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1.0 Policy Statement

Dutch-Bangla Pack Ltd. is committed to creating a workplace that upholds the highest standards of ethical and human rights practices. The company strictly prohibits all forms of forced or compulsory labor, in compliance with the SA8000 International Standard, Bangladesh Labor Act 2006, and subsequent amendments. This policy ensures that all work is conducted on a voluntary basis, respecting workers' rights to freedom and dignity.

2.0 Key Principles

2.1 Prohibition of Forced and Compulsory Labor

- The company shall not engage in or support any form of forced or compulsory labor, including practices such as debt bondage, involuntary prison labor, or indentured labor, as defined under ILO Convention 29.
- Workers shall not be required to pay deposits, fees, or any form of security as a condition of employment.

2.2 Safeguarding Identification Documents

- Employees shall retain possession of all personal identification documents, including passports, birth certificates, and travel papers. These documents shall not be confiscated, withheld, or lodged with the company under any circumstances.

2.3 Wage, Benefits, and Property Protections




- Dutch-Bangla Pack Ltd. shall not withhold any part of an employee's wages, benefits, or property to compel their labor.
- No penalties or threats involving wages, benefits, or personal property shall be used to coerce workers.


2.4 Freedom to Resign and Leave

- Employees have the right to terminate their employment with reasonable notice, as stipulated under the Bangladesh Labor Act 2006.
- Employees are free to leave the workplace premises after completing their scheduled work hours. No physical or psychological barriers will be used to restrict worker movement.

2.5 Voluntary Nature of Overtime

- All overtime work is voluntary and shall be compensated in accordance with the Bangladesh Labor Act. Employees shall not be forced, pressured, or intimidated into working beyond their regular shifts.

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2.6 Prevention of Human Trafficking

- Dutch-Bangla Pack Ltd. prohibits any involvement in human trafficking, directly or indirectly. The company shall actively monitor its labor suppliers and subcontractors to ensure they comply with this policy.
- Employment agents or recruiters engaged by the company shall adhere to this policy and will not charge workers recruitment fees or costs.

3.0 Implementation and Monitoring

- Regular audits and reviews will be conducted to ensure compliance with this policy, SA8000 standards, and national labor laws.
- Employees will be informed of their rights under this policy through training and awareness programs.
- Any violations of this policy will be addressed promptly, and corrective actions will be implemented.

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