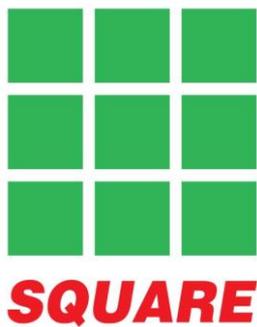


The United Nations Global Compact Communication On Progress (COP)



Name of Organization: **SQUARE Pharmaceuticals Limited**

Sector: Pharmaceuticals & Biotechnology

Website: www.squarepharma.com.bd

Country of Headquarter: Dhaka, Bangladesh

Reporting Period: **January 2017 to December 2017.**



SQUARE

PHARMACEUTICALS LTD.

Our Statement of continued support for UN Global Compact

SQUARE Pharmaceuticals Ltd. is one of the pioneer signatories of the UN Global Compact in Bangladesh. UNGC principles are aligned with the 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 sustaining 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 2018.


Tapan Chowdhury
Managing Director

Category	Commitment	Activities and Projects	Impacts and Results
<p>Human Rights</p> <p><i>Businesses should support and respect the protection of internationally proclaimed human rights and make sure they are not complicit in human rights abuses.</i></p> <p>(UNGC Principles 1-2)</p>	<p>We at SQUARE strive to ensure that our activities support the fundamental human rights, set out by the United Nation’s Bill of Rights.</p>	<p><input type="checkbox"/> Informing Physician Community on Latest Development in Medical Science</p> <p>Being in the pharmaceutical sector, the company maintains a very close relation with the physician community. The management believes that 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 for the physician community to share medical updates and to upgrade the day-to-day developments in the medical sector. In 2017, the major topics were Neurodevelopmental Disorder & Autism, Chikungunya, Acute Kidney Failure, Update Management of Diabetes, Male Infertility, Uterine Myoma and Its Management etc.</p> <p>Our AgroVeterinary Division also conducts seminar and clinical meeting across Bangladesh for Veterinary Doctors, Farmers and Quacks to disseminate the regularly updated information about different drugs. These meetings are organized by Veterinary Graduates of Veterinary Services Department (VSD).</p> <p>➤ The number of Continual Medical Education (CME) programs conducted in 2017 by Medical Services Department were 597 and the number of participants were 49587. The number of plant visit was 18 and numbers of participants were 645.</p>	<p><input type="checkbox"/> These clinical meetings and seminars have the following impacts:</p> <ul style="list-style-type: none"> • A wealth of knowledge is shared among medical professionals • A close relation with the physician community is maintained • Knowledge of products is increased significantly • Medical professionals receive updated information on different drugs and other relevant information • A better informed and educated community of doctors creates a win-win situation for all the stakeholders • These meetings are organized aiming to upgrade the day-to-day developments in the medical sector. These meetings 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.

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<p style="text-align: center;">Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> ➤ In 2017 we have conducted several CME (Continual Medical Education) programs in abroad. <ul style="list-style-type: none"> • 08 CME at some major hospitals in Uganda, where total participants were 180. • 484 CME programs conducted in Nairobi, Kenya and participants were 1,452 persons. • Total 19 CME programs conducted in Dar Es Salaam, Tanzania and participants were 250. • 06 CME programs In Cambodia, where gathering of doctors with participants 30/each program and 06 Professional Conference. We also create consumer awareness in 07 locations of the Phnom Penh's busiest intersections. • In Yangon, Mandalay and Monyar region of Myanmar, total 03 Continual Medical Education (CME) programs were conducted where participants were 400 in six different hospitals. ➤ Our Veterinary Services Department and Aqua Services of AgroVeterinary Division conducted total 304 seminars and clinical meetings with quacks & village doctors in 2017 & the numbers of participants were 9120 (approximately). We have also conducted around 50 special seminars by veterinary doctors (Private & Govt.), intern doctors and farmers (Aqua, Dairy & Poultry). 	<ul style="list-style-type: none"> ❑ SQUARE conducts CME programs in different corner of the world to maintain a close relationship with the global physician community and to share medical updates. ❑ These meetings are organized aiming to upgrade the day-to-day developments in AgroVeterinary & Aqua sectors. These meetings act as a forum for training and knowledge-sharing among the professionals.

