

|  |               |             |
|--|---------------|-------------|
| <b>INTEGRATED MANAGEMENT SYSTEM</b>                  | Document No : | POL-HRM-04  |
|  | Revision No : | 03          |
| <b>POLICY</b>  | Review Date : | 11/01/2025  |
| <b>TITLE: DISCRIMINATION &amp; HARASSMENT POLICY</b> | Page No :     | Page 1 of 2 |

## 1.0 Policy Statement

Dutch-Bangla Pack Ltd. is committed to creating a workplace that fosters equality, diversity, and inclusion. Discrimination of any kind is strictly prohibited, in full compliance with SA8000 International Standards, Bangladesh Labor Act 2006, and all subsequent amendments. All employees are entitled to fair and equitable treatment in every aspect of their employment.

## 1.1 Equal Opportunity Employment

Dutch-Bangla Pack Ltd. ensures that no individual is discriminated against in:

- Recruitment and hiring processes.
- Wage determination and remuneration.
- Access to training and professional development opportunities.
- Decisions regarding promotion, termination, or retirement.

The company does not discriminate on the basis of race, caste, nationality, ethnicity, social origin, religion, disability, gender, sexual orientation, marital status, family responsibilities, union membership, political opinions, age, or any other condition prohibited by SA8000 standards and Bangladesh Labor Law.

## 1.2 Respect for Individual Rights

Dutch-Bangla Pack Ltd. upholds the rights of employees to practice their beliefs and meet their individual needs related to race, religion, gender, disability, or other personal characteristics. The company ensures that:

- Employees' freedom to exercise their cultural, religious, or personal practices is respected.
- Employees are not subjected to discriminatory treatment, including in workplace facilities or company-provided accommodations.

## 1.3 Prevention of Harassment


The company strictly prohibits any form of:

- Threatening, abusive, or exploitative behavior.
- Sexual harassment or coercion, including inappropriate gestures, language, or physical contact.

To ensure a safe and inclusive workplace, Dutch-Bangla Pack Ltd. has established a Sexual Harassment Prevention Committee, in compliance with the Bangladesh Labor Act 2006 and Bangladesh Labor Rules 2015. This committee includes representation from both workers and management to address complaints and take corrective action, adhering to national and international standards.

All employees are entitled to work in an environment free from harassment and intimidation.

| Prepared by (MR)        | Reviewed by (DGM)              | Approved by (MD)       |
|-------------------------|--------------------------------|------------------------|
| <br><b>Maria Tripty</b> | <br><b>Nirod Ranjan Sharma</b> | <br><b>Abdul Mumit</b> |




|   |  |                          |
|---|--|--------------------------|
|  | <b>INTEGRATED MANAGEMENT SYSTEM</b>                  | Document No : POL-HRM-04 |
|   | <b>POLICY</b>  | Revision No : 03         |
|   | <b>TITLE: DISCRIMINATION &amp; HARASSMENT POLICY</b> | Review Date : 11/01/2025 |
|   |  | Page No : Page 2 of 2    |

#### 1.4 Prohibition of Unethical Practices

Dutch-Bangla Pack Ltd. does not condone or permit:

- Pregnancy or virginity testing under any circumstances, as per the principles of SA8000 and national labor laws.

For further details, please refer to the Dutch-Bangla Pack Partner Company- [LC Packaging Policy](#).

| Prepared by (MR)   | Reviewed by (DGM)   | Approved by (MD)  |
|--|---|---|
| <br><b>Maria Tripty</b> | <br><b>Nirod Ranjan Sharma</b> | <br><b>Abdul Mumit</b> |