	<b>INTEGRATED MANAGEMENT SYSTEM</b>	Document No : POL-HRM-05
	<b>POLICY</b>	Revision No : 03
	<b>TITLE: FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING POLICY</b>	Review Date : 11/01/2025 Page No : Page 1 of 1

## 1.0 Policy Statement

Dutch-Bangla Pack Ltd. is committed to upholding the rights of workers to freely associate and collectively bargain, as outlined in **SA8000 standards, ILO Conventions 87 and 98**, and the **Bangladesh Labor Act 2006**. This policy guarantees that all employees have the freedom to form and join trade unions of their choice and to bargain collectively without fear of retaliation or discrimination.

### 1.1 Right to Form and Join Trade Unions

- All employees have the right to form, join, and organize trade unions of their choice.
- Dutch-Bangla Pack Ltd. ensures that employees are informed of their rights to union membership and collective bargaining.
- The company shall not interfere with the establishment, functioning, or administration of trade unions.

### 1.2 Role of Worker Representatives




- Employees have the right to freely elect a **Worker Representative**, chosen from non-management personnel, to communicate with senior management on matters related to the workplace and **SA8000 compliance**.
- The **Worker Representative** will act as a liaison between employees and management, facilitating dialogue on issues such as working conditions, wages, and grievances.
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### 1.3 Protection Against Discrimination and Retaliation

- Dutch-Bangla Pack Ltd. prohibits discrimination, harassment, intimidation, or retaliation against workers for:
  - Joining or organizing trade unions.
  - Acting as union members or Worker Representatives.
  - Engaging in collective bargaining activities.
- Worker Representatives and union members will have unrestricted access to their members within the workplace.
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### 1.4 Commitment to Collective Bargaining

- The company fully supports collective bargaining as a mechanism for addressing employee concerns and improving workplace conditions.
- Dutch-Bangla Pack Ltd. ensures that any agreements reached through collective bargaining are respected and implemented in good faith.

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