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<p align="center">Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> <input type="checkbox"/> SQUARE Publications: SQUARE publishes bulletins on a quarterly & half-yearly basis, which are distributed among the physicians of Bangladesh. These are Product Guide (Oshudh Nirdeshika), The SQUARE, Diabetes Newsletter, American Family Physician Journal, Women's Health, Neurotale, Insight Heart, GI café, Dermatological Newsletter etc. In 2017, SQUARE published 16 journals & provided different Journals/News Letters to the doctors. "The SQUARE"-journal has been published in both English (102000 copies) & Bengali (18000 copies) languages and also published e-SQUARE (2600 copies). <input type="checkbox"/> SQUARE arranged Free "Diabetes screening & awareness program" on 14 November '2017 in 3 famous jogging spots of Dhaka city: Ramna Park, Dhanmondi Lake & Gulshan Niketon Park. In these events, different medical tests have been conducted e.g., Blood Glucose Level (Fasting/Random), Blood Pressure & BMI (Body Mass Index). <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. is providing Housing Scheme for the employees with a fund of USD 12000. Till now, 17 persons are enjoying this facility. <input type="checkbox"/> The employees of SQUARE Pharmaceuticals Ltd. are enjoying 50% discount on treatment for self, spouse, parents & children at SQUARE Hospitals Ltd. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. donated medicine worth 1 lac taka to the Medical Camp arranged by BMA (Bangladesh Medical Association) for the Rohingya people. 	<ul style="list-style-type: none"> <input type="checkbox"/> As a result of this initiative, the physician community is supported with contemporary and critical issues related to medicine, disease, medical innovation, etc. <input type="checkbox"/> This initiative has been taken to increase awareness about Diabetes, Blood Pressure. <input type="checkbox"/> Employees can take a home loan at a nominal service charge & with longer repay time to fulfill their dream of owning a sweet home. <input type="checkbox"/> Employees and their families are getting quality treatment from world class standard hospital in Bangladesh and reputed doctors at affordable cost. <input type="checkbox"/> This program was arranged to help the Rohingya patients about finding required medicine in the shortest possible time for the quick recovery.

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<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. donated Burna Cream (prevents bacterial colonization and infection in burn wounds) to the fire-victims of Korail slum area in Dhaka city on 18 March '2017. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. provided Blood Pressure Monitoring pad for patients on World Hypertension Day 2017 and Health Monitoring Card for Patients for monitoring Blood Pressure, Weight, BMI & Blood Sugar (FPG+PPG) in all over Bangladesh. SQUARE also organized a BMI measuring campaign for 1000 doctors & 500 Guests in Cardiac society program. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. provided Patient Helping card on Ticalog 90 (prevention of atherothrombotic events in adult patients with acute coronary syndrome) in all over Bangladesh. There is an option to mention names and mobile no. of our concern sales colleagues in the card. This product is available in the very selective chemist shop so patient might face problems finding the product. For this reason, doctors attach this card with prescription & provide to the patients so that patient communicates with our sales colleagues to collect the product. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. provided Awareness Creating Leaflet to maintain a Healthy Heart (In Bangla) for patients and mass people of Bangladesh. We have distributed this leaflet to the mass people at different Super Shops also. <input type="checkbox"/> SQUARE Textiles Ltd. provides pick & drop services with school buses for the children of factory employees. Currently, total 190 students are enjoying this service. 	<ul style="list-style-type: none"> <input type="checkbox"/> It is a part of our commitment towards society and on-going support during disaster. <input type="checkbox"/> This initiative has been taken to increase the awareness about monitoring blood pressure, BMI & Blood sugar for healthy life. <input type="checkbox"/> This program was arranged to help the patients about finding required medicine in the shortest possible time. <input type="checkbox"/> This initiative has been taken to increase the awareness about maintaining a healthy heart. <input type="checkbox"/> Boosts the morale of the student. Creates future customers for SQUARE. The service generates employee satisfaction. The children enjoy a hassle free journey.

