type="checkbox"/>	Upstream leased assets
<input type="checkbox"/>	Downstream transportation and distribution
<input type="checkbox"/>	Processing of sold products
<input type="checkbox"/>	Use of sold products
<input type="checkbox"/>	End-of-life treatment of sold products

<input type="checkbox"/>	Downstream leased assets
<input type="checkbox"/>	Franchises
<input type="checkbox"/>	Investments
<input type="checkbox"/>	Other - upstream
<input type="checkbox"/>	Other - downstream

E7. Does the company have a climate adaptation plan?

(Select all that apply) ⓘ

<input checked="" type="checkbox"/>	Yes, and it includes physical risk assessments
<input checked="" type="checkbox"/>	Yes, and it includes a physical climate risk scenario analysis
<input checked="" type="checkbox"/>	Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate
<input type="checkbox"/>	No, but we plan to within the next two years
<input type="checkbox"/>	No

E7A. (Optional) Please provide additional information:

Our climate adaptation plan includes comprehensive physical risk assessments and scenario analyses to evaluate climate-related hazards across operations. In addition, we are implementing targeted initiatives to strengthen adaptation and resilience

Energy/Resource Use



E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period?

(Select one that applies)(i)

<input checked="" type="radio"/>	Yes
<input type="radio"/>	No

E8A. Please provide additional information:

We have taken multiple steps to reduce fossil fuel consumption, including increasing our use of renewable energy with a target to reach 30% by 2028, optimizing energy efficiency in production processes, and reducing diesel generator usage by improving power infrastructure. Additionally, we encourage energy-conscious practices across our operations through internal awareness campaigns.

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

(Select all that apply)(i)

<input checked="" type="checkbox"/>	Yes, we have increased direct/indirect investment in renewable energy
<input checked="" type="checkbox"/>	Yes, we have increased direct/indirect investment in nuclear energy
<input checked="" type="checkbox"/>	Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)
<input type="checkbox"/>	Yes, we have increased direct/indirect investment in other low-carbon technologies
<input type="checkbox"/>	No change – direct/indirect investment in low-carbon technologies remained the same

☐

No, we have decreased direct/indirect investment in low-carbon technologies

Additional Topic-specific Questions



E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply)(i)

☒

Climate change

☐

Oceans

☒

Energy & resource use

☒

Water

☐

Nature and biodiversity

☒

Air pollution

☒

Waste

☐

None of the topics have been identified as material by the company

Additional Topic-specific Questions: Water



E11. Please provide details regarding the company's water withdrawal and consumption (own operations) within the reporting period.

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Unknown	Not applicable (Please provide additional information)	Number
Total water withdrawal (Volume of water in megaliters):	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="41994"/>
Percentage of water withdrawn in regions with high or extremely high water stress (%):	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Total water consumption (Volume of water in megaliters):	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="41994"/>
Percentage of water consumed in regions with high or extremely high water stress (%):	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>

E11A. Not applicable (Please provide additional information):

The company tracks total water withdrawal and consumption volumes through internal records. However, we do not operate in regions identified as high or extremely high water stress zones, so the percentage withdrawn or consumed from such areas is not applicable. Rainwater harvesting systems are also used to reduce dependence on external water sources

Additional Topic-specific Questions: Air pollution



E14. Where applicable, please report the company's emissions of the following pollutants within the reporting period.  
(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
NOx	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
SOx	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Volatile Organic Compounds (VOCs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Hazardous air pollutants (HAPs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Particulate matter (PM10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Persistent organic pollutants (POPs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Primary PM2.5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Ammonia (NH3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Black Carbon (BC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Organic Carbon (OC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Carbon Monoxide (CO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Methane (CH4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
Other pollutants (Please provide additional information)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

E14A. Other pollutants (Please provide additional information):

Our operations do not produce significant emissions of the listed pollutants. However, we acknowledge minor emissions from the use of generators and transport vehicles, primarily during peak demand or power outages. We measure stack air emissions from our production units to monitor and control air quality impacts. While emissions of listed pollutants are minimal and within regulatory limits, we are particularly attentive to emissions from generators and combustion processes. Current data indicates low levels, but we are committed to improving pollutant tracking and expanding our monitoring scope in future reporting cycles.

E14A. Not applicable (Please provide additional information):

Our operations do not produce significant emissions of the listed pollutants. However, we acknowledge minor emissions from the use of generators and transport vehicles, primarily during peak demand or power outages. We measure stack air emissions from our production units to monitor and control air quality impacts. While emissions of listed pollutants are minimal and within regulatory limits, we are particularly attentive to emissions from generators and combustion processes. Current data indicates low levels, but we are committed to improving pollutant tracking and expanding our monitoring scope in future reporting cycles.

