

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 2018 to December 2018.**

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. We strongly agree to increase the momentum to meet our commitment to UNGC.

Our professionals are accountable in identifying sustainable ways and creating shared value to life, environment and society at large. We run our business with transparency and maintain high ethical standard with zero tolerance to corruption and discrimination. We will continue to add more and diversify our efforts in going forward.


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 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>Our AgroVet Division also conducts seminar and clinical meeting across Bangladesh for Veterinary Doctors, Farmers and Quacks regularly disseminate the updated information about different drugs. These meetings are organized by Veterinary Graduates of Veterinary Services Department (VSD).</p> <ul style="list-style-type: none"> ➤ The number of Continual Medical Education (CME) programs conducted in 2018 by Medical Services Department was 750 and the number of plant visit was 26 and total number of participants were 58220. ➤ In 2018 we have conducted many overseas CME (Continual Medical Education) program. <ul style="list-style-type: none"> 1. 22 CME at some major hospitals in Uganda, where total participants were 350. 2. 635 CME programs conducted in Kenya and participants were 2032 persons. 	<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. • Better informed and educated community of doctors have been created through the Continual Medical Education (CME) programs of SQUARE. • 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. <p><input type="checkbox"/> SQUARE conducts so many CME programs in different corner of the world to maintain a close relationship with the global physician community.</p>

<p style="text-align: center;">Human Rights (UNGC Principles 1-2)</p>		<ol style="list-style-type: none"> 3. Total 40 CME programs conducted in Tanzania and participants were 320. 4. 12 CME programs In Cambodia, where total participants were 576. 5. In Myanmar, total 22 Continual Medical Education (CME) programs were conducted where participants were 1440. 6. 9 CME programs In Tajikistan, where total participants were 136. <p>➤ The number of seminars and clinical meetings with quacks & village doctors were conducted in 2018 by the Veterinary Services Department and Aqua Services of AgroVet Division was 593 & the numbers of participants were 19,635 approximately. We have also conducted around 16 special seminars by veterinary doctors (Private & Govt.), intern doctors and farmers (Aqua, Dairy & Poultry) and the numbers of participants were 6,091.</p> <p><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 2018, SQUARE published 16 journals & provided different Journals/News Letters to the doctors. "The SQUARE"-journal has published 3 English (102000 copies) & 1 Bengali (18000 copies) languages and also published 12 e-SQUARE (30000copies).</p>	<p><input type="checkbox"/> These meetings are organized aiming to upgrade the day-to-day developments in Agrovet & Aqua sectors. These meetings act as a forum for training and knowledge-sharing among the professionals.</p> <p><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.</p>
---	--	---	---

<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> ❑ SQUARE arranged Free “Diabetes screening & awareness program” on 7 April 2018 for internal employees of SQUARE Pharmaceuticals Ltd t Dhaka Sales Office, Tejgaon. In these events, different medical tests have been conducted e.g., Blood Glucose Level (Fasting/Random), Blood Pressure & BMI (Body Mass Index). We have also arranged the program for the students of Independent University of Bangladesh (IUB) on 25 September 2018 at the occasion of World Pharmacist Day. On World Diabetes Day we conducted the program at Uttara Sector 7 Kollyan Samity Park, Uttara Sector 4 Kollyan Samity Park, Dr. Shaheed Fazle Rabbi Park (Gulshan Niketon), Mirpur Indoor Stadium, Manik Mia Avenue, Mohammadpur Thana Road, Ramna Park Gate, Azimpur Colony, Lalbagh Fort. ❑ SQUARE Pharmaceuticals Ltd. has introduced Housing Scheme for the employees with a fund of BDT 1 Billion. Till now, 22 persons are enjoying this facility. ❑ The employees of SQUARE Pharmaceuticals Ltd. are enjoying health benefits on treatment for self, spouse, parents & children at SQUARE Hospitals Ltd. where employees are charging 50% and the rest 50% is being paid by the management of SQUARE Pharmaceuticals Ltd. ❑ SQUARE Pharmaceuticals Ltd. organized Children Fun Day for Autistic children at Dhaka Shishu Park on 7 April 2018. 	<ul style="list-style-type: none"> ❑ This initiative has been taken to increase awareness about Diabetes, Blood Pressure. ❑ Employees can take a home loan at a nominal service charge & with longer repay time to fulfill their dream of owning a sweet home. ❑ Employees and their families are getting quality treatment from world class standard hospital in Bangladesh and reputed doctors at affordable cost. In 2018, 2483 employees have been benefitted and management paid \$136095. ❑ This program was arranged to entertain the special children and make them equally important like other children.
---	--	--	--

