



ENVIRONMENT & SOCIAL MONITORING REPORT-2024

dutch-bangla pack ltd

excellence in quality

1. BACKGROUND

Dutch-Bangla Pack Ltd. (DBPL) is dedicated to upholding long-term and sustainable economic responsibility. Our commitment is reinforced by our alignment with the FMO guidelines for an Environmental and Social Action Plan, seamlessly integrated into our business operations and strategies.

Outlined below are the key actions undertaken by DBPL in accordance with this plan:

- Ensuring meticulous design, construction, operation, maintenance, and monitoring of all plants, sites, and equipment in a safe, efficient, and business-oriented manner.
- Implementing, maintaining, and consistently enhancing an effective Environmental and Social Management System.
- Appointing a senior officer vested with management responsibility to oversee the proper functioning and upkeep of the Environmental and Social Management System.
- Holding certifications for various aspects of the Environmental and Social Management System, including:
 - ISO 14001:2015, aligning with IFC Performance Standards for environmental management.
 - ISO 45001:2018 (formerly OHSAS 18001), focusing on occupational health and safety management.
 - SA 8000:2014, addressing labor management.
 - FSSC 22000 (v6.0), a GFSI-recognized certification ensuring food safety.
 - ISO 9001:2015, for quality management.
 - Halal Certificate
 - QA-CER CERTIFICATE OF QUALITY MANAGEMENT SYSTEM FOR RECYCLING - AND PRODUCTION - The certificate signifies quality management system compliance for recycling and production, verified by the Belgian Quality Association (BQA). With this certification, we make serious steps forward in sustainability and respond to the global demands for sustainable packaging solutions, aligning with environmental regulations and customer expectations.
- DBPL has been a proud signatory to the United Nations Global Compact program since 2014. We actively advocate and uphold the UNGC's ten principles encompassing human rights, labor standards, environmental protection, and anti-corruption measures. Our commitment to integrating the Global Compact and its principles into our corporate strategy, culture, and daily operations remains steadfast.

2. ABOUT THE COMPANY

DBPL, established in 2007, is a dynamic joint venture between local stakeholders and LC Packaging International BV (LC), headquartered in the Netherlands. With a 50% stake held by local shareholders and the other half by LC, DBPL benefits from the extensive expertise and global reach of LC Packaging, renowned as one of the largest traders of packaging materials worldwide, operating across Europe and Africa.

Specializing in the production of Flexible Intermediate Bulk Containers (FIBCs), DBPL holds the mantle as Bangladesh's premier FIBC manufacturer. These industrial containers, crafted from flexible fabric, are engineered to store and transport dry, flowable commodities such as sand, fertilizer, and plastic granules. Following a significant expansion, DBPL now boasts an annual production capacity of 4.2 million big bags.

Since commencing commercial operations in 2008, DBPL has diversified its product portfolio to encompass a range of specialized FIBC variants, including Pharma Clean, Food Clean, Intermediate Clean, Industrial Clean, Laminated FIBCs, and HDPE/LDPE liners. Notably, the company maintains a High Care Cleanroom dedicated to the production of FIBCs for the food and pharmaceutical sectors, ensuring stringent hygiene and safety standards.

DBPL's FIBCs serve as bulk containers for various products, including pharmaceuticals, food grains, and industrial raw materials. To bolster its foothold in the premium FIBC market segment, DBPL has invested in state-of-the-art production facilities, including a wide-width coating plant and a wide-width multilayer liner plant. These advancements enable the production of FIBCs suitable for liquid packaging (e.g., water, milk, oil), food packaging (processed or semi-processed ingredients), and pharmaceutical packaging.

Driven by a commitment to excellence, DBPL adheres to rigorous Quality and Hygiene Policies to meet international standards. The company's dedication to quality, safety, and efficiency is exemplified by its attainment of ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, FSSC 22000 (v6.0), SA 8000:2014, and BQA-approved QA-CER certifications. As the first and sole FIBC manufacturer worldwide to achieve this comprehensive certification ensemble, DBPL continues to set benchmarks for excellence in the industry.

3. CORPORATE GOVERNANCE

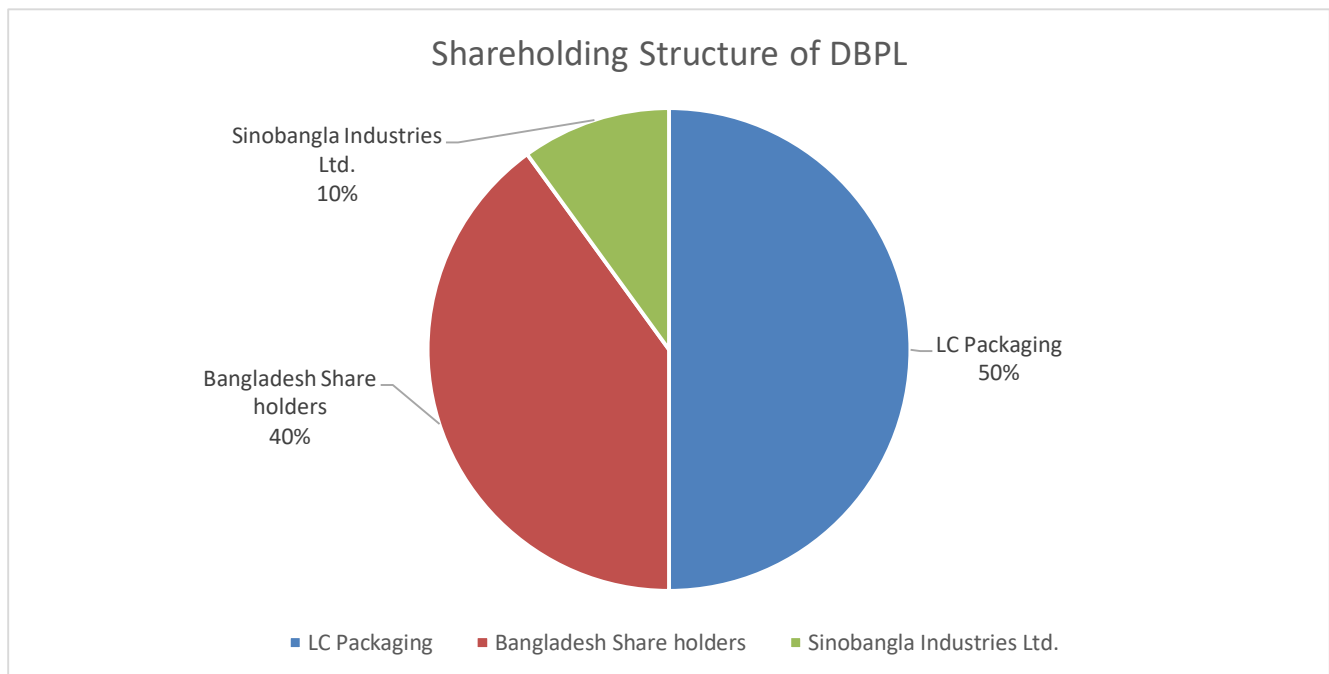
3.1 CORPORATE STRUCTURE

DBPL is a private limited company that was established as an equal partnership between Dutch and Bangladeshi investors. It was incorporated by the Registrar of jointly held companies in Dhaka, Bangladesh, in 2007. Both Dutch and Bangladeshi investors are represented on the Board of Directors, which oversees the company. The Company Secretary is in charge of making sure DBPL adheres to generally recognized legal and financial procedures and upholds corporate governance standards.

