



ENVIRONMENT & SOCIAL MONITORING REPORT-2025

dutch-bangla pack ltd

excellence in quality



BACKGROUND

Dutch-Bangla Pack Ltd. (DBPL) is dedicated to upholding long-term and sustainable economic responsibility. Our commitment is reinforced by our alignment with the FMO guidelines for an Environmental and Social Action Plan, seamlessly integrated into our business operations and strategies.

Outlined below are the key actions undertaken by DBPL in accordance with this plan:

- Ensuring meticulous design, construction, operation, maintenance, and monitoring of all plants, sites, and equipment in a safe, efficient, and business-oriented manner.
- Implementing, maintaining, and consistently enhancing an effective Environmental and Social Management System.
- Appointing responsible senior personnel with management authority to oversee the proper implementation, monitoring, review, and continual improvement of the Environmental and Social Management System.
- Holding certifications for various aspects of the Environmental and Social Management System, including:
 - ISO 14001:2015, aligning with IFC Performance Standards for environmental management.
 - ISO 45001:2018 (formerly OHSAS 18001), focusing on occupational health and safety management.
 - SA 8000:2014, addressing labor management.
 - FSSC 22000 (v6.0), a GFSI-recognized certification ensuring food safety.
 - ISO 9001:2015, for quality management.
 - Halal Certificate, supporting compliance with applicable halal requirements for relevant products and customers.
 - Kosher Certification, achieved in 2025, further strengthening DBPL's compliance position for food-grade and customer-specific packaging requirements.
 - QA-CER CERTIFICATE OF QUALITY MANAGEMENT SYSTEM FOR RECYCLING - AND PRODUCTION - The certificate signifies quality management system compliance for recycling and production, verified by the Belgian Quality Association (BQA). With this certification, we make serious steps forward in sustainability and respond to the global demands for sustainable packaging solutions, aligning with environmental regulations and customer expectations.

- AENOR Certification for recycled plastic traceability and content. This certification supports independent verification of recycled plastic use, strengthens transparency in the recycled material supply chain, and reinforces DBPL’s commitment to circular economy practices, sustainable packaging solutions, and credible recycled-content claims.
- DBPL has been a proud signatory to the United Nations Global Compact program since 2014. We actively advocate and uphold the UNGC's ten principles encompassing human rights, labor standards, environmental protection, and anti-corruption measures. Our commitment to integrating the Global Compact and its principles into our corporate strategy, culture, and daily operations remains steadfast.



ABOUT THE COMPANY

DBPL, established in 2007, is a dynamic joint venture between local stakeholders and LC Packaging International BV (LC), headquartered in the Netherlands. With a 50% stake held by local shareholders and the other half by LC, DBPL benefits from the extensive expertise and global reach of LC Packaging, renowned as one of the largest traders of packaging materials worldwide, operating across Europe and Africa.

Specializing in the production of Flexible Intermediate Bulk Containers (FIBCs), DBPL holds the mantle as Bangladesh's premier FIBC manufacturer. These industrial containers, crafted from flexible fabric, are engineered to store and transport dry, flowable commodities such as sand, fertilizer, and plastic granules. Following a significant expansion, DBPL now boasts an annual production capacity of 4.2 million big bags.

Since commencing commercial operations in 2008, DBPL has diversified its product portfolio to encompass a range of specialized FIBC variants, including Pharma Clean, Food Clean, Intermediate Clean, Industrial Clean, Laminated FIBCs, and HDPE/LDPE liners. Notably, the company maintains a High Care Cleanroom dedicated to the production of FIBCs for the food and pharmaceutical sectors, ensuring stringent hygiene and safety standards.

DBPL's FIBCs serve as bulk containers for various products, including pharmaceuticals, food grains, and industrial raw materials. To bolster its foothold in the premium FIBC market segment, DBPL has invested in state-of-the-art production facilities, including a wide-width coating plant and a wide-width multilayer liner plant. These advancements enable the production of FIBCs suitable for liquid packaging (e.g., water, milk, oil), food packaging (processed or semi-processed ingredients), and pharmaceutical packaging.

Driven by a commitment to excellence, DBPL adheres to rigorous Quality, Hygiene, Food Safety, Environmental, Occupational Health & Safety, and Social Accountability policies to meet international standards and customer requirements. The company's dedication to quality, safety, compliance, sustainability, and efficiency is exemplified by its attainment of ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, FSSC 22000 Version 6, SA8000:2014, Halal, Kosher, BQA-approved QA-CER certification for recycling and production, and AENOR certification for recycled plastic traceability and content.

These certifications and compliance systems demonstrate DBPL's strong commitment to responsible manufacturing, food-grade packaging, circular economy practices, employee welfare, and continual improvement. As a leading FIBC manufacturer with this comprehensive certification portfolio, DBPL continues to set benchmarks for excellence, sustainability, and customer confidence in the industry.

CORPORATE GOVERNANCE

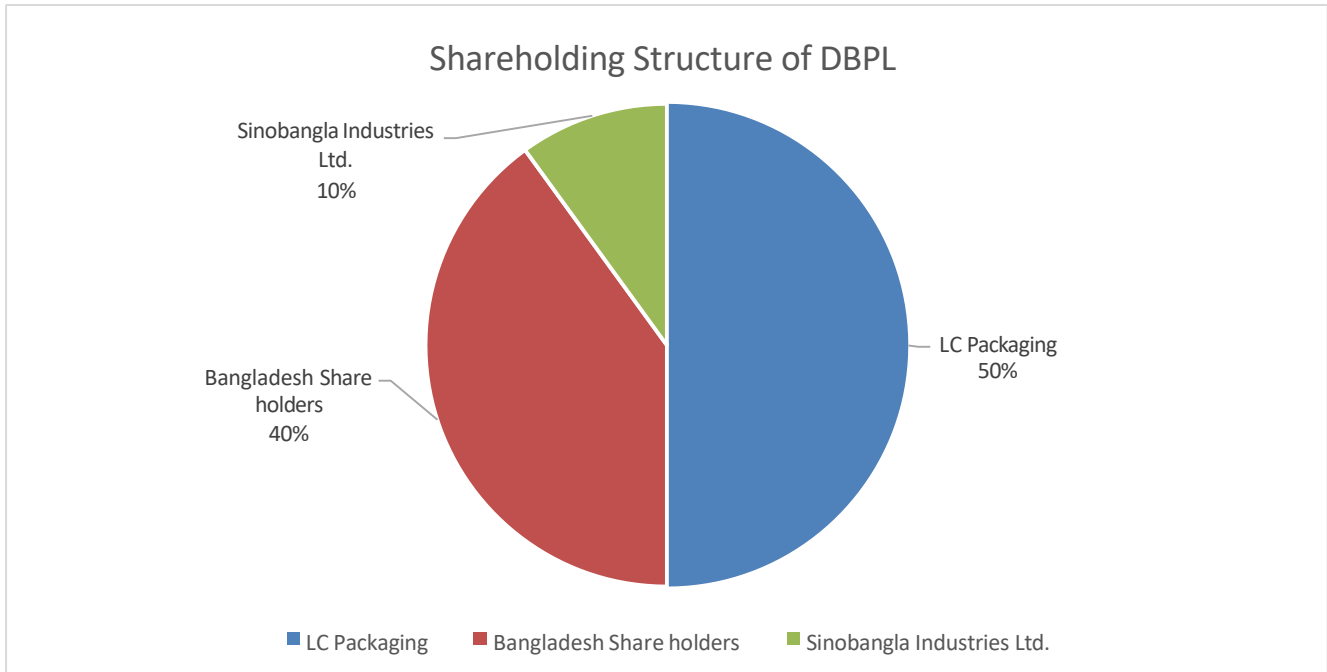
3.1 CORPORATE STRUCTURE

DBPL is a private limited company that was established as an equal partnership between Dutch and Bangladeshi investors. It was incorporated by the Registrar of jointly held companies in Dhaka, Bangladesh, in 2007. Both Dutch and Bangladeshi investors are represented on the Board of Directors, which oversees the company. The Company Secretary is in charge of making sure DBPL adheres to generally recognized legal and financial procedures and upholds corporate governance standards.

