



ROSHAWA

Social Policy: Responsible Person DGM (Tech.) Factory.

- ❖ All workers have been provided in written, understandable information about their job (Works), wages and others company rules to maintain the good working facilities.
- ❖ We use to pay the wages of officers staffs & works on 10th of every month as per National Legal Labor Law.
- ❖ Our Organization follows the National Legal Standard Labor Policy.
- ❖ Our Organization use to pay minimum wages as declared by the Bangladesh Textile Mills Association (BTMA).
- ❖ Seven days in a week our workers & staffs use to perform their duties 6 days (8x6=48 hours) and on 7th they get off day.
- ❖ As per company's policy we do not allow any staffs & workers to perform overtime. But on emergency purpose, if we allow any staff to perform overtime not more than 08 hours in a week, we pay the overtime bill in the particular day he/she performed overtime duty.
- ❖ When any staff or workers wants to get release from his service, he/she submits resignation before 01 (one) month and if our authority desire not to keep any staff or workers in service then same procedure is followed and in that one-month resignation or discharge period, he/she gets freedom to work as before and he/she get their full and final payment accordingly.
- ❖ As per social policy of the factory we use to give our works & staff free accommodation (including Gas, Water & Electricity) inside the Mills Premises.
- ❖ To bring the workers from outside of the factory by company's transport for their duties.
- ❖ We facilitate 02 (Two) Eid Bonus every year.
- ❖ Every staff and workers are entitled to get Casual & Sick Leave to solve their personal and family problems.
- ❖ We do not appoint any child Labor below 18 years of age in our factory.
- ❖ We use to provide our staff & workers Industrial Holydays as declared by the Government.
- ❖ We have a canteen inside our Mills premises. Workers and staffs use to take necessary required items from the canteen at minimum rate.
- ❖ Every works and staff have the medical facilities with free medicine if required.
- ❖ There is no any discrimination to compensation and promotion.



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