3.2 SHARE OWNERSHIP

50% of the shares are owned by local stockholders, with LC Packaging International BV (LC), Netherlands, holding the remaining 50%. Four local investors and Sino Bangla Industries Ltd., LC Packaging's longtime production partner in Bangladesh, make up the Bangladeshi shareholders.

One of the biggest international distributors of packaging supplies, LC Packaging operates in both Europe and Africa. The figure below depicts DBPL's shareholding structure.



3.3 CORPORATE GOVERNANCE POLICY

We at Dutch-Bangla Pack Ltd. (DBPL) are dedicated to promoting and putting into practice standards for ethical business conduct, which is in line with our fiduciary duty to protect long-term investment interests. We place a high priority on empowering shareholders to actively participate in important decisions that shape the company's future.

In accordance with the strategic direction established by the Board of Directors, the Managing Director is in charge of successfully leading and managing the company. Particular obligations consist of:

- Developing a compelling vision and strategic plan in conjunction with the Board of Directors to direct the growth of the company.
- Determine, evaluate, and communicate to the Board of Directors any concerns that impact the organization from the inside and the outside.
- Serve as the Board of Directors' expert advisor on all facets of the company's operations.
- Encourage productive collaboration between the Board and the staff.
- Carry out formal communication on behalf of the Board as necessary and collaboratively with the Board when suitable.
- Stand for the organization at community events to improve its Community Profile.

3.4 INTERNAL AUDIT AND RISK MANAGEMENT

The Board of DBPL confidently assumes the responsibility of overseeing risks, with a commitment to understanding and ensuring effective risk management across the company. Risks are regularly reviewed, and management's responses to the most critical risks are thoroughly evaluated. The Company Secretary is pivotal in this process, actively participating in meeting discussions, providing expert advice on legal and governance issues, tracking legislative developments, coordinating with external regulators and advisers, managing employee health and safety protocols, and ensuring strict adherence to relevant laws and regulations.

4. HUMAN RIGHTS

4.1 COMMITMENT

DBPL has achieved certification under the SA 8000:2014 (Social Accountability) standard. DBPL pledges to adhere to the United Nations Declaration of Human Rights, ILO conventions, and national laws, while incorporating business and industry standards to establish a unified framework for assessing social performance.

4.2 ECOVADIS

DBPL takes pride in being part of the EcoVadis certification as a partner of LC Packaging, a renowned global packaging company headquartered in the Netherlands. For the third consecutive year, LC Packaging International has received the EcoVadis Platinum Medal. Achieving a total score of 84/100, we rank among the top 1% of highest-rated companies out of 100,000 assessed, as well as the top 1% within our industry.



4.3 IMPLEMENTATION

Please see Section 5.4

5. EMPLOYMENT

5.1 STATEMENT ON LABOR RIGHTS

DBPL is committed to establishing a standard for social responsibility by promoting a positive environment that respects human rights and consistently improves workplace conditions. We commit to upholding and respecting international human rights within our area of influence, while ensuring we do not participate in or support any human rights violations. As a responsible organization, we are dedicated to complying with all the requirements of SA 8000:2014.

At DBPL, we are committed to consistently enhancing the ways we promote, communicate, and uphold Social Accountability with our employees, customers, suppliers, and the broader community. This policy will be periodically reviewed, clearly communicated, and made accessible to all personnel, including directors, executives, managers, supervisors, and employees, regardless of whether they are directly employed, contracted, or representing the company in any capacity, and will also be available to the public upon request. DBPL will remain committed to encouraging all suppliers and contractors to adhere to the same standards.

A re-certification audit by the certification body was conducted on 21st December 2024 and DBPL has been certified again with no major non-conformities.



The specific commitments of DBPL with respect to the requirements of SA 8000:2014 are as below.

➤ **CHILD LABOR**

DBPL is committed to not employing child labor and will adhere to the SA 8000:2014 standard's principles regarding child labor.

➤ **FORCED LABOR**

DBPL does not engage in or support the use of forced labor.

➤ **DISCRIMINATION**

DBPL neither participates in nor condones any form of discrimination or harassment. It focuses solely on skills-based questions during interviews for hiring or promotion. DBPL neither participates in nor supports actions that hinder an employee's ability to practice, observe, or fulfill needs associated with their race, caste, nationality, religion, disability, sexual orientation, union membership, or political affiliation. DBPL prohibits any behavior by its employees that is discriminatory or harassing. Sexually coercive, threatening, abusive, or exploitative gestures, language, and physical contact are not allowed. Employees receive information regarding this policy during their orientation for new hires, and it is also included in the employee handbook. Any claims of discrimination or harassment are promptly reported to the Human Resources Department, which conducts an immediate investigation.

➤ **FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVELY BARGAIN**

DBPL acknowledges the entitlement of its employees to affiliate with trade unions of their preference and to engage in collective bargaining. While DBPL affirms this right, it places significant emphasis on cultivating a healthy, safe, and enjoyable workplace to reduce any potential employee dissatisfaction. The organization is dedicated to maintaining transparent communication channels with management and has established a grievance procedure that encompasses all management tiers, including the Managing Director. Additionally, in alignment with its continuous efforts to comply with SA 8000:2014 standards, DBPL has instituted a Social Performance Team (SPT), which consists of ten elected workers and four representatives from management.

The members of the SPT engage in risk assessments, oversee monitoring activities, and assist in the execution of corrective and preventive measures. The worker representatives play a crucial role in facilitating dialogue between employees and management regarding recommendations or grievances related to the implementation of the SA 8000:2014 policy, and they actively participate in the following activities.

- Engaging in risk evaluations to recognize possible threats and weaknesses within the organization.
- Performing internal audits and oversight activities to guarantee adherence to social accountability standards.
- Participating in pertinent elements of management review procedures to offer insights and evaluations regarding the execution of policies.
- Attending opening and closing meetings of labour audits, including those related to SA 8000:2014 compliance.
- Informing employees of any preventative and remedial measures implemented in response to issues or concerns that have been identified.
- Providing senior management with information about the benefits and efficacy of actions taken to adhere to the SA 8000:2014 Standard.

The Social Performance Team's management members take part in management evaluations and the process of choosing whether to take corrective or preventive measures. Through SPT's aid, DBPL has created an additional thorough risk assessment that is used to guarantee workplace health and safety in order to comply with SA 8000:2014 standards:

- Due to inadequate illumination on the main highway, which has made it difficult for workers to utilize the pathway after dark, a risk assessment was conducted.