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<p style="text-align: center;">Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> <li data-bbox="750 197 1361 464">❑ SQUARE HOSPITALS LTD. has launched a corporate office based health awareness program “SQUARE HEALTH TALK”. In 2017, this health awareness program conducted in the corporate office of Grameen Phone, Nestle Bangladesh, SQUARE Hospitals Ltd. This is a health awareness program conducted by a team of reputed physicians of SQUARE HOSPITAL. <li data-bbox="750 491 1361 608">❑ SQUARE HOSPITALS LTD. has donated Fresh frozen plasma (2 times) in Burn & Plastic Surgery Unit of Dhaka Medical College Hospital in 2017. <li data-bbox="750 667 1361 874">❑ SQUARE HOSPITALS LTD. has participated in GrameenPhone (GP) Health Fair 2017 at GP House on 09.05.17 to showcase our services and facilities. We received overwhelming response from all GP, Telenor and Accenture employees at the Fair and more than 350 persons took services from our booths. <li data-bbox="750 1018 1361 1331">❑ SQUARE Kindergarten, High School & College provides educational facilities for the boys & girls of the employees as well as to the children of the local community. As of 2017, there are 577 students in SQUARE Kindergarten, High School & College out of which 298 are female and 279 are male. Total 61 teachers out of which 17 are male and 44 are female and 23 staffs are there to provide adequate services. 	<ul style="list-style-type: none"> <li data-bbox="1406 197 2175 284">❑ SQUARE HEALTH TALK helps to create awareness as well as practical knowledge on “HOW TO LEAD A PRODUCTIVE AND HEALTHY LIFE”. <li data-bbox="1406 485 2175 635">❑ Fresh frozen plasma (FFP) is used to treat rare bleeding disorders when specific factor concentrates are not available.FFP is a costly ingredient and this initiative helps the DMC (Dhaka Medical College) colleagues to enrich their Plasma Bank. <li data-bbox="1406 676 2175 858">❑ This initiative helps the visitor to learn about our services as we provided vital signs check-up including free blood sugar measurement. Visitors also got the information regarding Executive Health check-up, Psychology counseling, hospital registration and other services through brochures, banners and video showed on the program. <li data-bbox="1406 1011 2175 1193">❑ This initiative enables the children of the employees to receive quality education at a subsidized rate and creates employee satisfaction. The children of the local community are equally benefitted with standard education.

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<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> <li data-bbox="752 188 1361 544">❑ SQUARE established Dishari Computer Training Institute in Pabna to train the underprivileged community and enable them to build their future with contemporary knowledge in computer science. In 2017, a total of 420 students received training out of which 252 are female and 168 are male. 20 students trained from Dishari Training Institute are working at the SQUARE group at present. <li data-bbox="752 563 1361 651">❑ SQUARE operates a fuel station named Eakub Filling Station, which is run by women employees. <li data-bbox="752 727 1361 1137">❑ SQUARE Toiletries Ltd. is partnering one of the projects of CARE by empowering women of JITA and BRAC. CARE, JITA and BRAC are humanitarian organizations committed to helping families in poor communities improve their lives and alleviate poverty. The project enables rural women to purchase our products from hubs at Trade Price (TP) and sell it to households at Maximum Retail Price (MRP), keeping the margin (not less than 10%) for themselves. At present, 3500 JITA women and 90000 BRAC women are empowered as they are able to have their own source of income. <li data-bbox="752 1157 1361 1409">❑ Under a joint initiative by Netherland-based organization SNV, Kingdom of Netherland and SQUARE Toiletries Limited, we are running a project 'Go Bangladesh' for RMG industry workers. Under this project, workers got basic Sexual and Reproductive Health and Rights (SRHR) education. In 2017, we covered 3 factories with approximate 5800 beneficiaries. 	<ul style="list-style-type: none"> <li data-bbox="1406 201 2192 411">❑ This initiative offers an alternative training solution to the community who are unable to afford costly training programs. Trainees are empowered as prospective users of future technology enabling them to build their future with contemporary knowledge in computer operations. This also helps to get them a better job and to become self-employed. <li data-bbox="1406 563 2192 699">❑ The station generates employment opportunities to rural women allowing them to be self-sufficient. Women are empowered so that they are able to have their own source of income. <li data-bbox="1406 722 2192 818">❑ This ensures product awareness and demand increases in rural areas and helps the poor rural women to experience the better & a safer way of living. <li data-bbox="1406 1157 2192 1401">❑ This is an attempt to ensure an improved life of a worker in every aspect - work, social & personal life while increasing productivity for the factories. The beneficiary RMG industries are also enjoying the real term business benefit by ensuring good SRHR practice among their female colleagues. An awareness telefilm is also developed and showcased under this project.

