	<b>INTEGRATED MANAGEMENT SYSTEM</b>	Document No : POL-HRM-08
	<b>POLICY</b>	Revision No : 03
	<b>TITLE: REMUNERATION POLICY</b>	Review Date : 11/01/2025
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## 1.0 Policy Statement

Dutch-Bangla Pack Ltd. is committed to ensuring fair, equitable, and transparent remuneration practices that align with SA8000 standards, ILO conventions, and the Bangladesh Labor Act 2006. The company guarantees that all employees receive wages sufficient to meet their basic needs and provide some discretionary income, in addition to complying with applicable legal and industry standards.

### 1.1 Right to a Living Wage

- Dutch-Bangla Pack Ltd. ensures that wages for a standard workweek:
  - Meet or exceed the legal minimum wage or industry standards, whichever is higher.
  - Provide for the basic needs of employees and their families, with some allowance for discretionary spending.

### 1.2 Transparency and Compliance

- Wages and benefits are detailed clearly and provided to employees in writing for every pay period.
- Payments are made in full compliance with applicable laws and are disbursed conveniently in cash or via bank transfers.
- No deductions are made from wages unless legally required or expressly agreed upon by the employee.




### 1.3 Overtime Compensation


- All overtime is voluntary and compensated at a premium rate as defined by:
  - National laws.
  - Collective bargaining agreements (if applicable).
  - Prevailing industry standards, whichever is more favorable to employees.
- Overtime is managed responsibly and does not compromise the well-being of employees.

### 1.4 Avoidance of Exploitative Practices

Dutch-Bangla Pack Ltd. prohibits the following practices:

1. Labor-Only Contracting Arrangements:
  - Employing workers without formal contracts to avoid obligations such as payment of regular wages, benefits, and social security.
2. Consecutive Short-Term Contracts:

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- Using short-term contracts to bypass legal responsibilities for long-term employment.
3. False Apprenticeships:
- Engaging workers under the guise of training or apprenticeships to exploit them by paying below standard wages or denying benefits.

## 2.0 Definitions

### 2.1 Living Wage

- A wage that allows workers, during a standard workweek, to support at least half the basic needs of an average-sized family, based on local prices near the workplace.

### 2.2 Premium Rate




- A higher rate of pay for overtime work, as defined by laws, collective bargaining agreements, or industry standards.

### 2.3 Labor-Only Contracting Arrangements

- Hiring practices that avoid formal employment relationships to deny workers legal rights and benefits, such as social security and statutory protections.

### 2.4 False Apprenticeship Scheme

- Practices that exploit workers, especially young and vulnerable employees, by employing them under extended apprenticeships that do not provide fair wages or meaningful training.

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