SOCIAL PERFORMANCE TEAM

Sl No	ID No.	Name of Employees	Designation	Section	Picture
1	01.00022	Mrs. Shamsunnahar	Sr. Manager	Office	
2	01.00111	Md. Iqbal Hossain	Manager, HR and Admin	Office	
3	02.00028	Md. Ruhul Amin	Sr. Officer	Office	
4	02.00010	Md. Firuz Alam	Sr. Officer	Office	
5	03.08017	Md. Ahidujjaman	MS Personnel	QC DB-3	
6	03.00043	Ali Asgar	Supervision Specialist	Maintenance	
7	03.00008	Md. Saifullah	Supervision Specialist	Needle Loom	
8	03.12924	Nusrat Jahan Sima	Expert	Sewing-DB2	
9	03.09576	Tulip Haterung Tripura	HR Supervision Personnel	Sewing CR	
10	03.11173	Nipa Khatun	Expert	Sewing-CR	
11	03.08533	Mst. Jelekha Khatun	MS Personel	Sewing DB2	
12	03.00294	Mahinur Begum	Expert	Sewing CR	
13	03.00819	Rony Gain	Sr. Expert	Liner Shaping	
14	03.00211	Mst. Maksuda	Sr. Expert	Sewing Expansion	

DBPL is an advanced member of the UN Global Compact and a member of Sedex*



Member



United Nations
Global Compact

* applicable to DBPL as member of LC Packaging

5.2 HEALTH AND SAFETY

The continuous improvement of worker health and safety is a top priority for DBPL. We strictly follow the occupational health and safety guidelines specified in this international standard, as demonstrated by our ISO 45001:2018 certification. DBPL is resolute in its commitment to maintaining the highest standards of occupational health and safety at every stage of our operations.

In addition to preventing possible workplace accidents, DBPL promises to provide a safe and healthy work environment, personal protective equipment, and medical care in the case of a job-related injury. Designate an OHS-ensuring senior manager; create a Health and Safety Committee with a balanced membership of employees and management representatives, among others.

A Recertification audit by the certification body has been conducted on 9th January 2024 and there were no major nonconformities found during the audit for DBPL. DBPL successfully passed the audit.



➤ DEDICATED MEDICAL TEAM

At DBPL, the health and safety of our staff is paramount, facilitated by our dedicated medical personnel. Dr. Mohammed Jewel (MBBS), our Medical Officer, and Ms. Lipi Akter, our Health & Safety Officer—a qualified paramedic—work collaboratively to provide essential medical aid and primary management of first-aid injuries to all factory staff. Additionally, Ms. Lipi conducts informative training sessions with workers to raise awareness on various health-related topics, ensuring our workforce is equipped with the knowledge needed to maintain their well-being in the workplace.

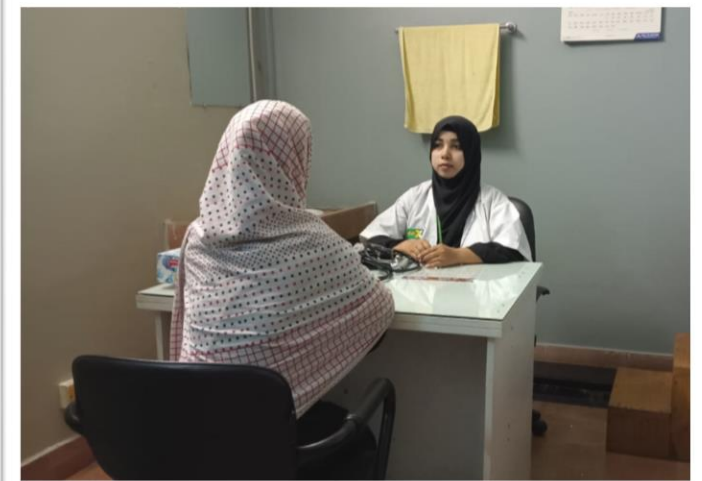







Figure: Medical Officer & Health & Safety Officer

➤ JOINT HEALTH & SAFETY COMMITTEE

A Joint Health & Safety Committee was established at DBPL by the election of five employee and five management representatives. Members of the JHSC take part in assessing risks to health and safety, keeping track of progress, and assisting the execution of corrective and preventive measures. The worker representatives allow communication between employees and management on suggestions on the application of ISO 45001:2018 policy.

JOINT HEALTH & SAFETY TEAM

Sl.	Name	Designation	Designation in Committee	Picture
1	Mr. Md. Kifaiath Kaisar	Dy. Manager	Chairman	
2	Mr. Md. Saifullah	Supervision Specialist	Vice Chairman	
3	Mr. Mohammad Asaduzzaman Bhuiyan	Head of IT & MIS	Member Secretary	
4	Mrs. Shamsunnahar	Sr. Manager	Member	
5	Miss. Lipi Akter	Health & Safety Officer	Member	
6	Mr. Md. Nazmul Hossain	Supervision Specialist	Member	
7	Mrs. Nurun Nahar Begum	HS Personnel	Member	
8	Ms. Sonia Rozario	Expert	Member	

9.	Siddiqur Rahman	Asst. Officer	Member	
10.	Md. Al-Mamun	Sr. Supervision Specialist	Member	

ANNUAL HEALTH CHECKUP

In November 2024, DBPL organized its yearly health checkup initiative for all employees at the factory location. Collaborating with Prime Hospital and the Digital Diagnostic Center, a well-regarded healthcare provider in the vicinity of Gazaria, the company offered thorough health evaluations at its own cost. These evaluations included physical examinations that assessed weight, height, and BMI, in addition to eye tests, blood analyses, urine tests, TB screenings, and other routine medical assessments. This program highlights DBPL's dedication to enhancing employee health and well-being by ensuring access to vital healthcare services.



Figure: Annual Health Checkup Program

➤ SAFETY BOARD

A Safety Board, attached next to the ground floor entrance of the production line, is maintained to demonstrate the month-wise and year-to-date number and kind of injuries.

Information on three types of injuries is maintained:

- First Aid Injury (FAI)
- Medical Treatment Injury
- Lost Time Injury (LTI).

Regular updating of the Safety Board helps to keep track of workplace injuries and implement control measures.



Figure: Safety Board

5.3 SIZE OF WORKFORCE

DBPL currently has a workforce of 1090 employees as of December 31, 2024, with 562 of them being female. New hires, particularly those without prior experience, undergo a six-month initiation and training period before being confirmed as permanent staff. Presently, the company has approximately 126 trainees within its overall workforce. The employee turnover rate remains stable, fluctuating between 12% and 18%. Many employees, particularly women, are recruited from technical training institutions, often entering the workforce as single individuals. Many of them marry during their employment and typically relocate to their husbands' residences, which often hinders their ability to continue working due to geographic constraints. The dismissal rate is notably low, with usually no more than two dismissals occurring in a calendar year. Terminations are generally considered only after other disciplinary measures, such as warnings or suspensions, have proven ineffective. The primary reasons for termination include discriminatory behaviour and a significant lack of discipline. Among supervisory positions and above, there are 39 female employees out of a total of 127.

