



United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Dutch-Bangla Pack Ltd. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

C1. Please complete the following information:

CEO/Highest-level executive name:	Mr. Abdul Mumit
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CEO/Highest-level executive full title:	Managing Director
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Company name:	Dutch-Bangla Pack Ltd.
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C2. Please confirm:

- ☒ I am the CEO or highest-level executive.
- ☐ I have received permission to sign on behalf of the CEO or highest-level executive.

R1. How will you complete the CoP reporting requirement?

(Select one)

- ☒ Complete the digital questionnaire with the option to also add a sustainability report (Recommended)
- ☐ Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select.i

01/2025 - 12/2025

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed. i

This Communication on Progress covers all operations of Dutch-Bangla Pack Ltd., including its corporate headquarters, production facilities, and employee welfare units located in Bangladesh. It includes activities related to the manufacturing of Flexible Intermediate Bulk Containers (FIBCs), in-house recycling operations, sustainability initiatives co-developed with LC Packaging, and all supply chain activities directly managed by the company.

Success Stories & Future Priorities

Sl. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which the company is particularly proud? Please focus on examples that demonstrate not only positive societal or environmental impact but also measurable value for the company.

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply) 

- ☒ **Governance**
- ☒ **Human Rights**
- ☒ **Labour**
- ☒ **Environment**
- ☒ **Anti-Corruption**

S1A. Please provide a link and/or provide additional information:

Dutch-Bangla Pack Ltd. is committed to driving progress across all five issue areas. In governance, we are strengthening internal controls, enhancing board oversight, and expanding compliance training. On human rights and labour, we've deepened our SA 8000:2014 implementation through re-certification, active worker-management engagement via the Social Performance Team, and initiatives like daycare, scholarships, and the Amar Dokan fair price shop. On the environmental front, DBPL has increased its solar capacity to 995kW, now meeting 30% of energy demand. Our SBTi-approved targets reflect our ambition to cut emissions by 50% by 2030. Rainwater harvesting, rPP development, and enhanced waste segregation mark our material progress in circularity. We continue to uphold zero tolerance for corruption, participating in UNGC's Collective Action initiatives and conducting regular internal and external audits. These commitments shape our roadmap for embedding sustainability into every level of our operations.

(Optional) Please upload an outcome-focused document:

Drop files or click here to upload

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply) **i**

- ☒ **Governance**
- ☒ **Human Rights**
- ☒ **Labour**
- ☒ **Environment**
- ☒ **Anti-Corruption**
- ☐ None

S2A. (Optional) Please provide additional information:

Governance: DBPL will strengthen ESG oversight, risk management, regulatory compliance, internal controls, management reviews and sustainability data quality to support transparent reporting and informed decision-making. Human Rights: The company will strengthen grievance mechanisms, employee engagement, diversity and inclusion, worker welfare and stakeholder dialogue while maintaining alignment with SA8000 and internationally recognized human-rights standards. Labour: DBPL will continue investing in occupational health and safety, employee development, leadership training, fair employment practices and worker participation through ISO 45001, the Social Performance Team and regular training programmes. Environment: Priorities include reducing greenhouse gas emissions, improving energy efficiency, expanding solar-energy generation, strengthening water stewardship, improving waste management and circularity and increasing the use of recycled materials where technically feasible. Progress will be monitored through annual environmental inventories and assessments. Anti-Corruption: DBPL will reinforce ethical business conduct through its Code of Conduct, Business Ethics and Compliance training, audits, compliance monitoring, whistleblowing arrangements and zero tolerance for corruption and bribery. The company will also continue participating in relevant anti-corruption initiatives of the UN Global Compact Network Bangladesh.

Governance

[Click for additional guidance](#)

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) i

- ☒ **Issue an annual statement about the relevance of sustainable development to the company**
- ☒ **Issue an annual statement that addresses impacts on both people and the environment**
- ☒ **Issue an annual statement highlighting a zero tolerance for corruption**
- ☒ **Sign off on organizational sustainability targets**
- ☒ **Supervise Environmental, Social, and Governance reporting**
- ☒ **Regularly review potential risks related to the business model**
- ☐ None of the above

G1A. (Optional) Please provide additional information:

DBPL's Board of Directors and Managing Director oversee sustainability through the Integrated Management System, certified management systems and periodic management reviews. Senior leadership approves sustainability objectives and reporting, reviews environmental and social performance and related business risks, and maintains zero tolerance for corruption through the Code of Conduct, internal controls and relevant UN Global Compact initiatives.

G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on our employees	Yes, focused on our employees and suppliers	Yes, focused on our employees and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	☐	☐	☐	☐	☒
Labour Rights/Decent Work	☐	☐	☐	☐	☒
Environment	☐	☐	☐	☐	☒
Anti-Corruption	☐	☐	☐	☐	☒

G2A. (Optional) Please provide additional information:

DBPL’s Code of Conduct covers human rights, labour standards, environmental responsibility and anti-corruption across its own operations and value chain. These requirements are extended to suppliers, contractors and other business relationships through procurement requirements, contractual obligations and supplier engagement.

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) i

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	☐	☐	☐	☐	☒
Labour Rights/Decent Work	☐	☐	☐	☐	☒
Environment	☐	☐	☐	☐	☒
Anti-Corruption	☐	☐	☐	☐	☒

G3A. (Optional) Please provide additional information:

DBPL has assigned formal responsibilities for each sustainability topic: Human Rights: Human Resources, Compliance and the Social Performance Team. Labour: Human Resources, Production Management, the Health and Safety Committee and the Social Performance Team. Environment: The Integrated Management System, ISO 14001 Management Representative, Engineering, Compliance and Senior Management. Anti-Corruption: The Managing Director, Finance, Compliance, Internal Audit and Department Heads. These individuals and groups have direct access to senior management and oversee policy implementation, risk management, performance monitoring and continual improvement.

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per line) **i**

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights	☐	☐	☐	☐	☒
Labour Rights / Decent Work	☐	☐	☐	☐	☒
Environment	☐	☐	☐	☐	☒
Anti-Corruption	☐	☐	☐	☐	☒

G3.1A (Optional) Please provide additional information:

The responsible individuals and groups operate within DBPL’s formal governance structure and have direct access to senior leadership. They oversee policy implementation, risk and compliance monitoring, audits, performance reviews and corrective actions, enabling material concerns and priorities to be considered at the highest level.

G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	☐	☐	☐	☐	☐	☒
Labour rights risks	☐	☐	☐	☐	☐	☒
Environmental risks	☐	☐	☐	☐	☐	☒
Corruption risks	☐	☐	☐	☐	☐	☒

G4A. (Optional) Please provide additional information:

DBPL identifies sustainability-related risks through employee participation, supplier evaluations, customer requirements, stakeholder engagement, grievance mechanisms, internal and external audits, legal compliance reviews, environmental assessments and occupational health and safety risk assessments. Results are reviewed through the Integrated Management System and management review process.

G4.1. As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?

(Select one answer option per line) i

	Yes	No
Human rights risks	☒	☐
Labour rights risks	☒	☐
Environmental risks	☒	☐
Corruption risks	☒	☐

G4.1A. (Optional) Please provide additional information:

DBPL’s risk assessments, due-diligence activities and management systems identify actual and potential severe impacts relating to Human Rights, Labour, Environment and Anti-Corruption. Identified risks are evaluated and addressed through preventive measures, corrective actions, audits and management review.

G5. Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	☐	☐	☐	☒	☐
Labour rights risks	☐	☐	☐	☒	☐
Environmental risks	☐	☐	☐	☒	☐
Corruption risks	☐	☐	☐	☒	☐

G5A. (Optional) Please provide additional information:

DBPL applies due-diligence processes across its operations and relevant business relationships through the Integrated Management System, SA8000, supplier qualification, audits, legal compliance reviews, grievance mechanisms and management reviews. Supplier expectations are communicated through procurement requirements and contractual obligations, with findings addressed through corrective and preventive actions.

G5.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer option per line) 

	Yes	No
Human rights risks	☒	☐
Labour rights risks	☒	☐
Environmental risks	☒	☐
Corruption risks	☒	☐

G5.1A. (Optional) Please provide additional information:

DBPL identifies actual and potential impacts through audits, inspections, supplier evaluations, grievance mechanisms, compliance reviews and management systems. Significant risks are assessed, prioritized and addressed through corrective and preventive action programmes across the company's operations and business relationships.

