

Panorama Apprels Ltd.

Vogra, Basan Sarak, Gazipur.

Training & Meeting List

SI	Topics
1	Orientation Training
2	Fair Wage Policy & Procedure Meeting
3	Training on Fair Wage & Wage Policy
4	Training on Disciplinary Policy, Anti-Harassment Policy & Grievance Policy
5	Training on Working Hours Policy, Leave Policy & Forced Labor Policy
6	Training on Health & Safety Policy, P.P.E, Freedom of Association and Collective Bargaining & Non-Discrimination, Equality and Diversity.
7	Training on Emergency Response Plan
8	Training on Recruitment Policy & Procedure, Child Labour Remedial Policy, Young Labour Policy, Company CoC, Labour Laws, Employment Contract.
9	Recruitment Policy & Procedure, Child Labour Remedial Policy, Young Labour Policy, Company CoC, Labour Laws, Employment Contract meeting.
10	Training on Wages & Compensation Policy, Promotion & Increment policy, Anti-Harassment Policy, Non-Discrimination & Equality Policy, Child Care Policy, Anti-Corruption Policy.
11	Wages & Compensation Policy, Promotion & Increment policy, Anti-Harassment Policy, Non-Discrimination & Equality Policy, Child Care Policy, Anti-Corruption Policy meeting
12	Training on Leave Policy & Procedure, Grievance Policy & Procedure, Hours of Work Policy, Forced Labour Policy, Female Worker Policy, Drinking Water Policy.
13	Leave Policy & Procedure, Grievance Policy & Procedure, Hours of Work Policy, Forced Labour Policy, Female Worker Policy, Drinking Water Policy meeting
14	Training on Fire Safety Policy & Procedure, First Aid Policy & Procedure, Health & Safety Policy, Emergency Plan, Smoking Policy Anti-Drug Policy.
15	Fire Safety Policy & Procedure, First Aid Policy & Procedure, Health & Safety Policy, Emergency Plan, Smoking Policy Anti-Drug Policy meeting
16	Training on Termination & Retrenchment Policy, Disciplinary Policy & Procedure, Worker Participant Committee, Collective Bargaining Procedure, Internal Audit Policy & Procedure, Key Keeping Policy.
17	Termination & Retrenchment Policy, Disciplinary Policy & Procedure, Worker Participant Committee, Collective Bargaining Procedure, Internal Audit Policy & Procedure, Key Keeping Policy meeting.

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18	Training on Environmental Policy & Procedure,Chemical Using Policy,Spot Removing Policy,Sub-Contract Policy & Procedure,Pest Control Policy,Sharp Tools Policy.
19	Environmental Policy & Procedure,Chemical Using Policy,Spot Removing Policy,Sub-Contract Policy & Procedure,Pest Control Policy,Sharp Tools Policy meeting.
20	Training on Workers Skill Development
21	PC Committee Meeting
22	Safety Committee Meeting
23	Worker's Welfare /Welbeing Committee Meeting
24	Worker's Grievance Committee Meeting
25	Worker's Wage Overtime & Benefit Committee Meeting
26	Worker's Helth & Safety and Environment Committee Meeting.
27	Weekly First Aid & CPR Training Program (Worker)
28	Monthly First Aid Training Program (First Aider)
29	General Health & Safety Training Program
30	Social Health Program & Family Planning
31	Awareness program on HIV Aids
32	Training on Solid Waste Handling & Segregation
33	Training on Chemical Using Policy
34	Training on Chemical Spill Management
35	Meeting on All MR Issues
36	Meeting on Performance Data (Environment & Social)
38	Meeting on SRM Sustainability Performance
39	Wage Grid Committee Meeting
40	Meeting on Monthly followup of GHG Reduction Target