5.4 LABOR POLICIES

As an SA 8000:2014 certified company, DBPL is committed to strict adherence to international and national labor policy standards. The Company commits to educating all employees of its

policy and position on the SA 8000:2014 standard. All employees of DBPL are made aware of the Policy and Company Statement upon implementation. Periodically all through the year, DBPL reaffirms its commitment to the SA 8000:2014 policy through employee communications such as emails, noticeboard postings, etc.

Additionally, DBPL is dedicated to the ongoing enhancement of the health and safety of its workforce and pledges to the following:

- Guarantee a safe and healthy working environment for employees by providing resources for awareness, conducting initial risk assessments, offering training, and monitoring potential health and accident risks.
- Ensure that DBPL's environment, health, and safety procedures align with both international and national legislative standards, while also implementing any additional requirements necessary to guarantee a safe and healthy workplace and environment.
- Integrate environmental and occupational health and safety factors during the initial planning phase of product and process design.
- Consistently work towards identifying and removing any potential hazards that could lead to property damage, accidents, or personal injury or illness.
- Articulate the Environmental, Occupational Health, and Safety Policy to the appropriate stakeholders of the organization to motivate the adoption of effective preventive strategies.

➤ DISCIPLINARY PRACTICE

DBPL has a structured disciplinary process that is explained to all employees during the orientation for new staff and is specified in the employee handbook. The company does not engage in or support corporal punishment, mental or physical coercion, or verbal abuse in any form. New employees are trained on the progressive disciplinary policy, which is also included in the employee handbook.

➤ WORKING HOURS

DBPL adheres to all relevant national legislation and the standards set forth by SA 8000:2014 regarding working hours. Our regular and overtime hours are established under both national laws and SA 8000:2014 standards.

➤ REMUNERATION

DBPL affirms that the remuneration offered to its employees adheres to the Basic Need Wage by the SA 8000:2014 standards. The organization also prioritizes the digital distribution of wages, ensuring that the process is both secure and convenient for all employees.

➤ COMMITMENT

DBPL emphasizes its commitment to fulfilling all requirements of the SA 8000:2014 standard in conjunction with national employment laws. The Company is also dedicated to the ongoing refinement of its personnel policies. All personnel policies, along with the SA 8000:2014 policy, are accessible for review in the Human Resources Department. New employees receive the SA 8000:2014 policy statement as part of their orientation.

➤ REVIEW

DBPL is dedicated to evaluating the adequacy, appropriateness, and effectiveness of the company's SA 8000:2014 policy on an annual basis. For instance, in the most recent review, it was decided that additional personal information will be incorporated into the nominee forms for all employees' personal files.

5.5 IMPLEMENTATION

To fulfill its occupational health and safety objectives, DBPL conducts a comprehensive Hazard Identification and Risk Assessment (HIRA) exercise. This initiative aims to aid emergency managers in enhancing workplace safety and safeguarding against property and infrastructure damage by providing a tool to assess the consequences and frequency of hazards. The primary goal is to identify which hazards warrant focus within emergency management programs at any given time. When hazards pose a high level of risk, emergency management programs are devised to minimize risk through prevention, preparedness, and mitigation, response, and recovery measures. DBPL's analysis identified three major streams of hazards: natural,

technological, and human-caused. Natural hazards stem from forces of nature, potentially exacerbated by human activity. Technological hazards arise from the manufacture, transportation, and use of substances like radioactive materials and chemicals. Human-caused hazards result from direct human action or inaction, intentional or unintentional. Following hazard analysis, DBPL implements suitable measures, including infrastructure and product/process design and the use of personal protective equipment, to address identified hazards effectively.

➤ FIRE & EMERGENCY EVACUATION DRILL & TRAINING

DBPL places utmost importance on fire safety and emergency preparedness, conducting regular fire drills three times a year, including a nighttime drill, exceeding the labor law requirement of two drills annually. Additionally, the company ensures comprehensive training by collaborating with the Fire Service and Civil Defense Bangladesh to conduct Fire Safety and Emergency Evacuation programs. These initiatives aim to equip both the company's fire safety team and all employees with the necessary knowledge and procedures to effectively respond to fire emergencies and ensure the safety of all personnel and assets.



Figure: Fire & Emergency Evacuation Drill

➤ MANAGEMENT REVIEW MEETING -2024

In alignment with its commitment to adhere to ISO standards, DBPL convened its 26th management review meeting on December 10, 2024, at Subarna Bhumi Resort Ltd, Ismanir Chor, Hossendi, Gazaria, Munshiganj, with the participation of management staff from the factory. The meeting commenced with a review of the action points established in the previous session, followed by a comprehensive overview of DBPL's performance throughout 2023. DBPL showcased remarkable achievements in output, quality, and wastage reduction. Notably, the company successfully underwent 2 re-certifications, 3 surveillance audit from the Certification Body, and 4 customer audits, all of which were passed with flying colors. Customer feedback demonstrated a positive trend, with a notable reduction in quality issues compared to the previous year. Recognising the importance of continuous improvement, DBPL set ambitious sustainability targets aimed at reducing carbon footprints. Following tradition, a special lunch was arranged, fostering an open discussion session where the factory team actively shared their comments and suggestions on various pertinent issues.



Figure: Management Review Meeting

➤ TRAINING

Ensuring occupational health and safety requires comprehensive employee training, and DBPL has developed and implemented a robust training plan to address this need. This plan covers a wide range of topics related to employee health and safety, with specific details regarding frequency, training materials, and delivery methods. Each employee receives over 130 hours of training annually, averaging approximately 48 hours per year. The Training department, integrated within the Human Resource Development division, oversees the delivery and evaluation of training programs to ensure their effectiveness. In line with the 2025 training plan, DBPL conducted 71 training programs covering 35 essential topics throughout 2024, with an impressive 94% of the total workforce receiving relevant training. This commitment to ongoing training underscores DBPL's dedication to maintaining a safe and healthy workplace environment for all employees.

