	<b>INTEGRATED MANAGEMENT SYSTEM</b>	Document No : POL-HRM-09
	<b>POLICY</b>	Revision No : 03
	<b>TITLE: MANAGEMENT SYSTEM 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 implementing and maintaining an integrated management system that adheres to the requirements of ISO 45001 (Occupational Health and Safety), ISO 14001 (Environmental Management), ISO 9001 (Quality Management), SA8000 (Social Accountability), and FSSC 22000 (Food Safety System Certification). This system is designed to ensure operational excellence, ethical practices, and compliance with international standards and local regulations.

## 1.1 Objectives of the Management System

The DBPL Management System is designed to:

1. Define, document, and implement policies, procedures, and processes that meet organizational objectives.
2. Comply with international standards, including ISO 45001, ISO 14001, ISO 9001, SA8000, and FSSC 22000.
3. Ensure ethical and sustainable business practices across all operations.
4. Drive continuous improvement through systematic reviews and stakeholder engagement.




## 1.2 Integrated Approach


DBPL integrates its management practices to meet the requirements of:

- ISO 45001: Ensuring workplace health and safety for all employees.
- ISO 14001: Promoting environmental sustainability by minimizing the organization's environmental footprint.
- ISO 9001: Maintaining high-quality standards in processes, products, and services.
- SA8000: Upholding social accountability by ensuring fair treatment, worker rights, and compliance with labor laws.
- FSSC 22000: Ensuring food safety and hygiene in all applicable operations.

## 1.3 Management Review

- Regular Management Review Meetings are conducted to:
  - Assess the effectiveness and compliance of the integrated management system.
  - Identify opportunities for improvement and implement corrective actions.
  - Monitor adherence to applicable standards and regulatory requirements.
- Outcomes from reviews are documented, and updates to policies and procedures are implemented as needed.

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




	<b>INTEGRATED MANAGEMENT SYSTEM</b>	Document No :	POL-HRM-09
	<b>POLICY</b>	Revision No :	03
	<b>TITLE: MANAGEMENT SYSTEM POLICY</b>	Review Date :	11/01/2025
		Page No :	Page 2 of 2

#### 1.4 Policy Accessibility and Communication

- DBPL ensures that all policy statements are:
  - Publicly available to demonstrate transparency and accountability.
  - Written in the local language to ensure they are accessible and understandable for all employees and stakeholders.
- The company communicates its policies to employees, clients, and relevant stakeholders to promote awareness and alignment with the organization's values.

#### 1.5 Stakeholder Engagement

- DBPL engages employees, worker representatives, clients, and other stakeholders to ensure the management system reflects the organization's ethical, operational, and sustainability commitments.

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