G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human Rights	☐	☐	☐	☒
Labour Rights / Decent Work	☐	☐	☐	☒
Environment	☐	☐	☐	☒
Anti-Corruption	☐	☐	☐	☒

G6A. (Optional) Please provide additional information:

DBPL maintains grievance and complaint mechanisms for employees and relevant stakeholders covering Human Rights, Labour, Environment and Anti-Corruption. Concerns may be raised through worker representatives, the Social Performance Team, Human Resources, Compliance and management. Reports are handled confidentially, investigated and addressed through corrective action where required.

G6.1. Please provide additional detail regarding the process(es) the company has through which members of the company’s workforce can raise concerns about the company’s conduct.

(Select one answer option per line)i

Yes

No

Is the process communicated to all employees/workers in local languages?

☒☐

Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?

☒☐

Is the process confidential (e.g., whistleblowing process)?

☒☐

Are there processes in place to ensure the protection of whistleblowers? (e.g., against retaliation)

☒☐

Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?

☒☐

Other (Please provide additional information)

☐☒

G6.1A. (Optional) Please provide additional information:

DBPL’s grievance mechanisms are accessible to employees and relevant external stakeholders, confidential and supported by protection against retaliation. Reported concerns are investigated, and corrective or remedial actions are implemented and monitored where necessary.

G7. How does the company track the effectiveness of its actions to manage its potential and actual impacts on the following sustainability topics?

(Select all that apply for each line) 

	No actions are systematically tracked	Gathers and assesses feedback from relevant stakeholders	Sets and regularly tracks goals and targets/KPIs	Conducts monitoring and evaluation (e.g. through internal and/or external auditing, impact assessments, grievance mechanisms, and benchmarking)	Incorporates lessons learned into operational policies and procedures
Human Rights	☐	☐	☒	☒	☒
Labour Rights/Decent Work	☐	☐	☐	☒	☒
Environment	☐	☐	☒	☒	☒
Anti-Corruption	☐	☐	☐	☒	☒

G7A. (Optional) Please provide additional information:

DBPL tracks effectiveness through KPIs, management reviews, internal and external audits, stakeholder feedback, grievance mechanisms and investigation outcomes. Findings and performance trends are used to strengthen policies, procedures, controls and corrective actions. For Anti-Corruption, this includes internal and external audits, investigation procedures and participation in the UN Global Compact Network Bangladesh's anti-corruption collective-action initiatives.

G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	☐	☒	☐
Labour Rights / Decent Work	☐	☒	☐
Environment	☐	☒	☐
Anti-Corruption	☐	☒	☐

G8A. (Optional) Please provide additional information:

Executive remuneration is not currently linked to specific sustainability performance indicators. DBPL plans to evaluate the integration of environmental, social and governance objectives into executive performance management as its sustainability governance framework develops.

G9. Please provide details regarding the company's board/highest governance body.ⁱ

(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros. For the categories 'Male, Female, Other', 'Under 30 years old, 30–50 years old, Above 50 years old', and 'Executive directors or equivalent, Non-executive directors or equivalent, and Independent non-executive directors or equivalent', please enter whole numbers only from 0 to 100). The values within these categories must total 100% in order to proceed.)

If your organization does not have board directors, select the options which best represent the members of your equivalent governing body with respect to their involvement in the day-to-day management of your organization.

	Known	Number (Please input a whole number)	Not applicable
Total number of board members (#)	☒	8	☐

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Male (%)	☒	87	☐
Female (%)	☒	13	☐
Other (%)	☒	0	☐

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Under 30 years old (%)	☒	0	☐
30-50 years old (%)	☒	37	☐
Above 50 years old (%)	☒	63	☐

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or vulnerable groups (%)	☒	0	☐

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Executive directors or equivalent (%)	☒	100	☐
Non-executive directors or equivalent (%)	☒	0	☐
Independent non-executive directors or equivalent (%)	☒	0	☐

G9A. (Optional) Please provide additional information:

The Board of Directors comprises eight members with diverse professional backgrounds and provides strategic oversight of the Company's operations, governance and sustainability commitments. The Board maintains overall responsibility for corporate governance, business strategy, risk management and long-term sustainable development.

G10. Within the reporting period, what was the percentage of women in managerial positions?

(If 'Known' is selected, include the value. Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros)[i](#)

	Known	Percentage of women (%) (Please input a whole number e.g., 50% = 50)	Unknown
Managerial positions	☒	32	☐

G10A. (Optional) Please provide additional information:

Women represented 32% of supervisory and management-level positions during the reporting period, reflecting DBPL's continued commitment to equal employment opportunity, leadership development and gender diversity.

G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?

(Select all that apply for each line) 

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Executive Officer	☐	☒	☐	☐	☐
Chief Financial Officer	☐	☒	☐	☐	☐
Chief Procurement Officer	☐	☒	☐	☐	☐
Chief Technology Officer	☐	☒	☐	☐	☐
Chief Marketing Officer	☐	☐	☐	☒	☐
Chief Operations Officer	☒	☐	☐	☐	☐
Chief Sustainability Officer	☒	☐	☐	☐	☐
Chief Legal Officer/General Counsel	☐	☐	☐	☒	☐
Chief Human Resources Officer	☐	☒	☐	☐	☐
Chief Compliance Officer	☒	☐	☐	☐	☐
Other (Please provide additional information)	☐	☐	☐	☒	☐

G11A. (Optional) Please provide additional information:

G12. Does the company consider sustainability in its financing and investment strategies?

(Select one that applies) i

- ☐ Yes, we consider sustainability in our financial planning and decision-making, **but not through a structured approach**
- ☐ Yes, we take a structured approach to considering sustainability **through a sustainability-informed investment or financing strategy, but this does not include specific targets tied to sustainability impact** (e.g., sustainability-linked bonds)
- ☒ **Yes, we take a structured approach to considering sustainability in financing and investment through SDG-aligned investment or SDG-linked financing strategies, including specific targets tied to sustainability impact (e.g., use-of-proceeds bonds)**
- ☐ No, but we plan to within the next two years
- ☐ No, this is not a current priority
- ☐ Choose not to disclose

G12A. (Optional) Please provide additional information:

DBPL integrates sustainability into strategic investment and operational decisions. Investments in renewable energy, energy efficiency, environmental monitoring, waste reduction, occupational health and safety, compliance and responsible manufacturing are assessed alongside financial and operational considerations to support long-term resilience.

G13. Does the company produce sustainability reporting according to:

(Select all that apply) 

- ☐ National/local regulation on sustainability
- ☐ Security exchange regulations
- ☐ Corporate Sustainability Reporting Directive (CSRD) (formerly known as Non-Financial Reporting Directive of the European Union (NRFD))
- ☐ Voluntary Sustainability Reporting Standards for non-listed SMEs (VSME)
- ☐ Global Reporting Initiative (GRI)
- ☐ Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- ☐ International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- ☐ Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
- ☐ IFRS Sustainability Disclosure Standards (IFRS S1 and S2) (incorporating the Task Force on Climate-related Financial Disclosures (TCFD))
- ☐ Taskforce on Nature-related Financial Disclosures (TNFD)
- ☐ Taskforce on Inequality and Social-related Financial Disclosures (TISFD)
- ☐ CDP (formerly known as Carbon Disclosure Project)
- ☐ Science-Based Targets initiative (SBTi)
- ☐ Other voluntary frameworks (Please provide additional information)
- ☒ **No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress**

G13A. (Optional) Please provide additional information:

G14. Is some or all of the information disclosed in this questionnaire assured by a third-party?

(Select one that applies) i

☒ **Yes**

☐ No

G14A. Yes (Please provide additional information):

DBPL's sustainability information is supported by independent verification mechanisms. Environmental data are prepared using recognized methodologies, including the Greenhouse Gas Protocol, and reviewed through third-party assessments and inventories. The company also undergoes regular external certification audits for ISO 9001, ISO 14001, ISO 45001, SA8000 and other applicable schemes.

G14A. (Optional) Please provide additional information:

Some of the information disclosed in this Communication on Progress report has been verified by an independent third-party consultant as part of the Environmental and Social Monitoring process. The assurance included verification of data on labour practices, environmental impact, stakeholder consultations and compliance with ESMS. Reports were submitted to FMO (Netherlands Development Finance Company) as part of ongoing capacity development and funding compliance.