Year: 2025				
Sl. #	Training Topic	Trainer	Participants	Annual Freq.
1	Allergen Management	Mr. Emam/MR/Head of QA & QA	Sewing Prod. & QC Personnel	1
2	Awareness Training on Box Liner	Mr. Emam/Head of QC & QA/Expert	Prod., Hygiene & QC Personnel	4
3	Business Behavior & Communication	MR/Head of Dept./Mr. Shams	Supervisor and Above (65/batch)	2
4	Emergency preparedness & Response	MR/Mr. Tipu	All (65/batch)	2
5	Employee Orientation Manual & Business Principle	Head of HR/Mr. Iqbal	All (65/batch)	1
6	Female Hygiene Care	Ms. Lipi	All Female (65/batch)	2
7	First Aid, Fire Fighting & Rescue	Expert/MR/Ms. Lipi	Team Members (65/batch)	2
8	Good Documentation Practice	Mr. Emam/Head of QA & QC/HOD/MR	All Prod. and QC (65/batch)	2
9	HACCP, VACCP, TACCP	Mr. Emam/Head of QA & QC/HOD/MR	Supervisor and above (65/batch)	1
10	High Care Circular Loom	Head of Circular Loom/Expert	All Supervisors and Operators (65/batch)	12
11	High Care Production	Mr. Tanvir/Team Leader/Head of QA & QC	HCT Members (50/batch)	12
12	HIRA and Environmental Aspect & Impact	Mr. Tipu/MR/Head of QA & QC	All (65/batch)	2
13	Hygiene & GMP	Mr. Lipi/MR	All (65/batch)	2
14	Internal Audit	MR/Head of QA & QC/Expert	All Internal Auditors and HOD (45/batch)	2
15	Introduction of Equipment & Measuring Instrument	Mr. Anwar/Mr. Nazrul/HOD	All Maint. personnel (65/batch)	2
16	Introduction of tools & electrical safety	Mr. Nazrul/HOD	All Maint. personnel (65/batch)	2
17	ISO Policy, Procedure & Objective	Mr. Tipu/MR	All (65/batch)	2
18	Laboratory Practice	Mr. Emam/Head of QA & QC/HOD	All QC Lab Team Members (35/batch)	2
19	Lean Manufacturing	Expert/Mr. Shams	Supervisor and above (65/batch)	1
20	Legal Requirements	Mr. Iqbal/Head of HR/MR	Supervisor and above (65/batch)	1
21	Material Handling & Vehicle Operation & Safety	Mr. Anwar/Mr. Nazrul/MR	Store, SCM, Power Stacker and Forklift Operators (35/batch)	2

Dutch-Bangla Pack Limited

Factory: Vill.: Boro Baluakandi, P.S: Gazaria, Dist.: Munshiganj.

Annual Training Plan

Year: 2025

Sl. #	Training Topic	Trainer	Participants	Annual Freq.
22	Mock Recall	Mr. Emam/Head of QA & QC/MR	All QCI (35/batch)	2
23	Occupational Health Safety (Work at height and Hot Work PPE)	Mr. Anwar/Mr. Nazrul/HOD	All (65/batch)	1
24	Pest Control Procedure & Implementation	Expert/MR/Head of HR	All Team Members (25/batch)	1
25	Preventive maintenance	Mr. Anwar/Mr. Nazrul/Head of Mant.	All Maint. Personnel (65/batch)	3
26	Preventive Maintenance Procedure of Box Liner Machine	Mr. Anwar/Mr. Nazrul/Head of Mant.	All Maint. Personnel (25/batch)	3
27	Product Non-conformity, Correction & Preventive action and product & Process Quality	Mr. Emam/Head of QA & QC	All Prod. and QC Personnel (65/batch)	2
28	SA 8K Policy (Child Labor, Forced Labor, Working Hour, Remuneration, WPC, Discrimination, Counseling)	Mr. Iqbal/Head of HR/HOD	All (65/batch)	1
29	Sensory Test	Mr. Emam/Head of QC & QA	Assessor (45/batch)	1
30	SOP Training (CCP,OPRP, PRP)	Mr. Emam/Head of QC & QA/MR/FS Team Leader	Food Safety Team Members (45/batch)	2
31	SOP Training (Production)	Head of Dept. (Prod.)	All Prod. persons (65/batch)	2
32	SOP Training (Quality Control Procedure)	Mr. Emem/Head of QC & QA	All QC persons (45/batch)	2
33	SPT (Social Performance Team)	Mr. Iqbal/Head of HR/Expert	All SPT persons (25/batch)	2
34	Use of Lubricants	Mr. Anwar/Head of Maint.	All Twisting Operators and Mech. persons (55/batch)	2
35	Wastage Management	Mr. Abu Farah/HOD	All Prod. and QC persons (65/batch)	2

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- Figure: Annual Training Plan

To better manage the internal training programs, a digital training management system is used at the DBPL factory. The system collects, in real-time, the attendance and other relevant data of trainees to help in training needs assessment and planning.



Figure: Regular Training Session

EXTERNAL TRAINING

ENERGY EFFICIENCY & CARBON FOOTPRINT REDUCTION TRAINING:

Dutch-Bangla Pack Ltd. (DBPL) successfully completed its sustainability and clean energy training program, supported by FMO, with a total of 30 participants, including 10 females. The program covered key areas such as carbon emission reduction, project management, solar panel installation and maintenance, and ISO 50001 and ISO 14001 standards. By the end of the two-month training, 25 participants were equipped to serve as advocates for sustainable energy, bringing practical knowledge and skills to support clean energy initiatives. Four participants have already been hired, and DBPL now plans to conduct a third-party energy audit to develop a detailed roadmap for improving energy efficiency, which will be implemented by the trained cohort and future recruits.



Figure: Training Session about Energy Efficiency and Carbon Footprint Reduction

➤ SAFETY PRECAUTIONS

At DBPL, the utmost priority is placed on safety measures, aimed at reducing workplace incidents and promoting the well-being of employees. Acknowledging that human error significantly contributes to accidents, the organization has already established detailed Standard Operating Procedures (SOPs) for every process. Employees undergo targeted training aligned with these SOPs, equipping them to operate safely and flourish in a secure environment. Additionally, DBPL has enhanced employee commute safety by installing solar street lighting along the primary highway.

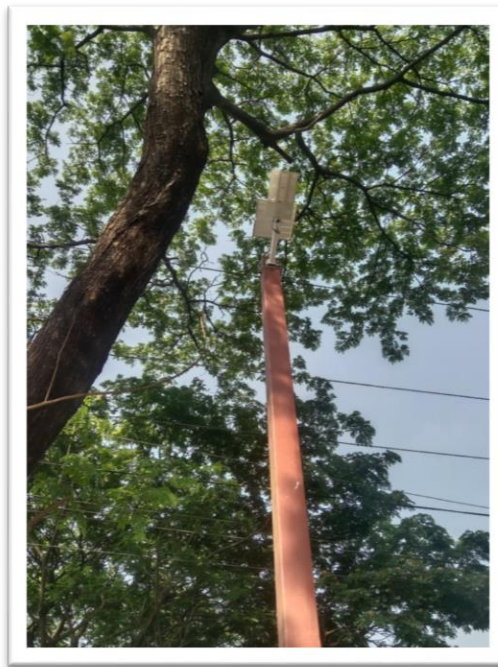


Figure: Solar Streetlights in the Main Highway Pathway

➤ FACILITATING EMPLOYEES

FAIR PRICE SHOP

In collaboration with Direct Fresh Ltd., Dutch-Bangla Pack Ltd. (DBPL) operates "Amar Dokan," a fair price shop located on its factory grounds in Gazaria, Munshiganj. This 1300 square foot shop is dedicated solely to DBPL employees, providing staple food products, both packaged and unpackaged, along with other household essentials at prices that are up to 10% lower than those found in the market. DBPL further enhances this offering by providing an additional 10% discount on the already subsidized prices. Amidst the current global economic challenges, including inflation and recession, this initiative significantly alleviates the financial burden of daily necessities for employees, thereby improving their satisfaction and retention rates. Moreover, employees have the option to buy goods on credit from the shop, which increases accessibility. The initiative also includes free healthcare insurance for employees, reflecting DBPL's commitment to their welfare and well-being.



