

The United Nations Global Compact Communication on Progress (COP)



Name of Organization: Square Pharmaceuticals Ltd

Sector: Pharmaceuticals & Biotechnology

Website: www.squarepharma.com.bd

Country of Headquarter: Dhaka, Bangladesh

Reporting Period: January 2009 to December 2009.

Our Statement of continued support for UN Global Compact

Square Pharmaceuticals Ltd. is one of the pioneer signatories of UN Global Compact in Bangladesh. UNGC principles are aligned with company's culture from the very outset. So signing UNGC was a public endorsement of what Square had already been practicing. The Management Team leads the entire range of activities with dedication and continues to identify new long-lasting ways of meeting our commitments to the UNGC. We strongly agree as an organization to increase the momentum and practical steps to meet our commitment made to UNGC.

We run our business with transparency, under ethical standard and scaling up CSR activities to our stakeholders. I, as the Managing Director, feel obliged to express our commitment towards UNGC and will continue our efforts going forward in 2010.


Tapan Chowdhury
Managing Director

Category 1: Human Rights	UNGC Principles 1-2
<p>Actions</p>	<p>Commitment: We are committed to extend our support for the protection of internationally proclaimed human rights within their sphere of influence & make sure that they are not complicit in human rights abuse.</p> <p>Activities/Systems</p> <p><input type="checkbox"/> Informing Physician Community on Latest Development in Medical Science Being in the pharmaceutical sector, the Company maintains a very close relation with the physician community. The management believes a better informed and educated doctor community creates a win-win situation for all the stakeholders. For this purpose, Square takes multiple initiatives under its Continual Medical Education (CME) programs.</p> <p>❖ Clinical Meeting: These meetings are organized aiming to upgrade the day to day developments in medical sector. These meeting act as a forum for training and knowledge-sharing among the medical professionals and often attended by experts on the respective subject as key-note speakers which are continued efforts; these meetings are conducted by dedicated team of medical graduates of the Medical Services Department (MSD).</p> <p>Our AgroVet Division also conducts seminar and clinical meeting across Bangladesh for Veterinary Doctors, Farmers and Quacks to disseminate the regular updates of different drugs. These meetings are organized by Veterinary Graduates of Veterinary Services Department (VSD).</p> <p>❖ Square Publications: Square has following quarterly & half-yearly publications to support the physician community focuses on contemporary critical issues related to medicine, disease, medical innovation etc. The following bulletins are distributed free of cost among physicians of Bangladesh:</p> <p><i>The Square:</i> electronic version of this bulletin is also available at the following link: http://www.squarepharma.com.bd/TheSQUARE.html</p> <p><i>Square:</i> electronic version of this bulletin is also available at the following link: http://www.squarepharma.com.bd/BanglaSQUARE.html</p> <p><i>e-Square:</i> electronic version of this bulletin is also available at the following link: http://www.squarepharma.com.bd/ESQUARE.html</p> <p><input type="checkbox"/> Support to Disaster Management: Square has a clear policy to continue support for disaster management. In addition to last years donation for bird flue and flood, Square extended its support to the cyclone affected people of southern region and cold affected people of northern region across Bangladesh and distributed relief to them.</p>