3.2 SHARE OWNERSHIP

50% of the shares are owned by local stockholders, with LC Packaging International BV (LC), Netherlands, holding the remaining 50%. Four local investors and Sino Bangla Industries Ltd., LC Packaging's longtime production partner in Bangladesh, make up the Bangladeshi shareholders.

One of the biggest international distributors of packaging supplies, LC Packaging operates in both Europe and Africa. The figure below depicts DBPL's shareholding structure.



3.3 CORPORATE GOVERNANCE POLICY

We at Dutch-Bangla Pack Ltd. (DBPL) are dedicated to promoting and putting into practice standards for ethical business conduct, which is in line with our fiduciary duty to protect long-term investment interests. We place a high priority on empowering shareholders to actively participate in important decisions that shape the company's future.

In accordance with the strategic direction established by the Board of Directors, the Managing Director is in charge of successfully leading and managing the company. Particular obligations consist of:

- Developing a compelling vision and strategic plan in conjunction with the Board of Directors to direct the growth of the company.
- Determine, evaluate, and communicate to the Board of Directors any concerns that impact the organization from the inside and the outside.
- Serve as the Board of Directors' expert advisor on all facets of the company's operations.
- Encourage productive collaboration between the Board and the staff.
- Carry out formal communication on behalf of the Board as necessary and collaboratively with the Board when suitable.
- Stand for the organization at community events to improve its Community Profile.

3.4 INTERNAL AUDIT AND RISK MANAGEMENT

The Board of DBPL confidently assumes the responsibility of overseeing risks, with a commitment to understanding and ensuring effective risk management across the company. Risks are regularly reviewed, and management's responses to the most critical risks are thoroughly evaluated. The Company Secretary is pivotal in this process, actively participating in meeting discussions, providing expert advice on legal and governance issues, tracking legislative developments, coordinating with external regulators and advisers, managing employee health and safety protocols, and ensuring strict adherence to relevant laws and regulations.

HUMAN RIGHTS

4.1 COMMITMENT

DBPL has achieved certification under the SA 8000:2014 (Social Accountability) standard. DBPL pledges to adhere to the United Nations Declaration of Human Rights, ILO conventions, and national laws, while incorporating business and industry standards to establish a unified framework for assessing social performance.

4.2 ECOVADIS

DBPL takes pride in being part of Royal LC Packaging's EcoVadis sustainability assessment as a joint-venture production facility and key partner of LC Packaging, a renowned global packaging company headquartered in the Netherlands. In 2025, Royal LC Packaging regained the EcoVadis Platinum rating for the fifth time, achieving its highest-ever score of 85/100. This recognition places Royal LC Packaging among the top 1% of more than 150,000 companies assessed worldwide by EcoVadis for sustainability performance. The EcoVadis assessment covers key themes including Environment, Labour & Human Rights, Ethics, and Sustainable Procurement, and includes LC Packaging's operations, production facilities, and warehouses, including its FIBC manufacturing site in Bangladesh, Dutch-Bangla Pack Ltd.



4.3 IMPLEMENTATION

Please see Section 5.4

EMPLOYMENT

5.1 STATEMENT ON LABOR RIGHTS

DBPL is committed to establishing a standard for social responsibility by promoting a positive environment that respects human rights and consistently improves workplace conditions. We commit to upholding and respecting international human rights within our area of influence, while ensuring we do not participate in or support any human rights violations. As a responsible organization, we are dedicated to complying with all the requirements of SA 8000:2014.

At DBPL, we are committed to consistently enhancing the ways we promote, communicate, and uphold Social Accountability with our employees, customers, suppliers, and the broader community. This policy will be periodically reviewed, clearly communicated, and made accessible to all personnel, including directors, executives, managers, supervisors, and employees, regardless of whether they are directly employed, contracted, or representing the company in any capacity, and will also be available to the public upon request. DBPL will remain committed to encouraging all suppliers and contractors to adhere to the same standards.

A re-certification audit by the certification body was conducted from 24 February to 26 February 2025 & DBPL has been certified again with no major non-conformities.



Bureau Veritas Certification Holding SAS
SA8000 MANAGEMENT SYSTEM CERTIFICATION CERTIFICATE

Certificate Number: IND.23.15506/SA/S Rev 1

This is to certify that:

Dutch Bangla Pack Limited
Boro Baluakandi, P.O.- B.K. Raypara, P.S.- Gazaria, Dist.-
Munshiganj, Bangladesh

Has been found to conform with an appropriate and effective management system that meets the requirements of Social Accountability Management System Standard

SA 8000:2014
Scope of certification

The scope of certification described by this certificate relates to the empowerment and protection of all personnel who provide products or services for that organisation at the above address, including personnel employed by the organisation itself for the following activities:

Manufacturing and marketing of pharma clean flexible intermediate bulk containers, food clean flexible intermediate bulk containers, intermediate clean flexible intermediate bulk containers, industrial clean flexible intermediate bulk containers, laminated flexible intermediate bulk containers and high density polyethylene/ low density polyethylene liners (inner bags), Recycling of polypropylene and polyethylene waste. (Primary processes are : Tape line, Fabric Cutting, Sewing, Fabric weaving, Fabric lamination, Loom weaving, Liner Extrusion, Twisting, Liner Shaping)

Date of initial certification: 10 July 2020
Place and Date: BANGLADESH, 09 July 2023

This Certificate is Valid Until: 08 July 2026
For and On Behalf Of Bureau Veritas Certification Holding SAS

The Certification Audit Was Performed and Supervised By: 387704
BV id number of SA8000 Lead Auditor

Nicolas May
President

SA 8000

Note: Lack of fulfillment of the conditions specified in the appropriate Certification Agreement may render this Certificate invalid.

Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organisations or organisations accredited by any entity other than SAAS. Additionally, all SA8000 certificate shall contain the address of the SAAS website (www.saasaccreditation.org/certification) where stakeholders can confirm the validity of an accredited SA8000 certificate.

This Certificate Is Issued By SAAS Accredited Unit: Bureau Veritas Certification Holding SAS
Le Triangle de l'Arche, 5, avenue du Triangle - CS 90096
92937 Paris La Defense Cedex - France

Format No: SA/F/08a, Rev 5.4 Page 1 / 1 July 2022

The specific commitments of DBPL with respect to the requirements of SA 8000:2014 are as below.

➤ **CHILD LABOR**

DBPL is committed to not employing child labor and will adhere to the SA 8000:2014 standard's principles regarding child labor.

➤ **FORCED LABOR**

DBPL does not engage in or support the use of forced labor.

➤ **DISCRIMINATION**

DBPL neither participates in nor condones any form of discrimination or harassment. It focuses solely on skills-based questions during interviews for hiring or promotion. DBPL neither participates in nor supports actions that hinder an employee's ability to practice, observe, or fulfill needs associated with their race, caste, nationality, religion, disability, sexual orientation, union membership, or political affiliation. DBPL prohibits any behavior by its employees that is discriminatory or harassing. Sexually coercive, threatening, abusive, or exploitative gestures, language, and physical contact are not allowed. Employees receive information regarding this policy during their orientation for new hires, and it is also included in the employee handbook. Any claims of discrimination or harassment are promptly reported to the Human Resources Department, which conducts an immediate investigation.