[Click for additional guidance](#)

NOTE: Regardless of whether the labour rights topics (freedom of association and the right to collective bargaining, child labour, forced labour, non-discrimination and equality, a safe and healthy working environment and wages) and the gender topic (gender equality and women's rights) are selected as material in questions HR/L1, all UN Global Compact participants must provide additional details on these topics in subsequent HR/L questions. For all other human rights and labour rights topics listed in question HR/L1, these topics will only be prompted in subsequent HR/L questions if they are selected as material in question HR/L1.1.

HR/LI. Which of the following has the company identified (by way of a formal or informal assessment) as material human rights and labour rights topics connected with its operations and/or value chain?

Note: It is important that participants assess the topics below, especially areas such as digital security, privacy, and data protection through a human rights and labour rights lens rather than an operational risk management lens.

(Select all that apply) i

- ☒ **Freedom of association and the right to collective bargaining**
- ☒ **Child labour**
- ☒ **Forced labour**
- ☒ **Non-discrimination and equality (in respect of employment and occupation)**
- ☒ **Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)**
- ☒ **Wages**
- ☒ **Working hours**
- ☒ **Mental health and employee wellbeing**
- ☒ **Gender equality and women's rights**
- ☐ Children's rights (beyond child labour)
- ☐ Rights of vulnerable groups (e.g., migrants, refugees, minority communities)
- ☐ Right to a clean, healthy and sustainable environment (e.g., pollution of water, air, and land)
- ☐ Just Transition (human rights impacts of climate action and economic transition on workers and communities)
- ☐ Land rights and rights of Indigenous Peoples
- ☐ Raw material sourcing (incl. traceability)
- ☐ Digital security, privacy, and data protection
- ☒ **Freedom of expression and access to information**

- ☐ Product and service end-user rights (incl. safety, accessibility, and potential misuse)
- ☐ Emerging technologies and responsible adoption of Artificial Intelligence (AI)
- ☐ Conflict-sensitive due diligence and/or use of security providers
- ☐ Other human/labour rights topics identified as material
- ☐ No informal or formal human/labour rights assessment conducted

HR/LIA. (Optional) Please provide additional information:

Dutch-Bangla Pack Ltd. recognizes key labour and human rights topics as integral to responsible business. Through our SA8000:2014-certified Social Accountability System, we have formal mechanisms ensuring freedom of association, zero tolerance for child and forced labour, anti-discrimination policies, and enforcement of health and safety standards. Women make up 31% of management roles, and we offer maternity benefits, childcare support, and leadership development for female employees. Wage fairness, regulated working hours, and grievance redressal systems (including third-party access and protection from re taliation) are actively maintained and audited. These priorities are reinforced through worker committees, regular training, and transparent supplier monitoring practices under our ESMS framework.

HR/L1.1. In addition to the required labour rights topics (freedom of association and the right to collective bargaining, child labour, forced labour, non-discrimination and equality, a safe and healthy working environment, and wages) and the gender topic (gender equality and women's rights), which human rights and labour rights topics does the company identify as most material to be reported on when answering questions HR/L2–HR/L5?

(Select all that apply, maximum six) i

- ☒ **Working hours**
- ☒ **Mental health and employee wellbeing**
- ☒ **Children's rights (beyond child labour)**
- ☒ **Rights of vulnerable groups (e.g., migrants, refugees, minority communities)**
- ☒ **Right to a clean, healthy and sustainable environment (e.g., pollution of water, air, and land)**
- ☐ Just Transition (human rights impacts of climate action and economic transition on workers and communities)
- ☐ Land rights and rights of Indigenous Peoples
- ☐ Raw material sourcing (incl. traceability)
- ☐ Digital security, privacy, and data protection
- ☒ **Freedom of expression and access to information**
- ☐ Product and service end-user rights (incl. safety, accessibility, and potential misuse)
- ☐ Emerging technologies and responsible adoption of Artificial Intelligence (AI)
- ☐ Conflict-sensitive due diligence and/or use of security providers
- ☐ None

HR/LI.1A. (Optional) Please provide additional information:

These six topics are prioritized due to their direct impact on our workforce and value chain. DBPL operates in a labour-intensive manufacturing context where worker rights, safety, and decent work conditions are essential. We've implemented strong grievance systems, periodic third-party audits, and training programs to ensure compliance with SA8000, ISO 45001, and IFC standards. Preventing child and forced labour, ensuring fair compensation, and regulating hours are fundamental to sustaining ethical, inclusive operations.

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value) 

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Freedom of association and the right to collective bargaining	☐	☐	☒	☐
Child labour	☐	☐	☒	☐
Forced labour	☐	☐	☒	☐
Non-discrimination and equality (in respect of employment and occupation)	☐	☐	☒	☐
Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☐	☐	☒	☐
Wages	☐	☐	☒	☐
Gender equality and women's rights	☐	☐	☒	☐
Working hours	☐	☐	☒	☐
Mental health and employee wellbeing	☐	☐	☐	☒
Children's rights (beyond child labour)	☐	☐	☐	☒
Rights of vulnerable groups (e.g., migrants, refugees, minority communities)	☐	☐	☐	☒

No, and we
have no plans
to develop a
policy

No, but we plan
to within the
next two years

Yes, included
within a
broader policy
or as a stand-
alone policy

Not applicable
(Please provide
additional
information)

Right to a clean, healthy
and sustainable
environment (e.g., pollution
of water, air, and land)

☐☐☐☒

Freedom of expression
and access to information

☐☐☐☒

Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)

Freedom of association and the right to collective bargaining

2026

Child labour

2026

Forced labour

2026

Non-discrimination and equality (in respect of employment and occupation)

2026

Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)

2026

Wages

2026

Gender equality and women's rights

2026

Working hours

2026

Mental health and employee wellbeing

Children's rights (beyond child labour)

Rights of vulnerable groups (e.g., migrants, refugees, minority communities)

Right to a clean, healthy and sustainable environment (e.g., pollution of water, air, and land)

Freedom of expression and access to information

HR/L2A. Not applicable (Please provide additional information):

All relevant human rights and labour rights topics are applicable to DBPL and are addressed through documented company policies.

HR/L2A. (Optional) Please provide additional information:

All listed topics are embedded in our Human Resources and Code of Conduct policies, reviewed and updated in 2026. These commitments are reinforced through third-party audits and certifications, including SA8000 and ISO 45001. Our policies emphasize zero tolerance for child or forced labour, equal opportunity hiring, and maintaining a safe, respectful work environment across all operations.

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

Child Labor Prohibition and Remediation Policy.pdf

0.2 MB

application/pdf

HR/L2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Health _ Safety Policy.pdf

25.5 KB

application/pdf

HR/L2.1. For each human rights & labour rights policy commitment, is it:

(Select all that apply for each line) i

	Aligned with international human rights/labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's suppliers
Freedom of association and the right to collective bargaining	☒	☒	☒	☒	☒
Child labour	☒	☒	☒	☒	☒
Forced labour	☒	☒	☒	☒	☒
Non-discrimination and equality (in respect of employment and occupation)	☒	☒	☒	☒	☒
Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☒	☒	☒	☒	☒
Wages	☒	☒	☒	☒	☒
Gender equality and women's rights	☒	☒	☒	☒	☒
Working hours	☒	☒	☒	☒	☒

	Applied to the other stakeholders within the company's value chain (consumers, communities, other business relationships)	Developed involving human rights/labour expertise from inside and/or outside the company	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	☐	☐	☐
Child labour	☐	☐	☐
Forced labour	☐	☐	☐
Non-discrimination and equality (in respect of employment and occupation)	☐	☐	☐
Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☐	☐	☐
Wages	☐	☐	☐
Gender equality and women's rights	☐	☐	☐
Working hours	☐	☐	☐

HR/L2.1A. (Optional) Please provide additional information:

All listed human rights and labour policies are aligned with international standards (ILO, UNGC), approved at the senior executive level, and publicly available. These are implemented across all operations and extended to suppliers through our Supplier Code of Conduct. We conduct regular training and audits—including those under SA8000 and ISO 45001—to ensure consistent application and improvement across the value chain.