Additional Topic-specific Questions: Waste



E15. Within the reporting period, has the company acted to reduce waste generated by its operations?  
(Select all that apply) ⓘ

<input checked="" type="checkbox"/>	Yes, through the implementation of circular and/or reuse initiatives
<input checked="" type="checkbox"/>	Yes, through investment in alternative materials
<input checked="" type="checkbox"/>	Yes, through recycling measures
<input type="checkbox"/>	No, we are not actively reducing waste

E15A. (Optional) Please provide additional information:

We currently recycle approximately 80% of our process waste and are actively working on building a new recycling unit to further improve our waste management capacity.

Overall Environment



E16. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

During the reporting period, we initiated the setup of a new recycling unit to improve circularity and reduce landfill waste. We’ve also begun harvesting rainwater to reduce dependency on external sources and are transitioning to renewable energy, now covering 30% of our energy use. Key challenges include aligning vendor practices with our sustainability goals and managing capital expenditure for new infrastructure. We continue to monitor, adapt, and engage stakeholders to overcome these barriers.

Anti-Corruption

Commitment



AC1. Does the company have an anti-corruption compliance programme?

(Select one that applies) ⓘ

<input type="radio"/>	No, this is not a current priority
<input type="radio"/>	No, but we plan to within the next two years
<input checked="" type="radio"/>	Yes

AC1.1. Is the anti-corruption compliance programme:

(Select all that apply) ⓘ

<input checked="" type="checkbox"/>	Publicly available
<input checked="" type="checkbox"/>	Approved at most senior level of the company
<input checked="" type="checkbox"/>	Applied to the company's own operations
<input checked="" type="checkbox"/>	Applied to the company's own operations and suppliers
<input checked="" type="checkbox"/>	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
<input type="checkbox"/>	Other (Please provide additional information)

AC1.2. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) ⓘ

<input type="checkbox"/>	Yes, through review on an adhoc basis
<input checked="" type="checkbox"/>	Yes, through internal employee self-evaluations
<input type="checkbox"/>	Yes, through automated controls monitoring
<input checked="" type="checkbox"/>	Yes, through external independent monitoring
<input type="checkbox"/>	Yes, through other mechanisms (Please provide additional information)
<input type="checkbox"/>	No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

(Select one that applies) ⓘ

<input type="radio"/>	No, and we have no plans to develop any policy/recommendation
<input type="radio"/>	No, but we plan to within the next two years
<input checked="" type="radio"/>	Yes, included within a broader policy or as a standalone policy

AC3. Does the company engage in collective action against corruption?

(Select one that applies) ⓘ

<input type="radio"/>	No, this is not a current priority
<input type="radio"/>	No, but we plan to in the next two years



Yes (Please provide additional information)

AC3A. (Optional) Please provide additional information:

DBPL is an active member of the Anti-Corruption Collective Action (ACCA) initiative under the Global Compact Network Bangladesh. We regularly participate in meetings, knowledge exchanges, and joint risk analyses organized by ACCA to identify corruption risks and enhance preventive frameworks. Our engagement reflects a broader commitment to transparent and ethical business practices.

AC3A. Yes (Please provide additional information):

DBPL is an active member of the Anti-Corruption Collective Action (ACCA) initiative under the Global Compact Network Bangladesh. We regularly participate in meetings, knowledge exchanges, and joint risk analyses organized by ACCA to identify corruption risks and enhance preventive frameworks. Our engagement reflects a broader commitment to transparent and ethical business practices.

Prevention



AC4. Who receives training on anti-corruption and integrity?

(Select all that apply)<sup>i</sup>



Selected employees (Please provide additional information)



All employees



Third-party suppliers, contractors and/or consultants



No training provided

AC4A. (Optional) Please provide additional information:

All employees receive mandatory annual training on anti-corruption and integrity as part of our compliance program. The training covers company policies, real-world scenarios, and reporting mechanisms to ensure awareness and accountability at all levels

AC4.1. How often is such training provided?

(Select one answer option per line)(i)

	One time only	Every two or more years	Every year	Unknown
All employees	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Performance



AC5. Within the reporting period, have there been any suspected incidents of corruption?

(Select one that applies)(i)

<input type="radio"/>	Yes
<input checked="" type="radio"/>	No

AC5A. (Optional) Please provide additional information:

No incidents of suspected corruption were reported or identified during the reporting period. The company maintains internal controls and whistleblowing mechanisms to detect and prevent unethical behavior.

Response and Reporting



AC6. (Optional) Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.<sup>i</sup>

We conducted anti-corruption training for all employees, implemented a strict code of conduct, and reinforced internal audit procedures. We’ve also introduced a whistleblower policy to encourage confidential reporting. While no major incidents were reported, we continue to face challenges in ensuring third-party compliance and plan to extend training to key suppliers.