➤ **FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVELY BARGAIN**

DBPL acknowledges the entitlement of its employees to affiliate with trade unions of their preference and to engage in collective bargaining. While DBPL affirms this right, it places significant emphasis on cultivating a healthy, safe, and enjoyable workplace to reduce any potential employee dissatisfaction. The organization is dedicated to maintaining transparent communication channels with management and has established a grievance procedure that encompasses all management tiers, including the Managing Director. Additionally, in alignment with its continuous efforts to comply with SA 8000:2014 standards, DBPL has instituted a Social Performance Team (SPT), which consists of ten elected workers and four representatives from management.

The members of the SPT engage in risk assessments, oversee monitoring activities, and assist in the execution of corrective and preventive measures. The worker representatives play a crucial role in facilitating dialogue between employees and management regarding recommendations or grievances related to the implementation of the SA 8000:2014 policy, and they actively participate in the following activities.

- Engaging in risk evaluations to recognize possible threats and weaknesses within the organization.
- Performing internal audits and oversight activities to guarantee adherence to social accountability standards.
- Participating in pertinent elements of management review procedures to offer insights and evaluations regarding the execution of policies.
- Attending opening and closing meetings of labour audits, including those related to SA 8000:2014 compliance.
- Informing employees of any preventative and remedial measures implemented in response to issues or concerns that have been identified.
- Providing senior management with information about the benefits and efficacy of actions taken to adhere to the SA 8000:2014 Standard.

The Social Performance Team's management members take part in management evaluations and the process of choosing whether to take corrective or preventive measures. Through SPT's aid, DBPL has created an additional thorough risk assessment that is used to guarantee workplace health and safety in order to comply with SA 8000:2014 standards:

- Due to inadequate illumination on the main highway, which has made it difficult for workers to utilize the pathway after dark, a risk assessment was conducted.

SOCIAL PERFORMANCE TEAM

SI No	ID No.	Name of Employees	Designation	Section	Picture
1	01.00022	Mrs. Shamsunnahar	Sr. Manager	Office	
2	01.00111	Md. Iqbal Hossain	Manager, HR and Admin	Office	
3	03.13840	Samia Mostarin	Supervision Specialist	QC-CR	
4	02.00010	Md. Firuz Alam	Sr. Officer	Office	
5	02.00133	Md. Royal Ali	Assistant Officer	PPMF	
6	03.00043	Ali Asgar	Supervision Specialist	Maintenance	
7	03.00008	Md. Saifullah	Supervision Specialist	Needle Loom	
8	03.12924	Nusrat Jahan Sima	Expert	Sewing-DB2	
9	03.03451	Rupali Akhtar	Supervision Specialist	Sewing-CR	
10	03.11173	Nipa Khatun	Expert	Sewing-CR	
11	03.13359	Harun ur Rashid	Expert	Sewing-DB2	
12	03.00294	Mahinur Begum	Expert	Sewing CR	
13	03.08251	Noman Miah	Supervision Specialist	Sewing-DB2	
14	03.12591	Mina Khatun Mala	Supervision Specialist	Sewing-DB2	

DBPL is an advanced member of the UN Global Compact and a member of Sedex*



United Nations
Global Compact

* applicable to DBPL as member of LC Packaging

5.2 HEALTH AND SAFETY

The continuous improvement of worker health and safety is a top priority for DBPL. We strictly follow the occupational health and safety guidelines specified in this international standard, as demonstrated by our ISO 45001:2018 certification. DBPL is resolute in its commitment to maintaining the highest standards of occupational health and safety at every stage of our operations.

In addition to preventing possible workplace accidents, DBPL promises to provide a safe and healthy work environment, personal protective equipment, and medical care in the case of a job-related injury. Designate an OHS-ensuring senior manager; create a Health and Safety Committee with a balanced membership of employees and management representatives, among others.

A surveillance audit by the certification body has been conducted on 9 January 2025 and there were no major nonconformities found during the audit for DBPL. DBPL successfully passed the audit.

Bureau Veritas Certification



Dutch-Bangla Pack Limited

Head Office: Navana DH Tower (10th Floor), Suite No: 1001, 6 Panthapath, Dhaka-1215, Bangladesh

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard

ISO 45001:2018

Scope of certification

Head Office: Marketing, Purchasing & Sales related activity to support the production of FIBC's including Food and Pharmaceutical grade FIBC's, Wide-Width coated fabrics, Multi-Layer Liners, Container Liners and Recycling of Polypropylene and Polyethylene

Original cycle start date: **14 February 2021**
 Expiry date of previous cycle: **13 February 2024**
 Recertification Audit date: **26 December 2023**
 Recertification cycle start date: **26 February 2024**

Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until: **13 February 2027**

Certificate No. **IND.24.2573/OH/U** Version: 1 Issue date: **26 February 2024**


Signed on behalf of BVCH SAS UK Branch
Jagdish N. MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division


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Certification body address: 5th Floor, 66 Prescot Street, London, E1 8HG, United Kingdom.
 Local office: Bureau Veritas (Bangladesh) Pvt. Ltd.
 Symphony 5th Floor, Plot: SEC/19, Road-142
 South Avenue, Gulshan-1, Dhaka-1212, Bangladesh.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
 To check this certificate validity please call +88 (02) 8836765. OR E-mail: cert.india@bureauveritas.com

➤ **DEDICATED MEDICAL TEAM**

At DBPL, the health and safety of our employees remains a key priority and is supported by our dedicated medical personnel. Dr. Mohammed Jewel (MBBS), Medical Officer, and Ms. Lipi Akter, Health & Safety Officer and qualified paramedic, work collaboratively to provide essential medical support, first-aid injury management, and regular workplace health monitoring for all factory staff.

To strengthen preventive health care at the workplace, the Medical Officer visits the production floors three times every week on a section-wise basis for regular employee checkups and health observation. In addition, Ms. Lipi Akter monitors health and safety-related issues on alternate three days, supporting early identification of concerns, follow-up of workplace health matters, and awareness among employees. This regular floor-level medical and health & safety monitoring helps ensure that employees receive timely support and that workplace health risks are addressed proactively.













Figure: Medical Officer & Health & Safety Officer

➤ **JOINT HEALTH & SAFETY COMMITTEE**

A Joint Health & Safety Committee was established at DBPL by the election of five employee and five management representatives. Members of the JHSC take part in assessing risks to health and safety, keeping track of progress, and assisting the execution of corrective and preventive measures. The worker representatives allow communication between employees and management on suggestions on the application of ISO 45001:2018 policy.

JOINT HEALTH & SAFETY TEAM

Sl.	Name	Designation	Designation Committee	in	Picture
1	Mr. Md. Kifaiath Kaiser	Dy. Manager	Chairman		
2	Mr. Md. Saifullah	Supervision Specialist	Vice Chairman		
3	Mr. Mohammad Asaduzzaman Bhuiyan	Head of IT & MIS	Member Secretary		
4	Mrs. Shamsunnahar	Sr. Manager	Member		
5	Miss. Lipi Akter	Health & Safety Officer	Member		
6	Mr. Md. Nazmul Hossain	Supervision Specialist	Member		
7	Mrs. Nurun Nahar Begum	HS Personnel	Member		
8	Ms. Sonia Rozario	Expert	Member		

9.	Siddiqur Rahman	Asst. Officer	Member	
10.	Md. Al-Mamun	Sr. Supervision Specialist	Member	

ANNUAL HEALTH CHECKUP

In December 2025, DBPL organized its yearly health checkup initiative for employees at the factory premises. Collaborating with Prime Health Care, a well-regarded healthcare service provider in the vicinity of Gazaria, the company offered comprehensive health evaluations at its own cost to support employee health and well-being. These evaluations included physical examinations such as weight, height, and BMI assessment, along with eye tests, blood tests, urine tests, TB screenings, and other routine medical assessments. The program reflects DBPL’s continued commitment to preventive healthcare, early identification of health concerns, and ensuring that employees have access to essential medical services within the workplace. This initiative further highlights DBPL’s dedication to enhancing employee welfare, maintaining a healthy workforce, and promoting a safe and supportive working environment.



