	INTEGRATED MANAGEMENT SYSTEM	Document No : POL-HRM-06
	POLICY	Revision No : 03
	TITLE: OCCUPATIONAL HEALTH AND SAFETY POLICY	Review Date : 11/01/2025
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1.0 Policy Statement

Dutch-Bangla Pack Ltd. is committed to providing a safe, healthy, and secure working environment for all employees, contractors, and visitors. This policy aligns with the ISO 45001:2018 Occupational Health and Safety Management System (OHSMS), SA8000 standards, and the Bangladesh Labor Act 2006, ensuring the well-being and protection of all personnel.

1.1 Health and Safety Objectives

Dutch-Bangla Pack Ltd. aims to:

1. Prevent workplace accidents, injuries, and illnesses.
2. Ensure that all employees are aware of their roles and responsibilities regarding health and safety.
3. Maintain compliance with applicable legal and regulatory requirements, including Bangladesh Labor Laws and international standards.
4. Continuously improve health and safety performance through audits, risk assessments, and training programs.

1.2 ISO 45001:2018 and SA8000 Integration

Dutch-Bangla Pack Ltd. currently hold the ISO 45001:2018 OHSMS standard Certificate, and all policies, procedures, instructions, forms, and records under this certification remain applicable to the SA8000 standard. This integrated approach ensures:

- A consistent framework for managing workplace safety and health risks.
- Avoidance of redundancy in documentation while meeting the requirements of both standards.

1.3 Risk Management




The company commits to identifying, evaluating, and mitigating workplace hazards through:


- Conducting regular risk assessments and safety audits.
- Implementing control measures to reduce risks to an acceptable level.
- Ensuring emergency preparedness with established procedures and regular drills.

1.4 Training and Awareness

To foster a culture of safety, Dutch-Bangla Pack Ltd. ensures that:

1. All employees receive regular training on workplace hazards, safety procedures, and emergency responses.

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2. New hires are provided comprehensive health and safety induction programs.
3. Employee feedback is encouraged to identify potential risks and improve safety measures.

1.5 Worker Involvement




- The company promotes worker participation in health and safety initiatives, as outlined in the Bangladesh Labor Rules 2015 and SA8000 standards.
- A Health and Safety Committee, comprising representatives from management and workers, is established to monitor and improve workplace safety practices.

1.6 Monitoring and Review

Dutch-Bangla Pack Ltd. regularly monitors its health and safety performance by:

- Conducting internal audits and inspections.
- Reviewing incidents, near misses, and employee feedback.
- Updating policies and procedures to reflect current best practices and legal requirements.

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

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