Figure: Fair Price Shop

KPI-BASED REWARD SYSTEM

DBPL has introduced a KPI-driven reward system to enhance employee motivation. Every month, the employee with the highest performance is awarded the title of "Star Employee," receiving a financial reward for the following year that is approximately 10% of their salary. In addition, one employee from each section is recognized monthly with the "Best Performer" award. Each month, a trainee in every section is also honored as the "Best Learner," with all awards providing a financial incentive.

BENEFITS FOR NEW PARENTS

DBPL's management consistently grants new mothers a four-month paid leave and also awards a one-time cash gift of Tk. 20,000 to employees upon the arrival of a new baby.

EMPLOYEE'S CHILDREN SCHOLARSHIP PROGRAM:

DBPL, in collaboration with the LC Support Foundation, launched the Employee Children Scholarship Program on December 1st, 2024, with Thijs Woudstra, Deputy Ambassador of the Kingdom of the Netherlands, in attendance. The program was initially designed to offer financial support to the dependent children of full-time employees in Class 5 or higher, recognizing both academic and extracurricular achievements. Scholarships of 500 BDT per month are distributed biannually and continue until students complete their Higher Secondary education. Since its launch, the program has significantly expanded and now supports over 300 students, including 20 children with Down syndrome. In addition, a new merit-based scholarship has been introduced to reward outstanding students with a larger financial grant, reinforcing DBPL's long-term commitment to inclusive education and academic excellence. for every child actively pursuing their studies.



Figure: Scholarship Inauguration Ceremony

DORMITORY FACILITIES & DAY CARE CENTER

DBPL has established dormitory facilities for its employees, which comprise two modern dormitories for female staff within the factory compound and four rented housing units for male employees in the nearby area, collectively accommodating around 500 individuals. This year, the female dormitories have been upgraded with modern amenities, including enhanced washroom and shower facilities to support female employees better. Additionally, DBPL has set up 'Happy Kid', a daycare center located within the new women's dormitory, which offers full-time childcare services from 6 am to 5 pm on working days for children aged 6 months to 4 years. Employees who use the daycare during their working hours can benefit from this service at no cost, with the center having the capacity to care for up to five children at a time.



Figure: Female Hostel and Day Care Center

REGULAR RECREATIONAL ACTIVITIES & CELEBRATION

DBPL hosts numerous recreational events for its workforce, which include games, tournaments, and celebrations for significant national and international days such as Victory Day, Bengali New Year, and International Mother Language Day. Moreover, an annual picnic is arranged for all employees and their family members, enhancing a sense of community and relaxation. This year, the picnic occurred on January 17, providing an opportunity for employees and their loved ones to come together for a day of fun and enjoyment.



Figure: Regular Recreation Activity

6. ENVIRONMENT

6.1 ENVIRONMENTAL ISSUES

Initially, DBPL assesses the environmental factors associated with its operations. These factors include elements like air pollutants and hazardous waste that may adversely affect individuals and the environment. After identifying the significant environmental factors, DBPL formulates objectives and targets, along with a strategic action plan to achieve these goals. This plan encompasses assigning responsibilities, creating a timeline, and detailing specific steps necessary to reach the targets.

The major environmental issues currently being faced by DBPL are:

Optimal utilization of resources such as water, energy, and raw materials.)

Waste management

Monitoring the overutilization of harmful substances.

In October 2024, the certification agency conducted a Re-Certification audit, which revealed no significant non-conformities. DBPL successfully completed the audit.



6.2 ENVIRONMENTAL POLICIES

DBPL's environmental policy encompasses several essential requirements. The organization recognizes that its activities will have various environmental impacts, including waste generation and energy use for heating and lighting. Committed to continuous environmental improvement, DBPL strives to conduct its operations in a way that minimizes harm to the environment. This includes efforts to reduce waste, optimize energy consumption, replace hazardous chemicals with safer alternatives, and develop eco-friendly products that can be recycled and reused. Furthermore, DBPL is focused on enhancing the design and implementation of its products and processes to reduce potential health hazards and accident risks while leveraging new technologies to lessen environmental impacts. The main raw material used by DBPL is Polypropylene, a polyolefin thermoplastic that is typically recyclable through re-extrusion and granulation. Additionally, DBPL is equipped to handle emergencies effectively and responds promptly to mitigate their consequences.

6.3 IMPLEMENTATION

DBPL has successfully implemented the ISO 14001:2015 standard and has taken several steps to improve its waste management strategies. A key measure involves the proper segregation of waste products. Previously, all types of waste were typically combined into one container. However, the principles of effective waste management necessitate the separate storage and disposal of waste materials throughout the production process. To raise awareness of these principles among employees, a comprehensive training program was initiated. Furthermore, ongoing monitoring is conducted to ensure that employees comply with the established guidelines. At present, waste materials are only disposed of in designated containers, which are collected regularly and stored in a dedicated warehouse.

DBPL is actively participating in several projects focused on the application of post-consumer recycled polypropylene (PCR rPP). Initial trials have been completed, with materials sourced from the Netherlands and Taiwan. Plans are underway for further trials with Starlinger, a tape extrusion manufacturer, to increase the PCR rPP content to over 40%.

In partnership with the Dutch NGO Woord and Daad, DBPL is actively working on developing a new recycling project aimed at producing Post-Consumer Recycled (PCR) material. This initiative reflects DBPL's ongoing commitment to circular economy practices and reducing environmental impact through responsible plastic waste management. The project will strengthen local recycling infrastructure and support the production of high-quality PCR materials for sustainable packaging solutions.

➤ RAIN WATER HARVESTING

DBPL is dedicated to promoting sustainability, with a focus on water conservation strategies, including rainwater harvesting. The company has launched a project that collects rainwater by making use of the factory's rooftop area. Covering 1008 square meters, the facility features two Rainwater Harvesting Tanks (RWH Tanks) that can gather and store as much as 8000 liters of rainwater. This stored rainwater will be used for various activities, including gardening, washing, and cleaning, thereby aiding in the conservation of water resources.