HR/L2.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) 

- ☐ Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of anti-union discrimination
- ☐ Prohibit any acts of interference in trade unions
- ☐ Facilitate collective bargaining with the trade union representatives
- ☐ Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations
- ☒ **Reference the respect for the right of workers to submit grievances without suffering**
- ☐ We do have a policy on freedom of association or collective bargaining but it does not include any of these details

HR/L2.2A. (Optional) Please provide additional information:

Our policy upholds the right of workers to submit grievances confidentially and without retaliation. While we do not yet reference trade union rights explicitly, we are currently reviewing our freedom of association policy to expand its scope in alignment with ILO standards and stakeholder expectations.

HR/L2.3. Does the company's policy on wages include:

(Select all that apply) 

Note: The International Labour Organization (ILO) defines living wage as “the wage level that is necessary to afford a decent standard of living for workers and their families, taking into account the country circumstances and calculated for the work performed during the normal hours of work.” Compliance with minimum wage laws alone does not constitute a living wage commitment unless explicitly aligned with recognised living wage benchmarks.

- ☒ **A commitment to equal pay for work of equal value**
- ☒ **A commitment to paying living wages to the company's own employees**
- ☐ A commitment to advancing the payment of living wages across the company's supply chain
- ☒ **A commitment to measuring and monitoring progress toward paying living wages (e.g., through living wage gap analyses)**
- ☒ **Time-bound, measurable targets to advance the payment of living wages**
- ☐ We do have a policy on wages, but it does not include any of these details (Please provide additional information)

HR/L2.3A. (Optional) Please provide additional information:

DBPL is committed to lawful, timely and transparent remuneration consistent with national requirements and SA8000 principles on basic needs and decent living standards. Wages are paid securely through digital payment arrangements, and employees receive clear information on wages, benefits and deductions. Wage practices are reviewed through Human Resources, payroll controls, SA8000 audits and the living-wage methodology used with Royal LC Packaging. DBPL also supports the wider LC Packaging living-wage programme across relevant operations and supply-chain relationships.

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line) 

	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent/mitigate the risks/ impacts in question	To agree on a way to prevent/mitigate the risks/ impacts in question
Freedom of association and the right to collective bargaining	☐	☐	☒	☐
Child labour	☐	☐	☒	☐
Forced labour	☐	☐	☒	☐
Non-discrimination and equality (in respect of employment and occupation)	☐	☐	☒	☐
Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☐	☐	☒	☐
Wages	☐	☐	☒	☐
Gender equality and women's rights	☐	☐	☒	☐
Working hours	☐	☐	☒	☐
Mental health and employee wellbeing	☒	☐	☐	☐
Children's rights (beyond child labour)	☒	☐	☐	☐

	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent/mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question
Rights of vulnerable groups (e.g., migrants, refugees, minority communities)	☒	☐	☐	☐
Right to a clean, healthy and sustainable environment (e.g., pollution of water, air, and land)	☒	☐	☐	☐
Freedom of expression and access to information	☒	☐	☐	☐

	To assess progress in preventing /mitigating the risks/impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question
· Freedom of association and the right to collective bargaining	☐	☐
· Child labour	☐	☐
· Forced labour	☐	☐
· Non-discrimination and equality (in respect of employment and occupation)	☐	☐
· Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☐	☐
· Wages	☐	☐
· Gender equality and women's rights	☐	☐
· Working hours	☐	☐
· Mental health and employee wellbeing	☐	☐
· Children's rights (beyond child labour)	☐	☐
· Rights of vulnerable groups (e.g., migrants, refugees, minority communities)	☐	☐
· Right to a clean, healthy and sustainable environment (e.g., pollution of water, air, and land)	☐	☐
· Freedom of expression and access to information	☐	☐

HR/L3A. (Optional) Please provide additional information:

We conduct annual structured engagements with internal stakeholders and worker representatives to better understand and address human rights risks such as child labour, forced labour, working hours, wages, and occupational health and safety. These discussions inform our ESG strategy and continuous improvement efforts. Our practices are aligned with the SA8000 standard to reinforce social accountability and strengthen protections across our operations and value chain.

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select all that apply for each line)**i**

	No action within reporting period	Provided internal training/ capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Freedom of association and the right to collective bargaining	☐	☒	☒	☒	☒
Child labour	☐	☒	☒	☒	☒
Forced labour	☐	☒	☒	☒	☒
Non-discrimination and equality (in respect of employment and occupation)	☐	☒	☒	☒	☒
Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☐	☒	☒	☒	☒
Wages	☐	☒	☒	☒	☒
Gender equality and women's rights	☐	☒	☒	☒	☒
Working hours	☐	☒	☒	☒	☒
Mental health and employee wellbeing	☒	☐	☐	☐	☐
Children's rights (beyond child labour)	☒	☐	☐	☐	☐

Rights of vulnerable groups (e.g., migrants, refugees, minority communities)	☒	☐	Built capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.)	☐	☐
		Provided internal training/ capacity building for the direct workforce		Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Right to a clean, healthy and sustainable environment (e.g., pollution of water, air, and land)	No action within reporting period ☒	☐	☐	☐	☐
Freedom of expression and access to information	☒	☐	☐	☐	☐

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	☒	☐
Child labour	☒	☐
Forced labour	☒	☐
Non-discrimination and equality (in respect of employment and occupation)	☒	☐
Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☒	☐
Wages	☒	☐
Gender equality and women's rights	☒	☐
Working hours	☒	☐
Mental health and employee wellbeing	☐	☐
Children's rights (beyond child labour)	☐	☐
Rights of vulnerable groups (e.g., migrants, refugees, minority communities)	☐	☐
Right to a clean, healthy and sustainable environment (e.g., pollution of water, air, and land)	☐	☐
Freedom of expression and access to information	☐	☐

HR/L4A. (Optional) Please provide additional information:

Our approach integrates internal training, external capacity building, and multi-stakeholder collaboration to mitigate human and labour rights risks. We conduct regular audits and implement corrective action plans as part of our continuous improvement framework. Trainings cover SA8000, ISO 45001, and our Code of Conduct, and are extended to both employees and key suppliers. Where necessary, we engage in collective actions with peer companies, industry platforms, and government bodies to address systemic issues beyond our immediate operations.

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	☐	☐	☐	☒	☐
Child labour	☐	☐	☐	☒	☐
Forced labour	☐	☐	☐	☒	☐
Non-discrimination and equality (in respect of employment and occupation)	☐	☐	☐	☒	☐
Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☐	☐	☐	☒	☐
Wages	☐	☐	☐	☒	☐
Gender equality and women's rights	☐	☐	☐	☒	☐
Working hours	☐	☐	☐	☒	☐

HR/L4.1A. (Optional) Please provide additional information:

DBPL assesses progress through annual targets, internal monitoring and external assurance programmes, including SA8000 and ISO 45001 audits, corrective action closure, grievance trends, training records, accident data, payroll and working-hour reviews, diversity indicators, supplier assessments and management review. Accordingly, progress for each applicable topic is tracked over time through both internal and external programmes.

HR/L4.1.1. (Optional) For relevant human rights & labour rights topics for which the company sets timebound goals/targets, what targets has the company set? i

Freedom of association and the right to collective bargaining

Ensure that 100% of directly employed workers are informed annually of their rights and have access to grievance, worker-representation and Social Performance Team mechanisms.

Child labour

Maintain zero cases of child labour across DBPL operations and in-scope suppliers through annual age-verification checks, onboarding due diligence and social compliance audits.

Forced labour

Maintain zero cases of forced or compulsory labour and obtain compliance declarations from 100% of in-scope suppliers, with any identified risk subject to corrective action and follow-up.

Non-discrimination and equality (in respect of employment and occupation)

Ensure that 100% of employees and managers receive annual awareness or training on non-discrimination, equal opportunity, harassment prevention and inclusive employment practices.

Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)

Maintain zero workplace fatalities and an injury rate below 2% through regular safety training, PPE compliance, workplace risk assessments and annual ISO 45001 audits.

Wages

Ensure that 100% of employees receive full and timely wages at or above applicable legal requirements, while reviewing wage levels and relevant living-wage benchmarks annually.

Gender equality and women's rights

Maintain at least 30% female representation in non-production roles, strengthen women's participation in management and conduct at least one structured women's feedback or engagement session annually.

Working hours

Monitor working hours and overtime monthly to maintain compliance with legal and SA8000 requirements, including overtime limits, rest periods and weekly rest-day provisions.

HR/L4.1.1A. (Optional) Please provide additional information:

DBPL reviews these targets annually through management review, the Social Performance Team, internal monitoring, SA8000 and ISO 45001 audits, grievance records, payroll and working-hour reviews, and supplier compliance assessments. Any identified gaps are addressed through corrective action plans and follow-up verification.

HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour rights topic(s) ?

(Select one answer per line) **i**

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Freedom of association and the right to collective bargaining	☒	☐	☐	☐
Child labour	☒	☐	☐	☐
Forced labour	☒	☐	☐	☐
Non-discrimination and equality (in respect of employment and occupation)	☒	☐	☐	☐
Safe and healthy working environment (incl. sexual harassment, violence and abuse at work)	☒	☐	☐	☐
Wages	☒	☐	☐	☐
Gender equality and women's rights	☒	☐	☐	☐
Working hours	☒	☐	☐	☐
Mental health and employee wellbeing	☒	☐	☐	☐
Children's rights (beyond child labour)	☒	☐	☐	☐

Rights of vulnerable groups (e.g., migrants, refugees, minority communities)

No adverse impact identified or caused

Yes, adverse impact(s) identified, but no remedy provided/enabled

Yes, adverse impact(s) identified, and remedy provided/enabled

☐ Choose not to disclose

Right to a clean, healthy and sustainable environment (e.g., pollution of water, air, and land)



Freedom of expression and access to information



HR/L5A. (Optional) Please provide additional information:

DBPL did not identify any adverse impacts associated with the listed human rights and labour rights topics during the reporting period. The company maintains preventive and monitoring mechanisms through its SA8000 and ISO 45001 management systems, internal and external audits, grievance procedures, worker engagement, risk assessments and corrective action processes. Any concern identified through these mechanisms is investigated and addressed in accordance with the company's established procedures.

(Please enter only whole numbers, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, spaces, or leading zeros)

☐ Choose to not disclose

There is no gender pay gap across job categories within the company. Equal pay is ensured through standardized compensation policies and regular internal audits.

Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period. The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.



☐ Choose to not disclose

0

In the reporting period, 5 minor incidents were recorded, but the calculated accident rate rounds to zero based on the standard formula. We continue to monitor and train employees under ISO 45001 to uphold safety.

HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.i

During the reporting period, Dutch-Bangla Pack Ltd. continued implementing practical measures to uphold human rights and labour principles through its SA8000- and ISO 45001-aligned management systems, Social Performance Team, worker grievance mechanisms, regular safety audits, medical support, fire drills and employee training. The company maintained employee-welfare initiatives including digital wage payments, fair-price shopping facilities, financial-access support, childcare, female dormitory facilities, maternity benefits and menstrual-health resources. DBPL also continued efforts to strengthen women's participation, worker engagement and access to education through its scholarship programme, while monitoring wages, working hours, discrimination, occupational health and safety, child labour and forced labour through internal and external audits and corrective-action processes. Key priorities remain improving women's representation in leadership, strengthening preventive safety performance and maintaining effective access to grievance and remediation channels.

Environment

[Click for additional guidance](#)

EI. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)i

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (
Climate change	☐	☐	☒	☐	2026
Water	☐	☐	☒	☐	2026
Oceans	☐	☐	☐	☒	
Nature and biodiversity	☐	☐	☐	☒	
Air pollution	☐	☐	☒	☐	2026
Waste management	☐	☐	☒	☐	2026
Circularity	☐	☐	☒	☐	2026
Energy & resource use	☐	☐	☒	☐	2026
Other environmental topic(s) (Please provide additional information)	☐	☐	☐	☒	

EIA. Not applicable (Please provide additional information):

Dutch-Bangla Pack Ltd. maintains a comprehensive Environmental Policy supported by its ISO 14001 Environmental Management System and Integrated Management System. The company is committed to climate action, energy efficiency, renewable energy, responsible water management, waste minimization, pollution prevention and circular economy practices. During the reporting period, DBPL continued to improve environmental performance through increased solar energy utilization, responsible waste segregation and recycling, rainwater harvesting, resource efficiency initiatives and regular environmental monitoring. Environmental performance is reviewed through internal and external audits, management review and annual corporate environmental footprint reporting. DBPL also remains committed to achieving its Science Based Targets initiative (SBTi)-validated goal of reducing Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030 compared with the 2021 baseline.

EIA. (Optional) Please provide additional information:

All listed environmental topics are addressed under our Environmental Management System (EMS) policy, which is reviewed annually. In 2025, we updated our EMS to reflect actions on climate change, water use, air pollution, waste management, and energy efficiency. Our system is certified to ISO 14001, ensuring compliance, continuous improvement, and alignment with environmental regulations. Other environmental topic is not applicable to our operations.

E1A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

EMS _ OH _ S Policy-POL-02.pdf

0.1 MB

application/pdf

E1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1.1. For each environmental policy commitment, is it:

(Select all that apply for each line) 

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's suppliers
Climate change	☒	☒	☒	☒	☒
Water	☒	☒	☒	☒	☒
Air pollution	☒	☒	☒	☒	☒
Waste management	☒	☒	☒	☒	☒
Circularity	☒	☒	☒	☒	☒
Energy & resource use	☒	☒	☒	☒	☒
		Applied to the other stakeholders within the company's value chain (consumers, communities, other business relationships)	Developed involving environmental expertise from inside and/or outside the company	Other (Please provide additional information)	
Climate change		☐	☐	☐	
Water		☐	☐	☐	
Air pollution		☐	☐	☐	
Waste management		☐	☐	☐	
Circularity		☐	☐	☐	
Energy & resource use		☐	☐	☐	

E1.1A. (Optional) Please provide additional information:

DBPL's environmental policy commitments are integrated into its ISO 14001-aligned Environmental Management System, approved by senior management, publicly communicated and applied across the company's operations and relevant suppliers. The commitments cover climate change, water, air pollution, waste management, circularity, and energy and resource use, and are implemented through internal controls, supplier requirements, audits, monitoring and management review.

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select all that apply for each line) **i**

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Climate change	☐	☐	☐	☒
Water	☐	☐	☐	☒
Oceans	☒	☐	☐	☐
Nature and biodiversity	☒	☐	☐	☐
Air pollution	☐	☐	☐	☒
Waste management	☐	☐	☐	☒
Circularity	☐	☐	☐	☒
Energy & resource use	☐	☐	☐	☒
Other environmental topic(s)	☒	☐	☐	☐

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	☐	☐	☐
Water	☐	☐	☐
Oceans	☐	☐	☐
Nature and biodiversity	☐	☐	☐
Air pollution	☐	☐	☐
Waste management	☐	☐	☐
Circularity	☐	☐	☐
Energy & resource use	☐	☐	☐
Other environmental topic(s)	☐	☐	☐

E2A. (Optional) Please provide additional information:

DBPL regularly engages with relevant stakeholders, including employees, suppliers, customers and other business partners, to agree on practical actions for managing climate change, water use, air pollution, waste management, circularity, and energy and resource efficiency. These engagements support the implementation of the company's Environmental Management System, resource-efficiency initiatives and continuous improvement objectives. Topics related to oceans and nature and biodiversity are not currently material to DBPL's operations and therefore were not the subject of stakeholder engagement during the reporting period.

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Climate change	☐	☒	☒	☒	☒
Water	☐	☒	☒	☒	☒
Oceans	☒	☐	☐	☐	☐
Nature and biodiversity	☒	☐	☐	☐	☐
Air pollution	☐	☒	☒	☒	☒
Waste management	☐	☒	☒	☒	☒
Circularity	☐	☒	☒	☒	☒
Energy & resource use	☐	☒	☒	☒	☒
Other environmental topic(s)	☒	☐	☐	☐	☐

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	☒	☐
Water	☒	☐
Oceans	☐	☐
Nature and biodiversity	☐	☐
Air pollution	☒	☐
Waste management	☒	☐
Circularity	☒	☐
Energy & resource use	☒	☐
Other environmental topic(s)	☐	☐

E3A. (Optional) Please provide additional information:

During the reporting period, DBPL implemented internal training, capacity building with relevant business relationships, environmental audits, corrective action processes, collective engagement and cooperation with relevant regulatory stakeholders to address climate change, air pollution, waste management, circularity, and energy and resource use. Water-related actions focused mainly on employee awareness and internal capacity building, including responsible water use and rainwater-harvesting practices. These activities are implemented through the company's ISO 14001-aligned Environmental Management System, internal and external audits, supplier engagement and management review. Oceans and nature and biodiversity were not identified as material operational topics during the reporting period.

