

The United Nations Global Compact Communication on Progress (COP)



Name of Organization: Square Pharmaceuticals Ltd

Sector: Pharmaceuticals & Biotechnology

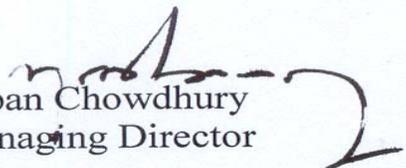
Country of Headquarters: Dhaka, Bangladesh

Reporting Period: July 2007 to December 2008.

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 into 2009.



Tapan Chowdhury
Managing Director

Category 1: Human Rights	UNGC Principles 1-2
Actions	<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 to attain Millennium Development Goals (MDG).</p> <p>Activities/System</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. To further this cause, Square takes multiple initiatives under its Continual Medical Education (CME) programs.</p> <p>❖ Clinical Meeting: These meetings are organized aiming the main stream local physicians. A dedicated team of medical graduates in the Medical Services Department (MSD) organizes these programs across Bangladesh. 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.</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 style="padding-left: 40px;"><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 style="padding-left: 40px;"><i>Square:</i> electronic version of this bulletin is also available at the following link: http://www.squarepharma.com.bd/BanglaSQUARE.html</p> <p style="padding-left: 40px;"><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 Pharmaceutical Ltd has a clear policy to continue support for disaster management. Square extended its support to the Government by donating bird flue medicine to the Government of Bangladesh. Square also donated money to Chief Advisor Relief Fund. During the flood, Square donated water purification tablet as a part of its commitment to support disaster management.</p> <p><input type="checkbox"/> Support to Education: Square Kindergarten primarily to extend quality education facility 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. Now 50% students of Square Kindergarten are common children of Pabna.</p> <p><input type="checkbox"/> Senora Acid Victim Campaign: Square Toiletries Ltd. one of the concern of SQUARE Group has been involvement in fund rising Program with Acid Survivors Foundation. Square also initiated various awareness campaigns where school going girls are getting necessary information from watching documentaries.</p> <p><input type="checkbox"/> Free Medical treatment: Square Hospitals Ltd. one of the concern of SQUARE Group conducts free treatment program for underprivileged patient on every 27th day of month.</p>

Outcomes	<input type="checkbox"/> Following No. of Physicians had joined in our CME Program:		
	Year	Number of Programs	Number of Doctors Participated
	July 2007 to December 2008	373	27975
	<input type="checkbox"/> In April 2007, the Company donated bird flue medicine to the Government of Bangladesh which will covered the treatment of 200 patients.		
	<input type="checkbox"/> Square donated 1, 20,000 water purification tablet PURITAR to flood victims.		
	<input type="checkbox"/> At 2007 during flood Square donated Taka 5 million to Chief Advisors Disaster Relief Fund.		
	<input type="checkbox"/> Total 300 Students are getting primary and secondary Education from Square Kindergarten annually.		
	<input type="checkbox"/> Total 521,100 taka spends in 2008 and 32 acid victims have been awarded through Senora Acid Victim Campaign.		
<input type="checkbox"/> Total 1035 underprivileged patients received free medical treatment at Square Hospital.			

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/System</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. <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 with no interest.
Outcomes	<ul style="list-style-type: none"> <input type="checkbox"/> There are around 825 members of the Union. <input type="checkbox"/> 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"/> SQUARE’s female employees are entitled to avail all maternity benefits according to labour law of the country. <input type="checkbox"/> SQUARE’s unionized employees are entitled to take retirement as per change in existing labour law of the country. <input type="checkbox"/> Financial Assistance and terminal benefits have been introduced for physically challenged sales employees due to accident and prolonged sickness. 4 Employees of Sales Department had benefited last year from this policy. <input type="checkbox"/> Total 275 employees have been benefited from “Shohoj Kisti Reen Prokalpa” project.

Category 3: Environment	UNGC Principles 7-9
Actions	<p>Commitment: We are committed to support precautionary approach to environmental challenges & promote greater environmental responsibility.</p> <p>Activities/System</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 continue our ongoing pre-employment health checkup policy which all potential recruits undergo medical checkup at our own hospital. We have dedicated Plant Physicians in all of plants to look after it.
Outcomes	<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 filed again us. <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"/> Last year total 746 Employees undergo pre-employment health checkup.