Figure: Rain Water Harvesting Tank

➤ ENERGY EFFICIENCY-SOLAR ENERGY

DBPL is actively advancing its energy efficiency goals with a strong focus on reducing carbon emissions and integrating sustainable energy across its operations. Employees are regularly engaged through training and awareness programs that promote energy-conscious behavior in daily tasks. A major milestone in this effort has been the adoption of solar power. After installing a 248 kW solar panel system, initially supplying 7.5% of total energy needs. DBPL expanded its capacity in 2024 by adding a 747 kW system. Together, these now generate 995 kW of clean energy, covering 30% of the company's total energy consumption. To further reinforce its clean

energy shift, solar-powered, off-grid street lights have been installed across the facility, reducing both energy costs and environmental impact. DBPL remains committed to scaling up its renewable energy use and pushing forward on its sustainability targets with full momentum.



Figure: Solar Panel Installed in DBPL Rooftop

➤ **COMMITMENT TO ENVIRONMENT- SBTi TARGETS VALIDATED:**

Dutch Bangla Pack Ltd has received approval from the Science Based Targets Initiative (SBTi) for its near-term greenhouse gas emission reduction targets, which were established in collaboration with LC Packaging. These targets reflect our dedication to minimizing emissions in accordance with the 1.5°C pathway, with a long-term objective of complete elimination by 2050. As a responsible participant in the global community, DBPL is committed to this endeavor. By 2030, the company aims to achieve a 50% reduction in emissions. It is essential for everyone to contribute to this collective goal. In addition to DBPL's specific initiatives, the broader efforts of the Bangladesh government to promote and implement renewable energy sources are crucial for reaching this target.



Figure: SBTi Target Validation

➤ **BOX LINER SECTION:**

Dutch-Bangla Pack Limited (DBPL) recently launched a dedicated Box Liner section designed to meet the high standards of the dairy industry. This newly established high-care area is equipped with two state-of-the-art sealing machines imported from China and a custom-built cutting machine developed in-house by DBPL's engineering team. The cutting machine is versatile—capable of precisely trimming various types of liners and creating round holes tailored to customer specifications. The sealing machines are used to produce hygienic, durable box liners that are essential for maintaining product integrity and cleanliness during the packaging and transport of dairy goods.

This investment not only enhances DBPL's capacity to serve the dairy sector with specialized packaging solutions but also underscores its commitment to localized innovation and quality assurance. The addition of the Box Liner section has already created 20 new jobs, providing opportunities in both machine operation and quality control. With increased production capabilities and strict hygiene compliance, DBPL is now better positioned to support the growing demands of the dairy industry, ensuring safe, efficient, and reliable packaging at scale.



Figure: Box Liner

7. BRIBERY AND CORRUPTION

DBPL is firmly dedicated to conducting its business with the utmost honesty and integrity, ensuring adherence to all legal requirements and regulations while actively opposing corruption and bribery. All employees are required to demonstrate integrity and responsibly manage the resources entrusted to them. The organization enforces a strict zero-tolerance policy against

corruption, denouncing any involvement in corrupt activities by employees, contractors, agents, or business partners. Any suspected corruption is thoroughly investigated, and necessary actions—including reporting to authorities, implementing disciplinary measures, pursuing prosecution, and seeking recovery—are taken without delay. Importantly, DBPL has not faced any legal issues, judgments, or incidents related to corruption or bribery. To further safeguard against such risks, bi-annual internal audits and annual external audits of financial records are conducted, effectively identifying and preventing any suspicious payments linked to bribery or corrupt practices, with no such occurrences reported thus far.

ANTI-CORRUPTION COLLECTIVE ACTION BY UNGC:

DBPL is a proactive participant in the United Nations Global Compact initiative titled "Advancing Collective Action against Corruption through Global Compact Network Bangladesh." This three-year project is designed to enhance Collective Action efforts and promote public-private partnerships aimed at addressing corruption. Within this framework, a Stakeholder Working Group has been formed, which includes DBPL alongside representatives from the private sector, development organizations, and academic institutions. DBPL is actively involved in the group's activities, engaging in workshops and working closely with the UNGC. By utilizing its expertise, knowledge, and relevant experience, the working group significantly influences UNGC Bangladesh in executing strategies, ideas, and initiatives that bolster Anti-Corruption Collective Action (ACCA) within Bangladesh's business environment.

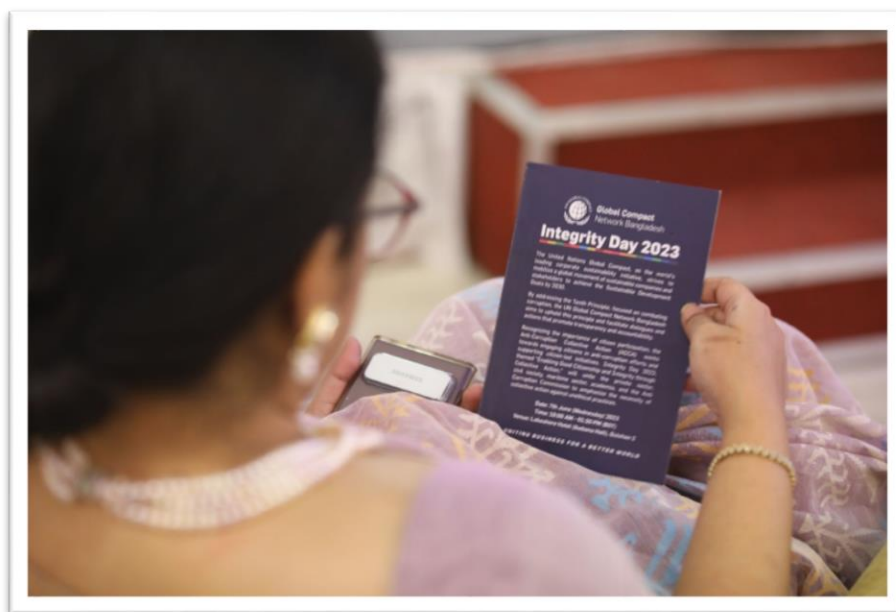


Figure: Integrity Day

8. CONSUMER INTERESTS AND QUALITY

DBPL maintains rigorous quality standards by complying with ISO 9001:2015 for Quality Management and FSSC 22000 (v6.0) for Food Safety Management. These standards embody the collective expertise of our professionals, guaranteeing the consistent implementation of best practices. Quality management is supported by locally defined operating quality manuals that include both centrally established generic and product-specific requirements. Furthermore, country-specific standards are carefully integrated to align with local regulatory requirements. The Quality Policy of DBPL is ingrained at all levels of the organization, promoting a culture in which every team member views quality as a personal responsibility.

- **FOOD SAFETY SYSTEM CERTIFICATION:** The FSSC 22000 (v6.0) certification underscores DBPL's unwavering commitment to food safety excellence. This globally recognized certification validates our rigorous adherence to the highest standards of food safety management. The FSSC certification not only enhances our credibility in the industry but also assures our stakeholders that we prioritize food safety at every stage of our operations.

A Recertification audit by the certification agency was held in February 2024, with no major non-conformities. DBPL successfully passed the Audit.

Certificate BD18/711041086
The Food Safety Management System of

Dutch-Bangla Pack Ltd.