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer option per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	☐	☐	☐	☒	☐
Water	☐	☐	☐	☒	☐
Air pollution	☐	☐	☐	☒	☐
Waste management	☐	☐	☐	☒	☐
Circularity	☐	☐	☐	☒	☐
Energy & resource use	☐	☐	☐	☒	☐

E3.1A. (Optional) Please provide additional information:

DBPL assesses progress through annual environmental targets, internal monitoring and external assurance processes. Performance is reviewed through ISO 14001 audits, internal inspections, corrective action tracking, annual environmental footprint reporting, management review and relevant supplier or stakeholder follow-up. Progress on climate change, water, air pollution, waste management, circularity, and energy and resource use is tracked over time against established objectives and reported internally and externally where applicable.

E3.1.1. (Optional) For relevant environmental topics for which the company sets timebound goals/targets, what targets has the company set?

(Please provide a description of targets, for example, what is the target, absolute vs. intensity, externally verified, on track, etc. Refer to the CoP Guidebook for target examples) 

Climate change

Reduce Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030 compared with the 2021 baseline, supported by annual monitoring, third-party review and the ISO 14001-aligned Environmental Management System.

Water

Continue reducing dependency on groundwater through rainwater harvesting, responsible water use, regular monitoring and water-efficiency initiatives.

Air pollution

Monitor indoor and outdoor air quality, stack emissions and generator emissions, and implement corrective actions where monitoring or regulatory inspections identify gaps.

Waste management

Maximize the recovery and recycling of production waste, maintain effective waste segregation and progressively reduce waste requiring final disposal.

Circularity

Strengthen internal recycling, process-waste recovery, recycled polypropylene development and the use of recycled materials within production activities.

Energy & resource
use

Increase renewable energy use and improve overall energy and resource efficiency through solar-energy expansion, operational controls and continuous improvement programmes.

E3.1.1A. (Optional) Please provide additional information:

DBPL reviews these targets annually through its ISO 14001-aligned Environmental Management System, internal and external audits, management review, environmental monitoring and corporate environmental footprint reporting. Corrective actions and improvement programmes are implemented where progress does not meet established objectives.

E3.1.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?

(Select all that apply for each line) 

	Progress is not tracked	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Climate change	☐	☒	☒	☒	☐
Water	☐	☒	☒	☒	☐
Air pollution	☐	☒	☒	☒	☐
Waste management	☐	☒	☒	☒	☐
Circularity	☐	☒	☒	☒	☐
Energy & resource use	☐	☒	☒	☒	☐

E3.1.2A. (Optional) Please provide additional information:

DBPL monitors progress against its environmental objectives through regular internal reviews, management review meetings, ISO 14001 internal and external audits, annual Corporate Environmental Footprint reporting and sustainability reporting. Progress is reviewed against established objectives, reported to senior management and disclosed externally where applicable to support transparency, accountability and continual improvement.

E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer option per line) i

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Climate change	☒	☐	☐	☐
Water	☒	☐	☐	☐
Oceans	☒	☐	☐	☐
Nature and biodiversity	☒	☐	☐	☐
Air pollution	☒	☐	☐	☐
Waste management	☒	☐	☐	☐
Circularity	☒	☐	☐	☐
Energy & resource use	☒	☐	☐	☐
Other environmental topic(s)	☒	☐	☐	☐

E4A. (Optional) Please provide additional information:

DBPL did not identify any environmental adverse impacts requiring remedy during the reporting period. Environmental risks are managed through the company's ISO 14001-aligned Environmental Management System, regular environmental monitoring, internal and external audits, legal compliance evaluations and corrective-action processes. Continuous monitoring and preventive management help identify and address potential environmental risks before they result in significant adverse impacts, supporting continual improvement across the company's operations.

E5. Within the reporting period, did the company measure Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros)

	Known	Measured Total Emissions (tCO2e)	We did not measure our gross emissions (Please provide additional information)
Scope 1 emissions	☒	5456	☐
Scope 2 (market-based) emissions	☒	3101	☐
Scope 2 (location-based) emissions	☒	3101	☐

E5A. (Optional) Please provide additional information:

DBPL measured its Scope 1 and Scope 2 greenhouse gas emissions through the annual Corporate Environmental Footprint and Greenhouse Gas Inventory process in accordance with the GHG Protocol. Scope 1 includes fuel consumption, refrigerant use and company-owned vehicles, while Scope 2 covers purchased electricity used in the company's operations.

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros) ⓘ

	Known	Measured total emissions (tCO2e)	Yes, partially measured	We did not measure Scope 3 emissions (Please provide additional information)
Scope 3 emissions	☒	13	☐	☐

E6A. (Optional) Please provide additional information:

DBPL measured Scope 3 greenhouse gas emissions during the reporting period in accordance with the Greenhouse Gas Protocol. The current Scope 3 inventory includes emissions from waste generated in operations and business travel, which are included in the company's annual Greenhouse Gas Inventory and Corporate Environmental Footprint reporting.

E6.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) 

- ☐ Purchased goods and services
- ☐ Capital goods
- ☐ Fuel- and energy-related activities
- ☐ Upstream transportation and distribution
- ☒ **Waste generated in operations**
- ☒ **Business travel**
- ☐ Employee commuting
- ☐ Upstream leased assets
- ☐ Downstream transportation and distribution
- ☐ Processing of sold products
- ☐ Use of sold products
- ☐ End-of-life treatment of sold products
- ☐ Downstream leased assets
- ☐ Franchises
- ☐ Investments
- ☐ Other - upstream
- ☐ Other - downstream

E6.1A. (Optional) Please provide additional information:

DBPL's 2025 Scope 3 calculation currently includes emissions from waste generated in operations and business travel, as reported in the company's Local Greenhouse Gas Inventory prepared in accordance with the Greenhouse Gas Protocol.

E7. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?

(Select all that apply for each line. If have target(s), include the baseline year)i

	Short term (5-10 years)	Medium term (10-15 years)	Long term (20-30 years)	Baseline year (YYYY)	No targets set
Scope 1 targets validated by a third-party	☒	☐	☐	2021	☐
Scope 2 targets (market-based) validated by a third-party	☒	☐	☐	2021	☐
Scope 2 targets (location-based) validated by a third-party	☒	☐	☐	2021	☐
Scope 3 targets validated by a third-party	☒	☐	☐	2021	☐
All or some set targets not validated by a third-party	☐	☐	☐	YYYY	☒

E7A. (Optional) Please provide additional information:

DBPL has third-party-validated short-term greenhouse gas reduction targets covering Scope 1, Scope 2 market-based, Scope 2 location-based and Scope 3 emissions. The targets use 2021 as the baseline year and 2030 as the target year, are aligned with the Science Based Targets initiative, and are reviewed annually through the company's greenhouse gas inventory, Corporate Environmental Footprint reporting and ISO 14001-aligned Environmental Management System.

E8. Does the company have a climate change adaptation plan?

(Select all that apply) 

- ☒ **Yes, and it includes physical risk assessments**
- ☒ **Yes, and it includes transition risk assessments**
- ☒ **Yes, and it includes a physical climate risk scenario analysis**
- ☒ **Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate**
- ☐ No, but we plan to within the next two years
- ☐ No (Please provide additional information)

E8A. (Optional) Please provide additional information:

DBPL's climate change adaptation approach includes physical and transition risk assessments, climate-risk scenario analysis and practical measures to strengthen operational and community resilience. Climate-related risks such as flooding, extreme heat, water availability, energy disruption and severe weather are considered through the company's risk assessment, emergency preparedness, Environmental Management System and management-review processes. Adaptation actions include rainwater harvesting, renewable-energy expansion, resource-efficiency measures, emergency response planning and stakeholder engagement to support resilience within the company's operations and surrounding communities.

E9. Has the company set targets to phase out fossil fuels?

(Select all that apply) 

- ☐ Yes, we have set targets to phase out fossil fuel-based materials
- ☐ Yes, we have set targets for investment in non-fossil fuel emitting activities
- ☒ **Yes, we have set targets for renewable energy procurement**
- ☐ Yes, we have set targets to end the exploration of fossil fuels, the expansion of existing fossil fuel reserves, the extraction of fossil fuels
- ☐ Yes, we have set other targets to phase out fossil fuel usage
- ☐ No, but we plan to within the next two years
- ☐ No

E9A. (Optional) Please provide additional information:

DBPL has set targets to increase renewable energy use through the expansion of its on-site solar photovoltaic system. This supports the company's efforts to reduce reliance on fossil fuel-based electricity, lower greenhouse gas emissions and improve energy performance.