Figure: Annual Health Checkup Program

➤ **SAFETY BOARD**

A Safety Board, attached next to the ground floor entrance of the production line, is maintained to demonstrate the month-wise and year-to-date number and kind of injuries.

Information on three types of injuries is maintained:

- First Aid Injury (FAI)
- Medical Treatment Injury
- Lost Time Injury (LTI).

Regular updating of the Safety Board helps to keep track of workplace injuries and implement control measures.



Figure: Safety Board

5.3 SIZE OF WORKFORCE

DBPL currently has a workforce of 1,388 employees as of 31 December 2025. The company continues to place strong emphasis on creating employment opportunities for women, particularly through recruitment from technical training institutions and structured workplace orientation. New hires, especially those without prior experience, undergo an initiation and training period before being confirmed as permanent staff. This process ensures that employees are properly familiarized with company procedures, workplace discipline, quality requirements, occupational health and safety practices, and employee rights. During 2025, DBPL recorded 750 new female hires, reflecting the company's continued contribution to women's participation in formal industrial employment. Employee turnover during the year was recorded under several categories, including better career opportunities, personal reasons, marriage, and other reasons. Marriage-related turnover remained more prominent among female employees, reflecting the continuing social and geographic challenges faced by many women after marriage, including relocation to their husbands' residences and difficulty in continuing employment due to distance or family circumstances.

DBPL continues to follow a progressive disciplinary approach, where termination is generally considered only after other measures, such as counselling, warnings, or suspension, have proven ineffective. In 2025, DBPL recorded 521 promotions, including 278 female and 243 male employees, showing that female employees continued to benefit from internal career growth and advancement opportunities. Among supervisory and management-level positions, there were 132 employees in total, of whom 42 were female.

5.4 LABOR POLICIES

As an SA 8000:2014 certified company, DBPL is committed to strict adherence to international and national labor policy standards. The Company commits to educating all employees of its policy and position on the SA 8000:2014 standard. All employees of DBPL are made aware of the Policy and Company Statement upon implementation. Periodically all through the year, DBPL reaffirms its commitment to the SA 8000:2014 policy through employee communications such as emails, noticeboard postings, etc.

Additionally, DBPL is dedicated to the ongoing enhancement of the health and safety of its workforce and pledges to the following:

- ▮ Guarantee a safe and healthy working environment for employees by providing resources for awareness, conducting initial risk assessments, offering training, and monitoring potential health and accident risks.
- ▮ Ensure that DBPL's environment, health, and safety procedures align with both international and national legislative standards, while also implementing any additional requirements necessary to guarantee a safe and healthy workplace and environment.
- ▮ Integrate environmental and occupational health and safety factors during the initial planning phase of product and process design.
- ▮ Consistently work towards identifying and removing any potential hazards that could lead to property damage, accidents, or personal injury or illness.

- ▮ Articulate the Environmental, Occupational Health, and Safety Policy to the appropriate stakeholders of the organization to motivate the adoption of effective preventive strategies.

➤ **DISCIPLINARY PRACTICE**

DBPL has a structured disciplinary process that is explained to all employees during the orientation for new staff and is specified in the employee handbook. The company does not engage in or support corporal punishment, mental or physical coercion, or verbal abuse in any form. New employees are trained on the progressive disciplinary policy, which is also included in the employee handbook.

➤ **WORKING HOURS**

DBPL adheres to all relevant national legislation and the standards set forth by SA 8000:2014 regarding working hours. Our regular and overtime hours are established under both national laws and SA 8000:2014 standards.

➤ **REMUNERATION**

DBPL affirms that the remuneration offered to its employees adheres to the Basic Need Wage by the SA 8000:2014 standards. The organization also prioritizes the digital distribution of wages, ensuring that the process is both secure and convenient for all employees.

➤ **COMMITMENT**

DBPL emphasizes its commitment to fulfilling all requirements of the SA 8000:2014 standard in conjunction with national employment laws. The Company is also dedicated to the ongoing refinement of its personnel policies. All personnel policies, along with the SA 8000:2014 policy, are accessible for review in the Human Resources Department. New employees receive the SA 8000:2014 policy statement as part of their orientation.

➤ **REVIEW**

DBPL is dedicated to evaluating the adequacy, appropriateness, and effectiveness of the company's SA 8000:2014 policy on an annual basis. For instance, in the most recent review, it was decided that additional personal information will be incorporated into the nominee forms for all employees' personal files.

5.5 IMPLEMENTATION

To fulfill its occupational health and safety objectives, DBPL conducts a comprehensive Hazard Identification and Risk Assessment (HIRA) exercise. This initiative aims to aid emergency managers in enhancing workplace safety and safeguarding against property and infrastructure damage by providing a tool to assess the consequences and frequency of hazards. The primary goal is to identify which hazards warrant focus within emergency management programs at any given time. When hazards pose a high level of risk, emergency management programs are devised to minimize risk through prevention, preparedness, and mitigation, response, and recovery measures. DBPL's analysis identified three major streams of hazards: natural, technological, and human-caused. Natural hazards stem from forces of nature, potentially exacerbated by human activity. Technological hazards arise from the manufacture, transportation, and use of substances like radioactive materials and chemicals. Human-caused hazards result from direct human action or inaction, intentional or unintentional. Following hazard analysis, DBPL implements suitable measures, including infrastructure and product/process design and the use of personal protective equipment, to address identified hazards effectively.

➤ FIRE & EMERGENCY EVACUATION DRILL & TRAINING

DBPL places utmost importance on fire safety and emergency preparedness, conducting regular fire drills three times a year, including a nighttime drill, exceeding the labor law requirement of two drills annually. Additionally, the company ensures comprehensive training by collaborating with the Fire Service and Civil Defense Bangladesh to conduct Fire Safety and Emergency Evacuation programs. These initiatives aim to equip both the company's fire safety team and all employees with the necessary knowledge and procedures to effectively respond to fire emergencies and ensure the safety of all personnel and assets.



Figure: Fire & Emergency Evacuation Drill

➤ MANAGEMENT REVIEW MEETING -2025

In alignment with its commitment to adhere to ISO standards and continual improvement, DBPL convened its 28th Management Review Meeting on 24 December 2025 at the Factory, with the participation of management staff from the factory and Head Office. The meeting commenced with a review of the action points established in the previous session, followed by a comprehensive overview of DBPL's performance throughout 2025. DBPL showcased notable achievements in output, quality, food safety, certification, customer satisfaction, and continual improvement. Notably, the company successfully underwent 2 re-certifications, 5 surveillance audit from the Certification Body, and 3 customer audits, all of which were passed with flying colors. Customer complaints reduced by 1.19% compared with the previous period, reflecting a positive trend in product and service performance. Recognizing the importance of continuous improvement, DBPL identified several improvement actions for 2026, including strengthening production performance reporting, improving wastage recovery procedures, enhancing TACCP controls, continuing digitalization activities, strengthening accident root-cause analysis, conducting regular health awareness sessions, ensuring female supervision, and continuing employee training as per plan. Following tradition, a special lunch was arranged, fostering an open discussion session where factory team members actively shared their comments, suggestions, and feedback on various operational and workplace matters.