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<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> <li data-bbox="750 194 1355 625">❑ SQUARE Toiletries Ltd. provides health & hygiene information for adolescent girls under the brand “Senora” & “Femina”. This is a free campaign in association with “Campaign for Popular Education (CAMPE)” that creates awareness among High School girls. Female garment workers are also covered under the campaign. Our comprehensive flagship program for school girls, their parents & teachers is named as Senora School Activation under which we covered approximate 76,000 school girls in 2017. And we covered approximate 65,000 households of Savar, Gazipur, Ashulia (Dwelling areas of RMG workers) with Femina brand. <li data-bbox="750 694 1355 837">❑ SQUARE Pharmaceuticals Ltd. has introduced a pool table & gymnasium in our residential facility as the recreational facilities for our employees living in our residential building at our Kaliakoir plant. <li data-bbox="750 933 1355 1380">❑ “Meril Baby” (a brand of SQUARE Toiletries Ltd.) takes initiatives to make life better for Bangladeshi mothers by informing them of breastfeeding benefits and by helping them guide their babies to a healthy future. SQUARE Toiletries Ltd. also disseminates vaccination information for Polio elimination from Bangladesh. 3.7 million mothers were benefitted under this program. SQUARE also arranged breast feeding & a diaper changing room at International Trade Fairs and Bus station & Rail station of Dhaka and helped at least 50 thousand mothers with infants over last 3 years. 	<ul style="list-style-type: none"> <li data-bbox="1406 204 2168 306">❑ This campaign educates them about menstruation facts and made them ready for a healthier future. It also introduced our products to them. <li data-bbox="1406 694 2168 901">❑ This initiative provided a great opportunity for pool enthusiast and for those who want to maintain a good health. Regular physical activity is one of the best things a person can do for his/her health that significantly lowers the risk of multiple health diseases, increase stamina, reduce stress and improve physical & mental health. <li data-bbox="1406 949 2168 1061">❑ Mothers are benefitted with adequate knowledge about breastfeeding, helping them guide their babies to a healthy future.

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<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> <li data-bbox="752 193 1361 357">❑ SQUARE Toiletries Ltd. along with ‘Save the Children and ‘Bill & Melinda Gates foundation’ initiated a 24/7 helpline system for young mothers named ‘Supermom’. More than 1.5 Lac mothers took advice through this helpline in 2017. <li data-bbox="752 405 1368 836">❑ Maasranga Television (a sister concern of SQUARE Group) broadcasts live “SQUARE Hospital Doctor’s Chamber” every Friday. This is a program where Doctors and senior consultants communicate directly with patients over the telephone, providing valuable information and advice on various important topics related to diseases & treatment. In 2017, some important topics were Chronic Kidney Diseases, Newborn baby’s breathing problem, World cancer day & modern treatment, Hypertension, Child fever & febrile seizure, Infertility treatment in Bangladesh, Tobacco related cancer etc. <li data-bbox="752 900 1357 1082">❑ Maasranga Television also on airs some TVC regularly to make awareness among people. For example, Careless Driving, Food Poisoning, How to behave with domestic workers, Road Cleanliness, Traffic Awareness, Sexual Harassment in Workplace. <li data-bbox="752 1118 1368 1426">❑ Bangladesh has one of the highest rates of child marriage in the world. This survey shows that in Bangladesh, 64% of women currently aged 20–24 were married before the age of 18. So, SQUARE Toiletries Ltd. created awareness to stop child marriage among the parents by informing them about the negative impact of early marriage and help girls to go forward through Press, Digital Communication, TVC and School Activation. 	<ul style="list-style-type: none"> <li data-bbox="1406 201 2101 264">❑ Mothers took advice for their babies’ health problems through this helpline. <li data-bbox="1406 413 2130 549">❑ This initiative creates health awareness among the mass population. Valuable information and advice on various important topics related to diseases & treatment are provided through the program. <li data-bbox="1406 900 2069 932">❑ These TVCs creates awareness among mass people. <li data-bbox="1406 1110 2159 1283">❑ The situation has started to change. Slowly but gradually some Girls & their Mothers /Relatives are letting the girls read/ go to school instead of pushing them to get married early. Some of them really showed above average maturity to stop child marriage.