COD: BGD-14587-678208
Boro Balukandi, P.O.-B.K. Raypara, P.S. Gazaria, Munshiganj, Bangladesh

has been assessed and certified as meeting the requirements of
Food Safety System Certification FSSC 22000

Certification scheme for food safety management systems consisting of the following elements:
ISO 22000:2018, ISO/TS22002-4:2013 and Additional FSSC 22000 requirements (version 5.1)

This certificate is applicable for the scope of

Manufacturing of food-contact Flexible Intermediate Bulk Container (FIBCs), Multilayer Liners, Container liners, and rPP & Coated fabric for the food industry

Food Category I - Production of Food Packaging and Packaging Material

This certificate is valid from 19 March 2024 until 19 March 2027 and remains valid subject to satisfactory surveillance audits.

Date of Certification decision 26 February 2024

Issue Date 27 February 2024

Issue 4. Certified since 19 March 2018

Jonathan Hall

Authorized by
Jonathan Hall
Global Head - Certification Services

SGS United Kingdom Ltd
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t +44 (0)151 350-8000 - www.sgs.com

Authenticity of this certificate can be verified in the FSSC 22000 database of certified organizations available on www.fssc22000.com.



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SGS

➤ QA-CER CERTIFICATE:

The QA-CER certificate, specifically tailored for recycling and production companies, symbolizes DBPL's dedication to excellence in quality management across its operations. This certification attests to our adherence to robust quality assurance protocols, ensuring the integrity and sustainability of our recycling and production processes. By obtaining the QA-CER certificate, DBPL demonstrates its commitment to environmental responsibility, product quality, and customer satisfaction. This accreditation serves as a hallmark of our continuous efforts to meet and exceed industry standards, while also highlighting our commitment to promoting a greener and more sustainable future.

An audit by the certification agency was held in November 2023, DBPL successfully completed the Audit and acquired the certificate.



➤ PROCESS-BASED QUALITY MANAGEMENT SYSTEM

Process-based management systems span the entire value chain, where all functions are responsible for defining and managing the processes they have that affect product safety, compliance and consumer satisfaction. Collaborate in support functions, expertise and tools to meet the requirements of the quality management system and achieve the following quality objectives.

- Establish a Quality Management System through the effective implementation and certification of the ISO 9001: 2015 standard. Furthermore, develop an integrated Management System through the combination of ISO 9001: 2015 and ISO 45001:2018 standards.
- Consistently improve our product and process quality through learning, communication, emulation, innovation, and participation in continuous improvement programs.
- Cultivate and maintain a dynamic and vibrant managerial culture, which incorporates continual feedback and improvement.
- Endeavor to maximize the product and process quality, leading to increased sales volume.
- Attempt to minimize the lead time across the entire production process, thus ensuring timely delivery of products and services to meet our customer's requirements.
- Maintain the Quality Department as a partner with Purchasing. Receive raw materials and outside only when accompanied by processed parts appropriate certifications and inspection documentation.
- Undertake regular training programs to educate employees, thus allowing each employee to recognize their responsibility for ensuring quality.
- Attempt a comprehensive understanding of customers' requirements and deliver a product to match or even exceed these requirements to achieve customer delight.
- Reduce waste and inefficiency in the production process.
- Institute appropriate control procedures and conduct periodic reviews of our attainment of the Quality Policy, consequently taking appropriate measures accordingly.
- A Continual Improvement Management Cycle is also implemented to ensure effective and efficient management of Quality processes, measure performance, and drive the enhancement of our Quality culture.

A Re-Certification audit by the certification agency was held in October 2024, with no major non-conformities. DBPL successfully passed the Audit.



DBPL consistently engages with its customers to identify opportunities for the continuous improvement of products and processes. During the initial audit conducted for clients, our quality team actively participates, clearly conveying our food safety and quality management systems. By fostering collaborative learning, we integrate best practices from all sectors, which propels our continuous improvement efforts. Furthermore, our design and development program involves working closely with a range of stakeholders, such as customers, distributors, and equipment suppliers, to refine packaging designs and minimize costs. Previous collaborations have led to successful packaging redesigns, enabling clients to realize cost efficiencies and enhance the safety of their packaging solutions.

➤ AENOR CERTIFICATIONS ON RECYCLED MATERIAL USE AND PROCESS TRACEABILITY

Dutch-Bangla Pack Ltd. (DBPL) has received official certifications from **AENOR CONFÍA S.A.U.**, recognizing compliance with international standards in plastic recycling and sustainable production. These certifications represent a major step forward in DBPL's commitment to transparency, environmental responsibility, and circular manufacturing.

■ Certified Areas:

Minimum Content of Recycled Plastic used in plastic product manufacturing
 Certified by AENOR – validates consistent use of recycled materials in product transformation
 (Certificate Numbers: E17/000833, E17/000834)



Minimum Content of Post-Consumer Recycled (PCR) Plastic Confirms that DBPL uses recycled plastic sourced from consumer waste streams (Certificate Number: E17/000837)



Certificate of conformity



E17/000837

AENOR certifies that the organization

DUTCH-BANGLA PACK LTD.

registered office Navana DH Tower (10th Floor), Suite No. 1001, 6 Panthapath, 6 1215 DHAKA (Bangladesh)

has implemented a system that ensures a Minimum content of post-consumer recycled plastic used in the transformation of a plastic product

based on the following standard UNE-EN 15343:2008 (EN 15343:2007)

Trademark FIBC 1 PCR 30% DBPL
Product FIBC 1
Material Polypropylene
% 30

Production site Navana DH Tower (10th Floor), Suite No. 1001, 6 Panthapath, 6 1215 DHAKA (Bangladesh)

Certification scheme In order to grant this Certificate, as laid down in AENOR Specific Rules RP E17.02, AENOR has checked the system implemented by the organization to verify the minimum content of post-consumer recycled plastic used in the elaboration of the afore mentioned products.

First issued on 2024-10-01
Validity 2027-10-01

Rafael GARCÍA MEIRO
CEO



AENORCONFÍAS.A.U.
Génova, 6. 28004 Madrid, España
Tel. 91 432 60 00 - www.aenor.com

Traceability and Characterization in the Plastic Recycling Process

Ensures that DBPL's recycling process is fully traceable and that the physical and environmental properties of recycled inputs are clearly defined and controlled (Certificate Number: E17/000832)

■ These certifications validate:

DBPL's use of both recycled and post-consumer plastic in its production lines

Transparent, well-documented, and traceable recycling processes

Alignment with global sustainability goals, including waste reduction and responsible sourcing

Continuous improvement in compliance with emerging environmental regulations and procurement standards

These recognitions strengthen DBPL's credibility as a reliable, forward-looking, and environmentally responsible supplier, especially for international clients that demand third-party verified sustainability performance. The achievement also reflects DBPL's broader strategy to integrate circular economy principles into its core operations and lead by example in the packaging sector.