As part of the wider program, the management team also participated in a team outing at Potenga Sea Beach and Foy's Lake in Chattogram. The outing included informal interaction, beach volleyball, speed boat rides, Sea World activities, lunch, and a raffle draw ceremony, creating an opportunity for team bonding and shared celebration of DBPL's achievements. The program concluded by highlighting the target of reaching a monthly production capacity of 48 FCL in 2026, with the continued support and collaboration of LC Packaging.



Figure: Management Review Meeting

➤ TRAINING

Ensuring occupational health and safety requires comprehensive employee training, and DBPL has developed and implemented a robust training plan to address this need. This plan covers a wide range of topics related to employee health and safety, food safety, quality, hygiene, environmental awareness, social accountability, legal compliance, emergency preparedness, and operational competence, with specific details regarding frequency, training materials, and delivery methods. Each employee receives over 152 hours of training annually, averaging approximately 56 hours per year. The Training department, integrated within the Human Resource Development division, oversees the delivery and evaluation of training programs to ensure their effectiveness. In line with the 2025 training plan, DBPL conducted 83 training programs covering 35 essential topics throughout 2025, with an impressive 94% of the total workforce receiving relevant training. This commitment to ongoing training underscores DBPL's dedication to maintaining a safe and healthy workplace environment for all employees.

Year: 2025

Sl. #	Training Topic	Trainer	Participants	Annual Freq.
1	Allergen Management	Mr. Emam/MR/Head of QA & QA	Sewing Prod. & QC Personnel	1
2	Awareness Training on Box Liner	Mr. Emam/Head of QC & QA/Expert	Prod., Hygiene & QC Personnel	4
3	Business Behavior & Communication	MR/Head of Dept./Mr. Shams	Supervisor and Above (65/batch)	2
4	Emergency preparedness & Response	MR/Mr. Tipu	All (65/batch)	2
5	Employee Orientation Manual & Business Principle	Head of HR/Mr. Iqbal	All (65/batch)	1
6	Female Hygiene Care	Ms. Lipi	All Female (65/batch)	2
7	First Aid, Fire Fighting & Rescue	Expert/MR/Ms. Lipi	Team Members (65/batch)	2
8	Good Documentation Practice	Mr. Emam/Head of QA & QC/HOD/MR	All Prod. and QC (65/batch)	2
9	HACCP, VACCP, TACCP	Mr. Emam/Head of QA & QC/HOD/MR	Supervisor and above (65/batch)	1
10	High Care Circular Loom	Head of Circular Loom/Expert	All Supervisors and Operators (65/batch)	12
11	High Care Production	Mr. Tanvir/Team Leader/Head of QA & QC	HCT Members (50/batch)	12
12	HIRA and Environmental Aspect & Impact	Mr. Tipu/MR/Head of QA & QC	All (65/batch)	2
13	Hygiene & GMP	Mr. Lipi/MR	All (65/batch)	2
14	Internal Audit	MR/Head of QA & QC/Expert	All Internal Auditors and HOD (45/batch)	2
15	Introduction of Equipment & Measuring Instrument	Mr. Anwar/Mr. Nazrul/HOD	All Maint. personnel (65/batch)	2
16	Introduction of tools & electrical safety	Mr. Nazrul/HOD	All Maint. personnel (65/batch)	2
17	ISO Policy, Procedure & Objective	Mr. Tipu/MR	All (65/batch)	2
18	Laboratory Practice	Mr. Emam/Head of QA & QC/HOD	All QC Lab Team Members (35/batch)	2
19	Lean Manufacturing	Expert/Mr. Shams	Supervisor and above (65/batch)	1
20	Legal Requirements	Mr. Iqbal/Head of HR/MR	Supervisor and above (65/batch)	1
21	Material Handling & Vehicle Operation & Safety	Mr. Anwar/Mr. Nazrul/MR	Store, SCM, Power Stacker and Forklift Operators (35/batch)	2

Dutch-Bangla Pack Limited

Factory: Vill.: Boro Baluakandi, P.S: Gazaria, Dist.: Munshiganj.

Annual Training Plan

Year: 2025

Sl. #	Training Topic	Trainer	Participants	Annual Freq.
22	Mock Recall	Mr. Emam/Head of QA & QC/MR	All QCI (35/batch)	2
23	Occupational Health Safety (Work at height and Hot Work PPE)	Mr. Anwar/Mr. Nazrul/HOD	All (65/batch)	1
24	Pest Control Procedure & Implementation	Expert/MR/Head of HR	All Team Members (25/batch)	1
25	Preventive maintenance	Mr. Anwar/Mr. Nazrul/Head of Mant.	All Maint. Personnel (65/batch)	3
26	Preventive Maintenance Procedure of Box Liner Machine	Mr. Anwar/Mr. Nazrul/Head of Mant.	All Maint. Personnel (25/batch)	3
27	Product Non-conformity, Correction & Preventive action and product & Process Quality	Mr. Emam/Head of QA & QC	All Prod. and QC Personnel (65/batch)	2
28	SA 8K Policy (Child Labor, Forced Labor, Working Hour, Remuneration, WPC, Discrimination, Counseling)	Mr. Iqbal/Head of HR/HOD	All (65/batch)	1
29	Sensory Test	Mr. Emam/Head of QC & QA	Assessor (45/batch)	1
30	SOP Training (CCP,OPRP, PRP)	Mr. Emam/Head of QC & QA/MR/FS Team Leader	Food Safety Team Members (45/batch)	2
31	SOP Training (Production)	Head of Dept. (Prod.)	All Prod. persons (65/batch)	2
32	SOP Training (Quality Control Procedure)	Mr. Emem/Head of QC & QA	All QC persons (45/batch)	2
33	SPT (Social Performance Team)	Mr. Iqbal/Head of HR/Expert	All SPT persons (25/batch)	2
34	Use of Lubricants	Mr. Anwar/Head of Maint.	All Twisting Operators and Mech. persons (55/batch)	2
35	Wastage Management	Mr. Abu Farah/HOD	All Prod. and QC persons (65/batch)	2

Print Date,Time & Page No.: March 19, 2025 | 12:38 pm | Page 2 of 2

- Figure: Annual Training Plan

To better manage the internal training programs, a digital training management system is used at the DBPL factory. The system collects, in real-time, the attendance and other relevant data of trainees to help in training needs assessment and planning.



Figure: Regular Training Session

EXTERNAL TRAINING

INTERNATIONAL MARKETING AND DIGITAL TECHNOLOGY TRAINING:

Dutch-Bangla Pack Ltd. (DBPL) participated in training sessions on international marketing and digital technology in Bangladesh, organized under the Bangla Plastic Association and powered by the Bangladesh Commerce Ministry. The program was attended by a total of 30 participants, including 10 females. The training was designed to strengthen participants' understanding of modern business communication, international market development, and digital tools. It focused on global market trends, customer engagement, digital communication platforms, and the role of technology in supporting business growth. Through this training, participants gained practical insights into how digital transformation and international marketing practices can support competitiveness, customer relationship management, and future business expansion.



Figure: Training Session about international marketing and digital technology

➤ **SAFETY PRECAUTIONS**

At DBPL, the utmost priority is placed on safety measures aimed at reducing workplace incidents, preventing injuries and illnesses, and promoting the overall well-being of employees. DBPL maintains a systematic approach to workplace safety through risk assessment, defined responsibilities, employee awareness, and continuous monitoring. Acknowledging that human error can significantly contribute to workplace accidents, the organization has established detailed Standard Operating Procedures (SOPs) for every major process and ensures that employees receive targeted training aligned with these SOPs. Additionally, DBPL has enhanced employee commute safety by installing solar street lighting along the primary highway, improving visibility and reducing safety risks for workers travelling to and from the factory, particularly during early morning and evening hours.