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		<ul style="list-style-type: none"> <li data-bbox="752 197 1294 288">❑ SQUARE Toiletries Ltd. has been a part of postpartum hemorrhage (PPH) reduction intervention of ICDDR,B. <li data-bbox="752 373 1368 810">❑ SQUARE Toiletries Ltd. also took a stand against a very common phenomena which is domestic violence where many women are getting tortured and living a life of despair. 80% women in Bangladesh suffer from some sort of violence in her life. In many cases, hair is an important weapon used to torture them. Jui – the shining hair care brand of SQUARE, stands and promotes the uncompromising spirit of women. From Jui we’ve developed a campaign communicating girls not to remain silent and step forward. They can use our helpline number for assistance & psychological counseling. <li data-bbox="752 935 1305 1262">❑ SQUARE Toiletries Ltd. started 'Hashun Pran Khule' campaign in last December’17 as the joint initiative of Merill Lip Care and Smile Train USA to create awareness among the common people regarding the reasons behind lip cleft and palates while pregnancy and its treatment. Under this campaign, free lip or palate treatment is being provided through specialist doctors. Meril Lip Care’s helpline is providing detailed information about the child with this problem. 	<ul style="list-style-type: none"> <li data-bbox="1406 197 2130 284">❑ Postpartum hemorrhage (PPH) declined by 66% over the past 10 years; the Maternal Mortality Ratio (MMR) in Bangladesh is now 170 per 100,000. <li data-bbox="1406 373 2181 437">❑ This initiative creates awareness among the mass population against domestic violence of the women <li data-bbox="1406 943 2181 1029">❑ This campaign educates them about the reasons behind lip, cleft and palates while pregnancy and its treatment. Also free treatment helps the poor patients for a healthier future.

Category	Commitment	Activities and Projects	Impacts and Results
		<ul style="list-style-type: none"> <li data-bbox="752 212 1361 563">❑ “Meril Splash” (a brand of SQUARE Toiletries Ltd.) engaged Dr. Mehtab Khanom, an eminent educationist and an activist in the field of psycho-social counseling for psychological counseling through Supermom number & website regarding various complexities and problems related to health and psychology of babies that parents face during rearing them. She and her associates’ advice not only about baby’s mental health, but also about mental health of elders. <li data-bbox="752 612 1361 692">❑ SQUARE Toiletries provide free blood pressure check-up & 7 Lac Zerocal sachets (free) to the morning walkers in the last couple of years. <li data-bbox="752 726 1361 917">❑ SQUARE Toiletries Ltd. took initiative to educate children about germ cleaning of hands through “Hand Sanitization Program” in different schools. SQUARE Toiletries Ltd. also placed Sepnil Hand Sanitizer & Sepnil Hand Wash for free in the washroom of around 23 premises of 12 schools in Dhaka city. <li data-bbox="752 951 1361 1126">❑ SQUARE Toiletries Ltd. arranged a competition for children from age 0 to 5 named “Supermom Baby Olympiad”. In 2017, More than 1500 participants played 6 different games and for each game 3 kids were winner. <li data-bbox="752 1160 1361 1351">❑ SQUARE Toiletries Ltd. and Dhaka University jointly started a 3 year fellowship program named “CGS (Center for Genocide Studies) - SQUARE Fellowship 2015-2017”. This fellowship is provided to the meritorious students who studied genocide studies. From 2015-17, total 18 students were entitled for this fellowship. 	<ul style="list-style-type: none"> <li data-bbox="1411 212 2152 355">❑ There are a limited number of psychiatrists against a huge number of patients (10 million). As a result, everyone does not get easy access to this few psychiatrists. Through this initiative, SQUARE made it easier for people to receive psycho-social counseling. <li data-bbox="1411 612 2152 676">❑ This initiative creates health awareness among the mass population. <li data-bbox="1411 726 2152 790">❑ This program is helping children to make a habit of washing their hands when they are exposed to dirt and germs. <li data-bbox="1411 967 2152 1062">❑ This program is helping children to be socialized and make a habit of physical sports rather than engaging with computer and mobile games. <li data-bbox="1411 1176 2152 1240">❑ This fellowship program is very much helpful & encouraging for the meritorious students.