	<ul style="list-style-type: none"> <input type="checkbox"/> Support to Education: Square Kindergarten constructed primarily to facilitate quality education to the children of the employees. This is a 100% “not for profit” initiative where the students receive quality education at a very subsidized rate. Other than its own employees’ children it also provides this education facility for the children of local community and this is 50% of the total students. From this year Square Kindergarten extended its facility from Primary Level (Grade I – Grade V) to Secondary Level (Grade VI and upwards) by establishing Square High School. <input type="checkbox"/> Square Textiles, a sister concern of Square Group, is providing school bus for the children of factory employees. <input type="checkbox"/> Senora Acid Victim Campaign: Square Toiletries Ltd. one of the concern of Square Group is involved in fund raising Program with Acid Survivors Foundation. With this fund Square conducts awareness program and stand along with these Acid survivors. <input type="checkbox"/> Free Medical treatment: Square Hospitals Ltd. one of the concern of SQUARE Group conducts free medical treatment program for underprivileged patients of its surrounding community on 27th day of each month. <input type="checkbox"/> Women Empowerment: Square currently operating a fuel station named “Eakub Filling Station” which is run by women employees. 												
Outcomes	<ul style="list-style-type: none"> <input type="checkbox"/> Following No. of Participants had joined in our CME Program: <table border="1" data-bbox="403 1249 1441 1395" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 33%;">Year</th> <th style="width: 33%;">Number of Programs</th> <th style="width: 33%;">Number of Participated</th> </tr> </thead> <tbody> <tr> <td>January 2009 to December 2009</td> <td>270</td> <td>17856</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <input type="checkbox"/> Following are the number of programs organized and number of participants attended under the programs of VSD <table border="1" data-bbox="403 1541 1441 1686" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 33%;">Year</th> <th style="width: 33%;">Number of Programs</th> <th style="width: 33%;">Number of Participated</th> </tr> </thead> <tbody> <tr> <td>January 2009 to December 2009</td> <td>238</td> <td>8330</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <input type="checkbox"/> During this winter season Square distributed warm cloths to the cold affected poor people. <input type="checkbox"/> In June 2009; Square distributed relief material as well as donated cash money for the cyclone (AILA) affected people. 	Year	Number of Programs	Number of Participated	January 2009 to December 2009	270	17856	Year	Number of Programs	Number of Participated	January 2009 to December 2009	238	8330
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	<ul style="list-style-type: none">❑ Total 300 Students are getting Primary and Secondary Education from Square Kindergarten and Square High School annually. In Primary Education Terminal Exam all the students of “Grade V” of this school successfully passed in this year.❑ Square Textiles provided two school buses for the School going children of factory employees.❑ Square also recognizes to the merits of higher educated students. Every year Square awards Gold medal to the Student of Dhaka Medical College who secure the highest marks.❑ In 2009 Square Toiletries Ltd. donated a Computer to an Acid victim student of Dhaka University.❑ Total 1100 poor patients received free medical treatment from the free medical campaign of Square Hospitals Limited.❑ Square Pharmaceuticals Ltd. donated an ambulance to “Shathia Municipality, Pabna” in this year.❑ Currently five women are working as fuel operator in “Eakub Filling Station” and providing services about 600-700 vehicles monthly.
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Category 2: Labour Standards	UNGC Principles 3-6
Actions	<p>Commitment: We are committed to freedom of association, not to recruit any child labour and elimination of discrimination in respect of employment and occupation.</p> <p>Activities/Systems</p> <ul style="list-style-type: none"> <input type="checkbox"/> Square Pharmaceuticals Ltd established Workers’ Trade Union named “Sqaure Kormochari Samity” (Registration No: 1322) & negotiates with the management on a biannual basis on different issues as per the labour law. <input type="checkbox"/> Details background and reference checkup has been done as a part of recruitment process to ensure no child Labour is employed. <input type="checkbox"/> Competency based recruitment system to ensure fair and transparent recruitment irrespective of gender, race & religion etc. <input type="checkbox"/> HR policies have been continuously up-to-dated as per existing labour law of the country. Head of HR is responsible to look after all employees related activities. <input type="checkbox"/> Square is running “Shohoj Kisti Reen Prokalpa” under which all unionized employees can take loan to purchase necessary home appliances at nominal interest rate and this fund is operated and managed by workers representative themselves. <input type="checkbox"/> We implement our ongoing pre-employment health checkup policy under which all potential recruits undergo medical checkup at our own cost. We have dedicated Plant Physicians in all of our plants. <input type="checkbox"/> We don’t allow any Female employees to work during night shift operations.
Outcomes	<ul style="list-style-type: none"> <input type="checkbox"/> There are around 825 members of the Union. Annual Salary of worker has been reviewed through negotiation between Union and Management. <input type="checkbox"/> No child is employed in Square Pharmaceuticals Ltd or any other SBUs of the Group <input type="checkbox"/> Last year we recruited 564 permanent employees where we publicly advertised for the positions and both male and female were allowed to apply. We recruited based on their skill and competency. <input type="checkbox"/> SQUARE’s female employees are entitled to avail all maternity benefits according to labour law of the country. SQUARE’s unionized employees are entitled to take retirement as per new labour law of the country. <input type="checkbox"/> Total 235 employees have been benefited from “Shohoj Kisti Reen Prokalpa”. <input type="checkbox"/> Last year Square conducted pre-employment health checkup for 564 employees. <input type="checkbox"/> Total 6204 Female employees of the all concerns of Square currently following the policy not to let any female worker to work at night.

Category 3: Environment	UNGC Principles 7-9
<p>Actions</p>	<p>Commitment: We are committed to support precautionary approach to environmental challenges & promote greater environmental responsibility.</p> <p>Activities/Systems</p> <ul style="list-style-type: none"> <input type="checkbox"/> We established Effluent Treatment Plant (ETP) in our manufacturing facilities. <input type="checkbox"/> Purified water through ETP has been used to maintain Green belt around plants. <input type="checkbox"/> We established Incinerator for disposing solid wastes in an environment-friendly manner.
<p>Outcomes</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Satisfied Stakeholders around our manufacturing plants & No formal complain or case had lodged regarding environmental concern. <input type="checkbox"/> Square’s Environmental license has been up-to-dated on a continuous basis. <input type="checkbox"/> Chemical Oxygen Demand (COD) of our ETP is 346 mg/L. (International Standard for COD has to be less than 400 mg/L for the efficacy of ETP) <input type="checkbox"/> We maintain large greeneries around Square Establishments just to echo our commitment to greater environmental technologies. <input type="checkbox"/> In the year 2009, total 20215.16 kilograms waste were disposed through Incinerator, the breakdown is as follow: <ul style="list-style-type: none"> • Waste Powder: 5770.80 kilograms • Solid Waste: 8443.46 kilograms • Batch Documents: 1060 kilograms • Carton, Leaflet: 4940.90 kilograms