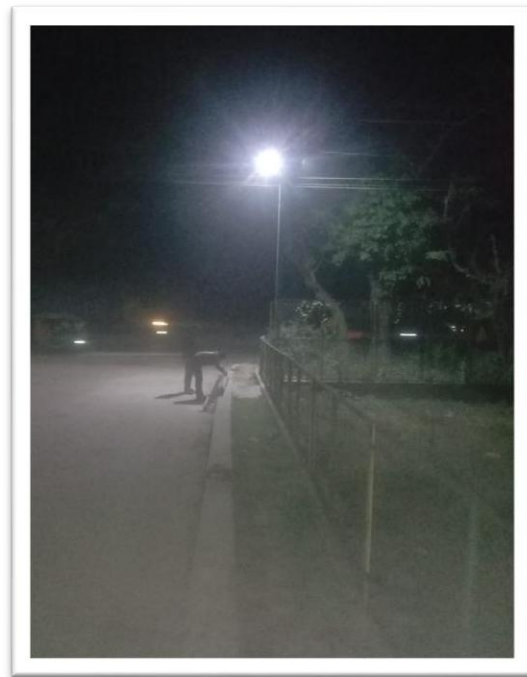


Figure: Solar Streetlights in the Main Highway Pathway

➤ FACILITATING EMPLOYEES

FAIR PRICE SHOP

In collaboration with Direct Fresh Ltd., Dutch-Bangla Pack Ltd. (DBPL) operates "Amar Dokan," a fair price shop located on its factory grounds in Gazaria, Munshiganj. This 1300 square foot shop is dedicated solely to DBPL employees, providing staple food products, both packaged and unpackaged, along with other household essentials at prices that are up to 10% lower than those found in the market. DBPL further enhances this offering by providing an additional 10% discount on the already subsidized prices. Amidst the current global economic challenges, including inflation and recession, this initiative significantly alleviates the financial burden of daily necessities for employees, thereby improving their satisfaction and retention rates. Moreover, employees have the option to buy goods on credit from the shop, which increases accessibility. The initiative also includes free healthcare insurance for employees, reflecting DBPL's commitment to their welfare and well-being.



Figure: Fair Price Shop

KPI-BASED REWARD SYSTEM

DBPL has introduced a KPI-driven reward system to enhance employee motivation. Every month, the employee with the highest performance is awarded the title of "Star Employee," receiving a financial reward for the following year that is approximately 10% of their salary. In addition, one employee from each section is recognized monthly with the "Best Performer" award. Each month, a trainee in every section is also honored as the "Best Learner," with all awards providing a financial incentive.



Figure: Star Employees especially awarded in annual picnic.

BENEFITS FOR NEW PARENTS

DBPL's management consistently grants new mothers a four-month paid leave and also awards a one-time cash gift of Tk. 20,000 to employees upon the arrival of a new baby.

EMPLOYEE'S CHILDREN SCHOLARSHIP PROGRAM:

DBPL, in collaboration with the LC Support Foundation, launched the Employee Children Scholarship Program on 1 December 2024, with Thijs Woudstra, Deputy Ambassador of the Kingdom of the Netherlands, in attendance. The program was introduced to provide financial support to the dependent children of full-time employees, particularly students in Class 5 or higher, while recognizing both academic performance and extracurricular achievements.

Initially launched with 30 students, the program was expanded with an annual budget of €25,000 and continued in 2025 as part of DBPL's ongoing commitment to inclusive education, employee welfare, and community development. Under the expanded program, 189 children of DBPL employees received general scholarships, while 20 children with Down syndrome from the local community received dedicated support. In addition, merit-based scholarships were awarded to 111 children of DBPL employees and 5 children from the community, recognizing outstanding academic performance and encouraging excellence.

DBPL continues to maintain the program through an annual assessment process to ensure that scholarship support remains fair, responsive, and accessible to eligible students. The process also allows new students to join the program while students completing Grade 12 transition toward higher education. This initiative reflects DBPL's long-term commitment to inclusive education, employee welfare, and community development, in alignment with the United Nations Sustainable Development Goals, particularly Goal 4 on Quality Education.



Figure: Scholarship Inauguration Ceremony

DORMITORY FACILITIES & DAY CARE CENTER

DBPL has established dormitory facilities for its employees, which comprise two modern dormitories for female staff within the factory compound and four rented housing units for male employees in the nearby area, collectively accommodating around 500 individuals. This year, the female dormitories have been upgraded with modern amenities, including enhanced washroom and shower facilities to support female employees better. Additionally, DBPL has set up 'Happy Kid', a daycare center located within the new women's dormitory, which offers full-time childcare services from 6 am to 5 pm on working days for children aged 6 months to 4 years. Employees who use the daycare during their working hours can benefit from this service at no cost, with the center having the capacity to care for up to five children at a time.



Figure: Female Hostel and Day Care Center

REGULAR RECREATIONAL ACTIVITIES & CELEBRATION

DBPL hosts numerous recreational and employee engagement events for its workforce, including games, tournaments, cultural activities, award programs, and celebrations of significant national and international days such as Victory Day, Bengali New Year, International Mother Language Day, and International Women’s Day. These activities are arranged to promote employee motivation, teamwork, inclusion, and a positive workplace culture.

In January 2026, DBPL organized its Annual Picnic 2026, bringing together employees, in-house operators, top management, and family members for a day of laughter, music, games, food, and celebration. The event included recreational activities such as pillow passing, musical chairs, running events, children’s rides, singing and dancing performances by in-house operators, a concert, food stalls, and a lottery program. DBPL also recognized employee contribution and loyalty through 35 Star Employee Awards, 10-Year Long Service Awards, and Best Employee of the Year Awards.

In March 2026, DBPL celebrated International Women’s Day with the motto “Give to Gain,” with participation from supervisors, operators, management, and employees from different sections. The program included a procession inside the factory, an address from the Head of Factory highlighting the valuable contribution of women in professional and personal life, and experience-sharing by female employees on balancing work and family responsibilities. Female employees were also appreciated with gifts, chocolates, and snacks, reflecting DBPL’s continued commitment to women’s empowerment, respect, and inclusion in the workplace.



Figure: Regular Recreation Activity

6.1 ENVIRONMENTAL ISSUES

Initially, DBPL assesses the environmental factors associated with its operations. These factors include elements like air pollutants and hazardous waste that may adversely affect individuals and the environment. After identifying the significant environmental factors, DBPL formulates objectives and targets, along with a strategic action plan to achieve these goals. This plan encompasses assigning responsibilities, creating a timeline, and detailing specific steps necessary to reach the targets.

The major environmental issues currently being faced by DBPL are:

- Optimal utilization of resources such as water, energy, and raw materials.)
- Waste management
- Monitoring the overutilization of harmful substances.

In August 2025, the certification agency conducted a follow up surveillance audit, which revealed no significant non-conformities. DBPL successfully completed the audit.



6.2 ENVIRONMENTAL POLICIES

DBPL's environmental policy encompasses several essential requirements. The organization recognizes that its activities will have various environmental impacts, including waste generation and energy use for heating and lighting. Committed to continuous environmental improvement, DBPL strives to conduct its operations in a way that minimizes harm to the environment. This includes efforts to reduce waste, optimize energy consumption, replace hazardous chemicals with safer alternatives, and develop eco-friendly products that can be recycled and reused. Furthermore, DBPL is focused on enhancing the design and implementation of its products and processes to reduce potential health hazards and accident risks while leveraging new technologies to lessen environmental impacts. The main raw material used by DBPL is Polypropylene, a polyolefin thermoplastic that is typically recyclable through re-extrusion and granulation. Additionally, DBPL is equipped to handle emergencies effectively and responds promptly to mitigate their consequences.