Category	Commitment	Activities and Projects	Impacts and Results
		<ul style="list-style-type: none"> <li data-bbox="752 193 1368 331">❑ SQUARE Toiletries Ltd. arranged Folk Fest & Bengal Music Festival. "Magic"- oral care brand, SQUARE Toiletries Ltd. also arranged Folk Competition (a talent hunt program) called "Magic Bawliana". <li data-bbox="752 416 1368 587">❑ SQUARE Food & Beverage arranged an award program to celebrate International Women's Day. In 2017, 3 women got "Radhuni Kirtimoti Shommanona 2017". The award is given under the areas of journalism, entrepreneurship & social welfare. <li data-bbox="752 719 1368 1023">❑ SQUARE HOSPITALS LTD. has launched "SQUARE Child Development Center" with the aim of working for those children who have Neuro Development Disorder. In the preliminary stage the children having autism, epilepsy, speaking problem etc will be under supervision of pediatric Consultant and gradually there will be dedicated CDC doctors, Developmental Therapist, Child Psychologists, Speech & Vision Therapist and Child Counselor will be taking care of the children. 	<ul style="list-style-type: none"> <li data-bbox="1406 193 2168 363">❑ These festivals encourage the teenage girls & boys to listen and practice classical as well as folk music so they can have the essence of the richness of our traditional culture. Through "Magic Bawliana"- program the hidden talents of folk music got the limelight. <li data-bbox="1406 443 2168 544">❑ This award is provided to those women who achieve success in their relevant field. It's the recognition to show respect to their work & achievements. <li data-bbox="1406 735 2168 836">❑ This initiative helps the child having Neuro Development Disorder to get better treatment for leading a healthy life.

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<p>Labor Standards</p> <p><i>Businesses should uphold the freedom of association, the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation.</i></p> <p>(UNGC Principles 3-6)</p>	<p>We respect the right of workers to join an association and engage in constructive dialogue with the workers' representatives. We follow ethical practices and labor standards at the workplace. At SQUARE, we do not have any child labor and forced/bonded labor engagement policy. We also provide safe working conditions for all. We appreciate the individuality of our workers and treat them fairly, equally and respectfully regardless of personal characteristics such as nationality, gender, age, ethnicity, religion, or disability.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. established Workers' Trade Union named "SQUARE Kormochari Samity" (Registration No: 1322). There are around 1553 members of the Trade Union. <input type="checkbox"/> Continuation of Gratuity policy, Provident Fund (PF) has been in our practice for the benefit of the employees as per the labor law. <input type="checkbox"/> Detail medical check-up and reference verification is done as a part of recruitment & selection process to ensure no child is employed. <input type="checkbox"/> The competency based hiring system is carried out. Employees are selected based on their skills and competence. Last year a total of 556 employees were hired under the system. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. runs the program "Shohoj Kisti Reen Prokalpa" under which all unionized employees can take a loan to purchase necessary home appliances with a small service charge. In 2017, a total of 474 employees were benefitted by this scheme. <input type="checkbox"/> We don't allow any female employees during night shift operations. <input type="checkbox"/> Female employees are enjoying maternity benefits as per the Bangladesh Labor Law. Total 24 female employees of SQUARE Pharmaceuticals Ltd. enjoyed this benefit in 2017. <input type="checkbox"/> All employees of SQUARE Pharmaceuticals Ltd. are covered under mandatory Group Life Insurance. In 2017, total 7390 employees were covered under this benefit. 	<ul style="list-style-type: none"> <input type="checkbox"/> The door to negotiation with management is open as a result of this Trade Union. Various concerns of the workers are addressed. <input type="checkbox"/> This ensures compliance with the Labor Law and employee satisfaction. <input type="checkbox"/> This initiative helps to eliminate the risks of hiring child labor. <input type="checkbox"/> Any possibility of discrimination based on gender, race or religion at the time of recruitment & selection is eliminated. <input type="checkbox"/> All unionized employees can take a loan to purchase necessary home appliances to improve their standard of living. <input type="checkbox"/> This ensures security as well as work-life balance of the female employees and compliance with the law. <input type="checkbox"/> This initiative provides the female colleagues proper job security while enjoying Maternity Benefit and also can take good care of the newly born babies. <input type="checkbox"/> This ensures compliance with the Labor Law and employee satisfaction and job security.

