	<b>INTEGRATED MANAGEMENT SYSTEM</b>	Document No : POL-HRM-01
	<b>POLICY</b>	Revision No : 03
	<b>TITLE: CHILD LABOR PROHIBITION AND REMEDIATION POLICY</b>	Review Date : 11/01/2025 Page No : Page 1 of 2

### 1.0 Policy Statement

Dutch-Bangla Pack Ltd. (DBPL) is committed to maintaining a workplace free from child labor, ensuring compliance with the Bangladesh Labor Act 2006, Labor Rules 2015 and 2022 Amendments, and ILO Conventions 138 and 182. DBPL adheres to the minimum age requirements established by national and international standards, guaranteeing that no child is employed in any capacity within the organization.

Key Commitments:

1. No individual under the age of 14 years, or the minimum working age as defined by applicable laws, will be employed.
2. Employees aged 15–18 years may only be employed for non-hazardous work in accordance with legal exemptions and regulations.
3. All recruitment processes ensure strict compliance with age verification and legal requirements.

### 2.0 Remediation Protocol




In the unlikely event that child labor is identified within DBPL operations:


1. Immediate Action:
  - The child will be removed from employment immediately.
  - Affected children will be referred to appropriate remediation programs to ensure their continued education and welfare.
2. Educational Support:
  - DBPL will facilitate the child’s access to quality education until they reach the legal working age.
  - Necessary financial and logistical support may be provided to the child and their family.
3. Preventative Measures:
  - The incident will be documented, and corrective actions will be implemented to prevent recurrence.

### 3.0 Recruitment Standards

To ensure compliance with child labor laws, DBPL enforces the following recruitment measures:

1. Age Verification:
  - All potential employees must provide one or more of the following documents:
    - National Identity Card
    - Birth Certificate

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 <b>Maria Tripty</b>	 <b>Nirod Ranjan Sharma</b>	 <b>Abdul Mumit</b>

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- School Certificate
  - Medical Certificate (from a licensed physician, if required)
2. Record Retention:
- Copies of age verification documents will be maintained in the employee's personnel file.
3. Prohibition of Misrepresentation:
- Any false documentation or misrepresentation regarding age will lead to disqualification or termination of employment.

#### 4.0 Forms and Records

To ensure effective monitoring and compliance, DBPL maintains the following records:

1. Child Labor Remediation Procedure (Procedure-01)
2. Child Education Monitoring Checklist (Form: F-9.16a-001-00)
3. Child Labor Log Sheet (Form: C-9.16a-002-00)
4. Daily Child Worker Hours Sheet (Form: F-9.16a-002-00)
5. External Document Reference List (EDL-01)



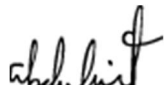
#### 5.0 References

This policy is aligned with the following regulations and standards:

1. Bangladesh Labor Act 2006
2. Bangladesh Labor Rules 2015 and 2022 (Amendments)
3. ILO Convention 138 (Minimum Age)
4. ILO Convention 182 (Worst Forms of Child Labor)

#### 6.0 Monitoring and Implementation

- The Management Representative (MR) is responsible for ensuring compliance with this policy.
- Periodic audits and employee training will be conducted to uphold the highest standards of child labor prohibition.

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