6.3 IMPLEMENTATION

DBPL has successfully implemented the ISO 14001:2015 Environmental Management System and continues to strengthen its waste management practices through systematic segregation, monitoring, and responsible disposal. A key improvement has been the segregation of waste at source. Previously, different types of waste were often collected together; however, DBPL now follows a more controlled waste management approach where waste materials are separated during the production process and placed only in designated containers. To support this practice, employees have received awareness and operational training on proper waste segregation, handling, and disposal requirements. Regular monitoring is also carried out to ensure compliance with the established guidelines. Collected waste is removed from production areas on a routine basis and stored in a dedicated waste storage area before further handling or disposal.

In addition to internal waste management improvements, DBPL is actively working on circular economy initiatives through the use of post-consumer recycled polypropylene (PCR rPP). Initial trials have already been completed using PCR rPP materials sourced from the Netherlands and Taiwan. Further trials are planned with Starlinger, a tape extrusion machinery manufacturer, with the objective of increasing PCR rPP content to more than 40% in applicable materials. These initiatives support DBPL's broader goal of reducing reliance on virgin raw materials and promoting more sustainable packaging solutions.

WASTE TO WORTH: DBPL's Path to Circularity, Fair Work, and a Sustainable PCR Value Chain in Bangladesh

DBPL is advancing its circular economy agenda through the "Waste to Worth" project, developed in partnership with the Dutch NGO Woord en Daad, LC Packaging International B.V., and the Fr. Charles J. Young Foundation. The project, formally titled "Waste to Worth: Emphasizing Transforming Waste into Value, while Ensuring Fair Wages and Safe Working Conditions," has been approved under the Subsidy Programme for Responsible Business 2025, supported by the Netherlands Enterprise Agency (RVO) on behalf of the Dutch Ministry of Foreign Affairs.

The project focuses on transforming post-consumer polypropylene waste into high-quality recycled polypropylene (rPP) for sustainable packaging applications, while also addressing social risks in the recycling value chain. These risks include unsafe working conditions, informal employment, low wages, limited social protection, and weak value-chain transparency, particularly among waste pickers, collectors, and sorting workers. Through this initiative, DBPL aims to support responsible plastic waste management, reduce dependency on virgin raw materials, and strengthen the local recycling infrastructure in Bangladesh.

The approved project period runs from 1 August 2025 to 31 July 2028, with a maximum subsidy of €500,000 covering up to 70% of eligible project costs. Phase A, which focused on local impact assessment, due diligence research, stakeholder mapping, and development of an action plan for Phase B, has now been completed. The implementation of Phase A has helped the consortium better understand the social sustainability risks, root causes, stakeholder roles, and practical opportunities for creating safer and fairer recycling work.

As DBPL moves forward, the project is expected to support improved plastic waste value chains, better working conditions, fairer income structures, and the production of high-quality PCR materials for sustainable packaging solutions.



Figure: Waste to Worth project workshop held at Dhaka

➤ **RAIN WATER HARVESTING**

DBPL is dedicated to promoting sustainability, with a focus on water conservation strategies, including rainwater harvesting. The company has launched a project that collects rainwater by making use of the factory's rooftop area. Covering 1008 square meters, the facility features two Rainwater Harvesting Tanks (RWH Tanks) that can gather and store as much as 8000 liters of rainwater. This stored rainwater will be used for various activities, including gardening, washing, and cleaning, thereby aiding in the conservation of water resources



Figure: Rain Water Harvesting Tank

➤ **ENERGY EFFICIENCY-SOLAR ENERGY**

DBPL is actively advancing its energy efficiency goals with a strong focus on reducing carbon emissions and increasing the use of renewable energy across its operations. In 2025, DBPL continued to strengthen its clean energy transition through the successful installation of a 993 kW solar power system to enhance energy efficiency and support sustainable operations. In addition, 1,029,143 kWh of solar electricity was purchased through a contract arrangement.

To further reinforce its clean energy and low-carbon initiatives, DBPL has undertaken additional 341 kW solar energy projects to expand renewable power capacity and reduce electricity costs. The company has also installed solar-powered streetlights in the surrounding areas, supporting sustainability while improving visibility and safety around the facility. Employees are regularly engaged through training and awareness programs that promote energy-conscious behavior in daily operations. These initiatives reflect DBPL's continued commitment to reducing environmental impact, improving energy performance, and progressing toward its long-term sustainability targets.



Figure: Solar Panel Installed in DBPL Rooftop

➤ **COMMITMENT TO ENVIRONMENT- SBTi TARGETS VALIDATED:**

Dutch Bangla Pack Ltd has received approval from the Science Based Targets Initiative (SBTi) for its near-term greenhouse gas emission reduction targets, which were established in collaboration with LC Packaging. These targets reflect our dedication to minimizing emissions in accordance with the 1.5°C pathway, with a long-term objective of complete elimination by 2050. As a responsible participant in the global community, DBPL is committed to this endeavor. By 2030, the company aims to achieve a 50% reduction in emissions. It is essential for everyone to contribute to this collective goal. In addition to DBPL's specific initiatives, the broader efforts of the Bangladesh government to promote and implement renewable energy sources are crucial for reaching this target.



Figure: SBTi Target Validation

➤ **DB-4 EXPANSION:**

At Dutch-Bangla Pack Ltd., we are steadily expanding our infrastructure and production capacity to support future growth. The work officially began in the first week of November 2025 and is expected to be completed by November 2026. One of the major additions is DB-4, a new production floor being constructed on top of the existing DB-3 building, covering approximately 3,000 m². This new floor is being designed to support additional cleanroom production and warehousing, along with key operational functions including cutting, baling, and sewing. In Phase 3, an additional 1,500 m² second floor is also being constructed to accommodate needle looms for loops and additional storage facilities, helping to optimize production flow and improve overall operational efficiency. Alongside these vertical expansions, DBPL is extending Phase 1 with an additional 100 m² area adjacent to the Finished Goods loading zone, which will further strengthen finished goods storage capacity.

In addition to infrastructure expansion, DBPL is investing in new machinery to support growing production requirements. Orders have been placed with Starlinger for a tape line extruder with a capacity of 720 kg/hour, along with additional fabric looms. These developments are expected to increase DBPL's production capacity from 38 containers to 48 containers per month and support the production of approximately 1 million high-level FIBCs. The expansion is also expected to create around 300 additional high-quality jobs, with women projected to represent approximately 60% of these new employment opportunities. Together, these developments represent an important step in strengthening DBPL's infrastructure, increasing cleanroom production capability, expanding warehousing capacity, and preparing the organization for its next phase of growth in 2026.



Figure: DB-4 Expansion

BRIBERY AND CORRUPTION

DBPL is firmly dedicated to conducting its business with the utmost honesty and integrity, ensuring adherence to all legal requirements and regulations while actively opposing corruption and bribery. All employees are required to demonstrate integrity and responsibly manage the resources entrusted to them. The organization enforces a strict zero-tolerance policy against corruption, denouncing any involvement in corrupt activities by employees, contractors, agents, or business partners. Any suspected corruption is thoroughly investigated, and necessary actions—including reporting to authorities, implementing disciplinary measures, pursuing prosecution, and seeking recovery—are taken without delay. Importantly, DBPL has not faced any legal issues, judgments, or incidents related to corruption or bribery. To further safeguard against such risks, bi-annual internal audits and annual external audits of financial records are conducted, effectively identifying and preventing any suspicious payments linked to bribery or corrupt practices, with no such occurrences reported thus far.