E10. Does the company have a transition plan containing policies, actions, investments, accountability mechanisms, and targets to limit global warming?

(Select all that apply) **i**

- ☒ **Yes, it is aligned with science to limit global warming to 1.5°C**
- ☐ Yes, it follows the mitigation hierarchy
- ☒ **Yes, it helps increase direct/indirect investment in renewable energy**
- ☒ **Yes, it transitions from fossil fuels to non-emitting energy sources such as renewables**
- ☒ **Yes, it improves energy efficiency and substituting disposable materials for reusable materials**
- ☐ Yes, it deploys GHG removal methods
- ☐ Yes, it describes the impacts on stakeholders, workers and the environment and the actions taken to manage them
- ☐ Yes, it describes how public policy activities, including lobbying activities, are consistent with the transition plan
- ☐ Yes, it factors into the organization's financial planning
- ☒ **Yes, it is embedded in the business strategy**
- ☒ **Yes, it is overseen by the highest governance body of the company**
- ☐ No transition plan (Please explain why it does not exist)

E10A. (Optional) Please provide additional information:

DBPL's transition approach is aligned with LC Packaging's science-based climate commitments and supports the objective of limiting global warming to 1.5°C. The company is implementing this approach through annual greenhouse gas monitoring, expansion of on-site solar photovoltaic generation, energy-efficiency improvements, increased recycling and gradual reduction of reliance on fossil fuel-based energy. Climate-related actions are integrated into DBPL's sustainability and operational planning and are reviewed through senior management oversight, environmental management processes and periodic performance assessments.

E11. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply) 

☒ **Climate change**

☐ Oceans

☒ **Energy & resource use**

☒ **Waste management**

☒ **Water**

☐ Nature and biodiversity

☒ **Air pollution**

☒ **Circularity**

☐ None of the topics have been identified as material by the company

E11A. (Optional) Please provide additional information:

Based on its environmental risk assessment, ISO 14001 Environmental Management System and Corporate Environmental Footprint reporting, DBPL has identified climate change, energy and resource use, waste management, water, air pollution and circularity as material environmental topics connected with its operations and value chain. These topics are monitored through annual environmental performance reviews, greenhouse gas inventory reporting, internal and external audits and continual improvement programmes. Oceans and nature & biodiversity are not currently identified as material environmental topics for the company's operations.

E12. Please provide details regarding the company's water withdrawal and consumption (own operations) within the reporting period.

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

	Known	Unknown	Not applicable (Please provide additional information)	Number
Total water withdrawal (Volume of water in megaliters)	☒	☐	☐	42106
Percentage of water withdrawn in regions with high or extremely high water stress (%)	☐	☐	☒	
Total water consumption (Volume of water in megaliters)	☒	☐	☐	42106
Percentage of water consumed in regions with high or extremely high water stress (%)	☐	☐	☒	

E12A. Not applicable (Please provide additional information):

We do not operate in regions identified as high or extremely high water stress zones, so the percentage withdrawn or consumed from such areas is not applicable.

E12A. (Optional) Please provide additional information:

DBPL recorded total water withdrawal and consumption of 42.106 megaliters during the reporting period. Water is sourced mainly from groundwater, with rainwater harvesting used for selected cleaning and gardening activities. The percentages of water withdrawn and consumed in regions with high or extremely high water stress are currently unknown.

E13. Please indicate the water basins of highest priority for engagement based on your direct operations and/or supply chains (up to 10).

If you select 'Not applicable' and move to the next page, you will not report on water basin locations.

☒ **Known**

☐ Not Applicable

E13. How many basins would you like to report (up to 10)?

If you would like to alter the number of basins you report on, please return to this page by utilizing the sidebar ≡ menu and clicking on the “Environment – Water Questions (E12–13)” section.

If needed, you can reset ALL water basin selections by utilizing the sidebar ≡ menu and clicking on the “Environment – Water Questions (E13 – Map/Questions)” section. You will then be prompted to re-input your first location on the map.

 

Please indicate the water basins of highest priority for engagement based on your direct operations and/or supply chains.

You can indicate the location of your operations/supply chain by typing the city or address into the search bar. Alternatively, you can zoom in on the map and click on the closest approximate location. Please note that geographic data will not be disclosed publicly.



Map data © OpenStreetMap contributors, Microsoft, Facebook, Inc. and its affiliates, Esri Communi... Powered by Esri

Please select a location

The next page will display the basin corresponding with the location you selected.

Please confirm this is the location you intend to report on before clicking the 'next' arrow.

Please wait while we retrieve details about the selected water basin.

The below questions are regarding the location within the following water basin.

Name: Meghna

Latitude: 23.5400000000000074

Longitude: 90.630000000000007

E13. Does the company currently engage with the selected basin?

☐ Yes

☐ No

E13A. Does the company plan to engage the selected basin within the next two years? (Select one that applies)

☒ **Yes**

☐ No

E13A. (Optional) Please provide additional information:

DBPL's manufacturing operation is located in Gazaria, Munshiganj, within the Meghna River Basin. The company currently manages water-related impacts through groundwater monitoring, rainwater harvesting, water-efficiency initiatives and its ISO 14001-aligned Environmental Management System. Although DBPL does not currently undertake formal basin-level stakeholder engagement, it plans to explore engagement with relevant local authorities, communities and water-management stakeholders within the next two years.

You have now reported 1 locations.

If needed, you can reset ALL water basin selections by utilizing the sidebar ≡ menu and clicking on the "Environment - Water Questions (E13 - Map/Questions)" section. You will then be prompted to re-input your first location on the map.

E15. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
Nitrogen oxides (NOx)	☐		☐	☒
Sulphur oxides (SOx)	☐		☐	☒
Carbon monoxide (CO)	☐		☐	☒
Ammonia (NH ₃)	☐		☐	☒
Non-methane volatile organic compounds (NMVOCs)	☐		☐	☒
Primary Particulate Matter 10 (PM10)	☐		☐	☒
Primary Particulate Matter 2.5 (PM2.5)	☐		☐	☒
Methane (CH ₄)	☐		☐	☒
Black carbon (BC)	☐		☐	☒
Organic Carbon (OC)	☐		☐	☒
Hazardous air pollutants (HAPs)	☐		☐	☒
Persistent organic pollutants (POPs)	☐		☐	☒

	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
Other pollutants (Please provide additional information)	☐		☐	☒

E15A. Other pollutants (Please provide additional information):

Our operations do not produce significant emissions of the listed pollutants. However, we acknowledge minor emissions from the use of generators and transport vehicles, primarily during peak demand or power outages. We measure stack air emissions from our production units to monitor and control air quality impacts. While emissions of listed pollutants are minimal and within regulatory limits, we are particularly attentive to emissions from generators and combustion processes. Current data indicates low levels, but we are committed to improving pollutant tracking and expanding our monitoring scope in future reporting cycles.

E15A. Not applicable (Please provide additional information):

Our operations do not produce significant emissions of the listed pollutants. However, we acknowledge minor emissions from the use of generators and transport vehicles, primarily during peak demand or power outages. We measure stack air emissions from our production units to monitor and control air quality impacts. While emissions of listed pollutants are minimal and within regulatory limits, we are particularly attentive to emissions from generators and combustion processes. Current data indicates low levels, but we are committed to improving pollutant tracking and expanding our monitoring scope in future reporting cycles.

E15A. (Optional) Please provide additional information:

E16. Within the reporting period, how has the company implemented circular economy practices?

(Select all that apply) **i**

- ☒ **Has a formal circular economy policy or commitment**
- ☒ **Has dedicated resources (budget and/or staff) to circular economy initiatives**
- ☒ **Has integrated circularity considerations into product or service design**
- ☒ **Promotes circular business models**
- ☒ **Applies circular economy practices to the company's own operations**
- ☒ **Engages and collaborates with suppliers and value chain partners to implement circular economy practices**
- ☒ **Applies circular economy practices to waste management**
Tracks and/or monitors circularity outcomes (examples include, but are not limited to: percentage of recycled input materials, circular products, or waste diverted from landfill/incineration, etc.)
(If applicable, please provide additional information)
- ☐ **Has other circular economy practices not listed above**
- ☐ **None – the company has not implemented any circular economy practices in the reporting period**

E16A. (Optional) Please describe examples of how circularity outcomes have been tracked and monitored:

DBPL tracks circularity outcomes through waste-segregation records, production-waste recovery data, internal recycling records and annual Corporate Environmental Footprint reporting. Monitoring includes the quantities of plastic waste reused or recycled, operational waste generated, recycled-material development and the proportion of production waste diverted from disposal. The results are reviewed through the company's Environmental Management System and management-review processes.