Category	Commitment	Activities and Projects	Impacts and Results
<p>Labor Standards (UNGC Principles 3-6)</p>		<ul style="list-style-type: none"> <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. strictly maintains the labor law in terms of working hour & over time. <input type="checkbox"/> Disbursement of salary & wages of the employees has been done on the first day of the month. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. allows festival leave, sick leave, casual leave & annual leave for the employees. <input type="checkbox"/> Factory employees get free medical, medicine & ambulance facilities for sudden sickness in the workplace & also maintain regular health check-up through the medical center by dedicated plant physicians for the betterment of the employees. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. is providing profit sharing through WPPF (Workers' Profit Participation Fund) which is a direct payment & equally distributed to the employees depending on the company's profit. In 2017, total 7390 employees got the WPPF. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. established "Safety Committee" & "Participation Committee" in which the number and responsibilities of Owner & Worker Representatives are equal. <input type="checkbox"/> SQUARE Textiles Ltd. provides day care & Breast feeding center facilities to the children of female workers. There are 3 babysitters taking care of 20 children from 8 am to 5 pm. There is a breast feeding center, where near about 20 female workers are availing this facility right now. 	<ul style="list-style-type: none"> <input type="checkbox"/> This initiative helps the employees to maintain work-life balance. <input type="checkbox"/> This practice helps the employees to lead a tension free family life. <input type="checkbox"/> The policy has been implemented as per the recent amendment in the Labor Law. <input type="checkbox"/> This ensures primary medical help to the employees in case of emergency & regular health check-up helps the employees to lead a healthy life. <input type="checkbox"/> The plan promotes healthy employer-employee relationship. The plan is an additional earning for employees as it is paid in addition to salary and bonuses. <input type="checkbox"/> "Safety Committee" helps to maintain proper safety of employees and "Participation Committee" helps to develop sense of belonging & commitment between workers and employer, improve productivity, and jointly solve any critical issues by taking ownership. <input type="checkbox"/> Employees are satisfied and give proper concentration at work, as they feel tension-free about the proper care of their children.

Category	Commitment	Activities and Projects	Impacts and Results
<p>Environment</p> <p><i>Businesses should support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. Businesses should also encourage the development and diffusion of environmentally friendly technologies.</i></p> <p>(UNGC Principles 7-9)</p>	<p>We strive to be a leader in all aspects of environmental protection and systematically identify and manage environmental risks in our activities and over the entire value chain of our products and services. We make efficient use of natural resources and minimize the environmental impact of our activities and products over their life cycle.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> We utilize Effluent Treatment Plant (ETP) in our manufacturing plants. Treated purified water through ETP is used to maintain Green belt around plants. SQUARE's Environmental license has been updated on a continuous basis. Chemical Oxygen Demand (COD) of our 02 ETP's are 77 mg/L and 66 mg/L. (International Standard for COD has to be less than 400 mg/L for the efficacy of ETP). <input type="checkbox"/> We use incinerators for disposing solid wastes to protect the environment from pollution. The exhaust temperature is cooled down to 200 deg C from 1100 deg C during operation using a cyclonic water scrubber. In 2017, a total of 61144 kilograms waste was disposed through incinerator. <input type="checkbox"/> The successful establishment of large greeneries around SQUARE premises has been accomplished. Landscaping & rooftop garden have been developed on different floors, levels and also in different units. More than 165,000 sft areas have been developed & about 1, 64,000 sft areas are under development. More than 8000 plants of different types have been planted all over the premises. A garden with some rare medicinal species has been planted in order to have more variety inside the premises. Nearly 3000 species have been planted in that area. <input type="checkbox"/> In the office areas, canteen, café & reception areas- large glass wall panels have been placed 	<ul style="list-style-type: none"> <input type="checkbox"/> Our stakeholders are satisfied and there are no formal complaints regarding the environment. ETP's treated water is re-used for gardening & car washing purpose. It is reducing the use of underground water consumption. <input type="checkbox"/> Incinerator protects the environment from pollution and the cooling of exhaust temperature prevents the atmosphere from warming. <input type="checkbox"/> Soil erosion is prevented. Increases aesthetics around the compounds. Helps to protect from global warming. <input type="checkbox"/> It Increases aesthetics around the compounds & also maintain diversity among and within plant and animal species in the environment. <input type="checkbox"/> This ensures daylight in those areas.