ANTI-CORRUPTION COLLECTIVE ACTION BY UNGC:

DBPL is a proactive participant in the United Nations Global Compact initiative titled "Advancing Collective Action against Corruption through Global Compact Network Bangladesh." This three-year project is designed to enhance Collective Action efforts and promote public-private partnerships aimed at addressing corruption. Within this framework, a Stakeholder Working Group has been formed, which includes DBPL alongside representatives from the private sector, development organizations, and academic institutions. DBPL is actively involved in the group's activities, engaging in workshops and working closely with the UNGC. By utilizing its expertise, knowledge, and relevant experience, the working group significantly influences UNGC Bangladesh in executing strategies, ideas, and initiatives that bolster Anti-Corruption Collective Action (ACCA) within Bangladesh's business environment.

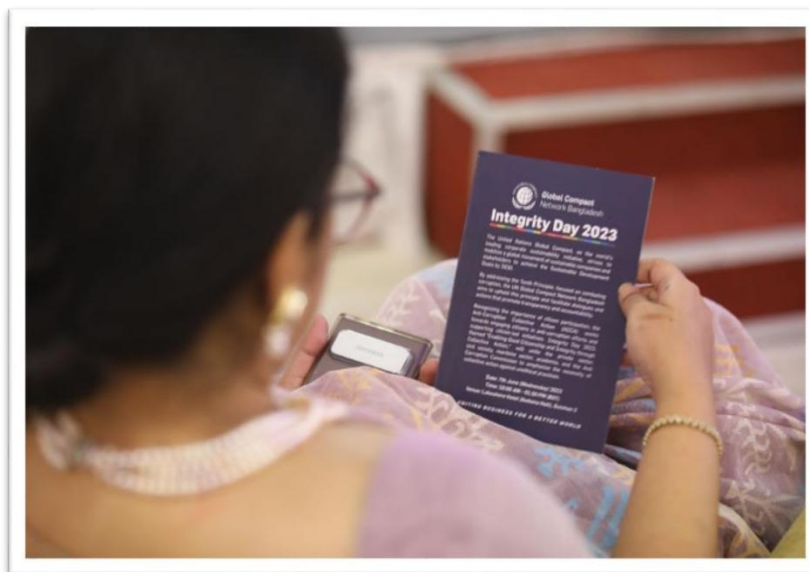


Figure: Integrity Day

CONSUMER INTERESTS AND QUALITY

DBPL maintains rigorous quality standards by complying with ISO 9001:2015 for Quality Management and FSSC 22000 (v6.0) for Food Safety Management. These standards embody the collective expertise of our professionals, guaranteeing the consistent implementation of best practices. Quality management is supported by locally defined operating quality manuals that include both centrally established generic and product-specific requirements. Furthermore, country-specific standards are carefully integrated to align with local regulatory requirements. The Quality Policy of DBPL is ingrained at all levels of the organization, promoting a culture in which every team member views quality as a personal responsibility.

- **FOOD SAFETY SYSTEM CERTIFICATION:** The FSSC 22000 (v6.0) certification underscores DBPL's unwavering commitment to food safety excellence. This globally recognized certification validates our rigorous adherence to the highest standards of food safety management. The FSSC certification not only enhances our credibility in the industry but also assures our stakeholders that we prioritize food safety at every stage of our operations.

The latest FSSC 22000 Version 6 unannounced audit was conducted on 20-21 April 2026, with no major non-conformities, and DBPL successfully maintained its certification valid from 26 May 2026 to 19 March 2027.



➤ **QA-CER CERTIFICATE:**

The QA-CER certificate, specifically tailored for recycling and production companies, symbolizes DBPL's dedication to excellence in quality management across its operations. This certification attests to our adherence to robust quality assurance protocols, ensuring the integrity and sustainability of our recycling and production processes. By obtaining the QA-CER certificate, DBPL demonstrates its commitment to environmental responsibility, product quality, and customer satisfaction. This accreditation serves as a hallmark of our continuous efforts to meet and exceed industry standards, while also highlighting our commitment to promoting a greener and more sustainable future.

An audit by the certification agency was held in November 2023, DBPL successfully completed the Audit and acquired the certificate.



➤ **PROCESS-BASED QUALITY MANAGEMENT SYSTEM**

Process-based management systems span the entire value chain, where all functions are responsible for defining and managing the processes they have that affect product safety, compliance and consumer satisfaction. Collaborate in support functions, expertise and tools to meet the requirements of the quality management system and achieve the following quality objectives.

- Establish a Quality Management System through the effective implementation and certification of the ISO 9001: 2015 standard. Furthermore, develop an integrated Management System through the combination of ISO 9001: 2015 and ISO 45001:2018 standards.
- Consistently improve our product and process quality through learning, communication, emulation, innovation, and participation in continuous improvement programs.
- Cultivate and maintain a dynamic and vibrant managerial culture, which incorporates continual feedback and improvement.
- Endeavor to maximize the product and process quality, leading to increased sales volume.
- Attempt to minimize the lead time across the entire production process, thus ensuring timely delivery of products and services to meet our customer's requirements.
- Maintain the Quality Department as a partner with Purchasing. Receive raw materials and outside only when accompanied by processed parts appropriate certifications and inspection documentation.
- Undertake regular training programs to educate employees, thus allowing each employee to recognize their responsibility for ensuring quality.
- Attempt a comprehensive understanding of customers' requirements and deliver a product to match or even exceed these requirements to achieve customer delight.
- Reduce waste and inefficiency in the production process.
- Institute appropriate control procedures and conduct periodic reviews of our attainment of the Quality Policy, consequently taking appropriate measures accordingly.
- A Continual Improvement Management Cycle is also implemented to ensure effective and efficient management of Quality processes, measure performance, and drive the enhancement of our Quality culture.



A surveillance follow-up audit by the certification agency was held in August 2025, with no major non-conformities. DBPL successfully passed the Audit.

DBPL consistently engages with its customers to identify opportunities for the continuous improvement of products and processes. During the initial audit conducted for clients, our quality team actively participates, clearly conveying our food safety and quality management systems. By fostering collaborative learning, we integrate best practices from all sectors, which propels our continuous improvement efforts. Furthermore, our design and development program involves working closely with a range of stakeholders, such as customers, distributors, and equipment suppliers, to refine packaging designs and minimize costs. Previous collaborations have led to successful packaging redesigns, enabling clients to realize cost efficiencies and enhance the safety of their packaging solutions.

➤ **AENOR CERTIFICATIONS ON RECYCLED MATERIAL USE AND PROCESS TRACEABILITY**

Dutch-Bangla Pack Ltd. (DBPL) has received official certifications from **AENOR CONFÍA S.A.U.**, recognizing compliance with international standards in plastic recycling and sustainable production. These certifications represent a major step forward in DBPL’s commitment to transparency, environmental responsibility, and circular manufacturing.

▪ **Certified Areas:**

Minimum Content of Recycled Plastic used in plastic product manufacturing
 Certified by AENOR – validates consistent use of recycled materials in product transformation
 (Certificate Numbers: E17/000833, E17/000834)



Traceability and Characterization in the Plastic Recycling Process

Ensures that DBPL's recycling process is fully traceable and that the physical and environmental properties of recycled inputs are clearly defined and controlled (Certificate Number: E17/000832)

- **These certifications validate:**
 - DBPL's use of both recycled and post-consumer plastic in its production lines
 - Transparent, well-documented, and traceable recycling processes
 - Alignment with global sustainability goals, including waste reduction and responsible sourcing
 - Continuous improvement in compliance with emerging environmental regulations and procurement standards



The AENOR recertification audit was conducted in July 2025, and DBPL successfully completed the audit with no major non-conformities.

These recognitions strengthen DBPL's credibility as a reliable, forward-looking, and environmentally responsible supplier, especially for international clients that demand third-party verified sustainability performance. The achievement also reflects DBPL's broader strategy to integrate circular economy principles into its core operations and lead by example in the packaging sector.