E16A. (Optional) Please provide additional information:

DBPL implements circular economy practices through process-waste segregation, reuse and recycling, internal plastic recycling, recycled polypropylene development and continuous improvement of material efficiency. Circularity considerations are integrated into production and waste-management activities, supported by dedicated recycling resources and engagement with relevant suppliers, customers and value-chain partners. Performance is monitored through operational records, internal and external audits and annual environmental footprint reporting, supporting DBPL's objective of reducing waste and increasing the use of recovered and recycled materials.

E17. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

During the reporting period, DBPL continued strengthening its environmental performance through waste segregation, internal recycling, rainwater harvesting and renewable-energy use. The company is also progressing the Waste to Worth initiative, which aims to develop a more structured post-consumer polypropylene collection, sorting and recycling system and convert plastic waste into high-quality recycled polypropylene for reuse in manufacturing. DBPL also plans to install additional solar panels to maximise the use of renewable electricity and reduce reliance on grid power. Key challenges include securing consistent quality waste inputs, aligning suppliers and value-chain partners with environmental requirements and managing investment in new recycling and energy infrastructure. These challenges are being addressed through stakeholder engagement, technical improvement, supplier collaboration and phased investment.

Anti-Corruption

[Click for additional guidance](#)

AC1. Does the company have an anti-corruption compliance programme?

(Select one that applies) 

- ☐ No, this is not a current priority
- ☐ No, but we plan to within the next two years
- ☒ **Yes**

AC1A. (Optional) Please provide additional information:

DBPL maintains an anti-corruption compliance programme supported by its Code of Conduct, Anti-Bribery & Anti-Corruption Policy, whistleblowing mechanism, internal controls, employee awareness programmes and periodic internal audits. The programme applies across the company's operations and supports ethical business conduct and regulatory compliance.

AC1.1. Is the anti-corruption compliance programme:

(Select all that apply) 

- ☒ **Publicly available**
- ☒ **Approved at most senior level of the company**
- ☒ **Applied to the company's own operations**
- ☒ **Applied to the company's own suppliers**
- ☐ Applied to the other stakeholders within the company's value chain (consumers, communities, other business relationships)
- ☐ Other (Please provide additional information)

AC1.1A. (Optional) Please provide additional information:

The anti-corruption programme is approved by senior management and implemented throughout DBPL's operations. Anti-corruption expectations are also communicated to suppliers through the Supplier Code of Conduct and procurement processes, supporting ethical behaviour across the supply chain.

AC1.2. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) 

☒ **Yes, through review on an adhoc basis**

☐ Yes, through internal employee self-evaluations

☐ Yes, through automated controls monitoring

☐ Yes, through external independent monitoring

☒ **Yes, through other mechanisms (Please provide additional information)**

☐ No, we do not monitor the anti-corruption compliance programme
(Please provide additional information)

AC1.2A. Yes, through other mechanisms (Please provide additional information):

Monitoring is carried out through internal audits, management reviews, investigation of reported concerns, periodic policy reviews and compliance oversight by senior management.

AC1.2A. (Optional) Please provide additional information:

DBPL regularly monitors the effectiveness of its anti-corruption programme through internal audits, management reviews, whistle-blowing procedures, compliance reporting and corrective-action processes. Findings are reviewed by management to ensure continual improvement and compliance with company policies and applicable legal requirements.

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

(Select one that applies) **i**

- ☐ No, and we have no plans to develop any policy/recommendation
- ☐ No, but we plan to within the next two years
- ☒ **Yes, included within a broader policy or as a standalone policy**

AC2A. (Optional) Please provide additional information:

DBPL addresses conflicts of interest, gifts and hospitality, donations, sponsorships and interactions with public officials through its Code of Conduct and anti-corruption compliance framework. Employees are required to avoid actual or perceived conflicts, seek guidance where uncertainty exists and report concerns through established management and grievance or whistleblowing channels.

AC3. Does the company engage in collective action against corruption?

(Select one that applies) i

- ☐ No, this is not a current priority
- ☐ No, but we plan to in the next two years
- ☒ **Yes (Please provide additional information)**

AC3A. Yes (Please provide additional information):

DBPL participates in anti-corruption collective-action activities through the Global Compact Network Bangladesh, including relevant meetings, knowledge-sharing and discussions on corruption risks and preventive practices. This engagement supports the company’s commitment to transparent, ethical and responsible business conduct.

AC3A. (Optional) Please provide additional information:

AC4. Who receives training on anti-corruption and integrity?

(Select all that apply) 

- ☒ All employees
- ☐ Selected employees (Please provide additional information)
- ☐ Third-party suppliers, contractors and/or consultants
- ☐ No training provided

AC4A. (Optional) Please provide additional information:

Anti-corruption and integrity awareness is provided to employees through the company’s compliance training, employee orientation and policy-awareness programmes. The training covers ethical conduct, conflicts of interest, gifts and hospitality, reporting channels and responsibilities under the company’s Code of Conduct.

AC4.1. How often is such training provided?

(Select one answer option per line) 

	One time only	Every two or more years	Every year	Unknown
All employees	☐	☐	☒	☐

AC4.1A. (Optional) Please provide additional information:

Anti-corruption and integrity awareness is provided annually through Business Ethics and Compliance training and is reinforced through employee orientation, regular policy communication and ongoing awareness initiatives.

AC5. What mechanisms does the company have in place to detect incidents of corruption?

(Select all that apply) 

- ☒ **Internal reporting channels (e.g., confidential or anonymous speak-up mechanisms)**
- ☒ **Whistleblower protection**
- ☒ **Internal audits, compliance reviews, or other forms of controls**
- ☒ **Third-party due diligence and ongoing monitoring**
- ☒ **External reporting channels (e.g., grievance or complaint mechanisms)**
- ☒ **External audits or independent reviews**
- ☐ Other (Please provide additional information)
- ☐ No mechanisms in place to detect incidents of corruption

AC5A. (Optional) Please provide additional information:

DBPL detects potential corruption risks through confidential reporting and whistleblowing channels, internal audits, compliance reviews, management controls, third-party due diligence and external audit processes. Employees and external stakeholders may raise concerns through established grievance and complaint mechanisms, and reported matters are reviewed in accordance with the company's investigation and corrective-action procedures.

AC5.1. Within the reporting period, what actions has the company taken to address suspected incidents of corruption?

(Select all that apply) 

- ☐ Internal measures (e.g. internal investigation, review by board of directors, review by ethics committee)
- ☐ External measures (e.g., audit, review, report to and collaborate with authorities)
- ☐ Other (Please provide additional information)
- ☐ No actions were taken to address suspected incidents of corruption
- ☒ **No incidents of corruption suspected**

AC5.1A. (Optional) Please provide additional information:

No incidents of corruption were suspected or reported during the reporting period. DBPL nevertheless maintains established procedures for internal investigation, management review, corrective action and cooperation with external authorities where required.

AC6. (Optional) Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.[i](#)

During the reporting period, DBPL continued strengthening its anti-corruption framework through annual Business Ethics and Compliance training, employee orientation, policy communication, internal audits, whistleblowing arrangements and management oversight. The company also continued participating in anti-corruption collective-action initiatives and reinforcing ethical requirements in supplier and business-partner engagement. Key priorities include improving third-party compliance monitoring, strengthening confidential reporting awareness and maintaining consistent documentation of training, due diligence and follow-up actions. No incidents of corruption were suspected or reported during the reporting period.

R5. (Optional) Please upload the sustainability report for your company

(Uploaded file cannot exceed 50MB)

DBPL Environment and Social Monitoring Report – 2025.pdf

4.6 MB

application/pdf

R5.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

2025 Environmental Footprint Report DBPL.pdf

3.6 MB

application/pdf

R5.2. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

Thank you for completing the Communication on Progress.

Please do not close the page.