Category	Commitment	Activities and Projects	Impacts and Results
<p>Environment (UNGC Principles 7-9)</p>		<ul style="list-style-type: none"> <input type="checkbox"/> An artificial lake has been developed for storing surface water. Establishment of this lake has some other benefits also. Such as- <ul style="list-style-type: none"> • Servers as a reservoir of fire water • Enhance the aesthetic beauty of the plant • Plays a vital role of diversity. <input type="checkbox"/> Energy saving & motion sensors for lights have been introduced in big corridors of the building & other places where there is less personnel movement. As on 2017, total 9500 numbers of energy saving lights & 2300 numbers of motion sensor lights has been placed. <input type="checkbox"/> All exhausts from the production buildings during the production process are HEPA (high-efficiency particulate air) filtered and water scrubber controlled. <input type="checkbox"/> All generator & boiler exhausts are made as per standard height. Exhaust is being released at a high level (24 m) from ground level. <input type="checkbox"/> At Sabazpur Tea Co. Ltd. (a sister concern of SQUARE Group), we use organic fertilizer to produce tea. The tea garden uses natural pest & controls weed manually. It uses only renewable resources and maintains the soil's fertility. Our garden established 6 toilets (Men & Women) in the garden field. Labor quarter has 210 toilets and it accommodates 1020 garden workers. 	<ul style="list-style-type: none"> <input type="checkbox"/> It will be used as a reservoir of fire water and also to increase the aesthetic beauty of the plant. It plays a vital role of diversity. Allocated 1, 00,000 sft area for reservation of natural water will help to keep biodiversity at plant premises. <input type="checkbox"/> Reduced the power consumption and saves energy. <input type="checkbox"/> No environmental pollution is being taken place from the production process since all airborne particles are arrested in HEPA (High-Efficiency Particulate Air) filter & in water scrubber. <input type="checkbox"/> Environmental friendly practices ensure the protection of environment. <input type="checkbox"/> In recognition of outstanding achievement in keeping healthy environment and protecting environment from pollution SQUARE Pharmaceuticals Ltd. has been awarded "National Environment Award-2017". In addition, the "President Award" from Ministry Of Environment was also awarded as the recognition of our continuous efforts. <input type="checkbox"/> Sabazpur Tea Company Ltd. has been received "Organic Certificate (EU & NOP)" from Lacon GmbH Germany in 2017. This is the first time green tea (along with black tea) has been incorporated & certified as well in the certification. <input type="checkbox"/> Environmentally friendly practices ensure protection of wildlife and maintenance of biodiversity. Soil fertility is increased. Use of the toilets is ensuring the proper sanitation & hygiene of the garden workers as well as protecting the environment from being polluted.

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<p>Anti-Corruption</p> <p><i>Businesses should work against corruption in all its forms, including extortion and bribery</i></p> <p>(UNGC Principle 10)</p>	<p>At SQUARE, we do not tolerate any forms of bribery and corruption. Our employee code of conduct describes various policies and practices regarding appropriate conduct that are aimed to promote acceptable standards of the business and provides the employees a professional work environment. We observe the highest standards of professionalism in daily business activities.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> SAP ERP Systems integrate the core business functions/processes <input type="checkbox"/> We follow & ensure “Zero Tolerance” against all kinds of corruption & we have an “Internal Audit” department which specifically deals with this issue. The head of “Internal Audit” directly report to the Managing Director to ensure better control. <input type="checkbox"/> Regular external and regulatory audits (both local & foreign) are conducted in SQUARE. <input type="checkbox"/> All newly joined employees went through an orientation program on business ethics & anti-corruption. 	<ul style="list-style-type: none"> <input type="checkbox"/> Transparency in the transactions of the company is ensured. <input type="checkbox"/> Company assets are safeguarded against misappropriation and fraud. <input type="checkbox"/> Operations of the company run effectively and efficiently. <input type="checkbox"/> The cost of the company is optimized. <input type="checkbox"/> Built awareness among newly joined employees. <input type="checkbox"/> Fair and legal transactions are processed end-to-end and data inconsistencies are eliminated. <input type="checkbox"/> Every transaction is monitored. <input type="checkbox"/> In recognition of corporate transparency & accountability, SQUARE Pharmaceuticals Ltd. got the “National Corporate Governance Excellence Award” in 2017 from ICSB (Institute of Chartered Secretaries of Bangladesh).