<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> ❑ SQUARE Pharmaceuticals Ltd. organized Fitness campaign for in-house colleagues & field colleagues. This campaign included preparation & distribution of leaflets on exercise with BMI chart. Nationwide distribution of bathroom scales with weight monitoring chart for recording the weight of its colleagues on April 2018. ❑ SQUARE Pharmaceuticals Ltd. arranged “Dengue & Chikungunya Awareness campaign” on August 2018-where several Bangla banners on Dengue fever are displayed for our in-house colleagues during the monsoon season. We have also published a YouTube video on “Dengue & Chikungunya fever” at Square’s You Tube channel for raising public awareness. ❑ SQUARE arranged Anti-smoking campaign to make people aware of the harmful effect of Smoking on the heart. We prepared an ‘Awareness creating Leaflet’ & ‘Banner’ highlighting the harmful effect of smoking and to maintain Healthy Heart (in Bangla) at the patients’ waiting rooms & doctors’ chambers at different clinics & hospitals on World Heart Day (29 September 2018). ❑ In October 2018, SQUARE Pharmaceuticals Ltd. organized Anti-Obesity campaign to make our people conscious about proper fitness. We have developed a special Stand banner (Obese people shaped) highlighting the risk of Diabetes & Hypertension due to Overweight & Obesity for our colleagues. 	<ul style="list-style-type: none"> ❑ This initiative has been taken to increase the awareness about fitness for healthy life among colleagues. ❑ This program was arranged to create awareness among colleagues about Dengue & Chikungunya. ❑ This campaign has been organized to increase the awareness about the harmful effect of smoking and risks of diabetes, hypertension due to overweight / obesity for maintaining a healthy life.
---	--	---	---

<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> ❑ SQUARE Textiles Ltd. provides pick & drop services with school buses for the children of factory employees. Currently, total 190 students are enjoying this service. ❑ SQUARE HOSPITALS LTD. has launched a corporate office based health awareness program “SQUARE HEALTH TALK”. In 2018, this health awareness program conducted in the corporate office of Brac Bank, Bangalink, EBL, British Council. This is a health awareness program conducted by a team of reputed physicians of SQUARE HOSPITAL. ❑ 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 2018, there are 562 students in SQUARE Kindergarten, High School & College out of which 271 are female and 291 are male. Total 59 teachers out of which 16 are male and 43 are female and 27 staffs are there to provide adequate services. ❑ SQUARE Pharmaceuticals arranged a paid teacher for Abdul Hamid Dorji Govt. Primary & High School, mohakhali as they don’t have adequate numbers of teachers for the quality education of the students. SQUARE will provide salary to that teacher for next three years. SQUARE will also help them by repairing their toilet to ensure the health & hygiene of the students and constructing a teacher’s room, study room. 	<ul style="list-style-type: none"> ❑ Boosts the morale of the student. Creates future customers for SQUARE. The service generates employee satisfaction. The children enjoy a hassle free journey. ❑ SQUARE HEALTH TALK helps to create awareness as well as practical knowledge on “HOW TO LEAD A PRODUCTIVE AND HEALTHY LIFE”. ❑ 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. ❑ This initiative enables the children of Abdul Hamid Darji Govt. Primary & High School to receive quality education as well as better learning environment.
---	--	--	--

<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> ❑ 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 2018, a total of 482 students received training out of which 288 are female and 194 are male. 20 students trained from Dishari Training Institute are working at the SQUARE group at present. ❑ SQUARE operates a fuel station named Eakub Filling Station, which is run by women employees. ❑ SQUARE Toiletries Ltd. is partnering one of the projects of CARE by empowering women of JITA and BRAC. JITA, a sister concern of CARE Bangladesh 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, 600 JITA women in 216 Hubs and 90000 BRAC women are empowered as they are able to have their own source of income. ❑ 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 	<ul style="list-style-type: none"> ❑ 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. ❑ 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. ❑ 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. ❑ This campaign educates them about menstruation facts and made them ready for a healthier future. It also introduced our products to them.
---	--	--	--

<p>Human Rights (UNGC Principles 1-2)</p>		<p>campaign. This awareness program covered 3.9million girls till 2018 (over the last 5years).</p> <ul style="list-style-type: none"> ❑ 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. ❑ “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 75 thousand mothers with infants over last 4 years. ❑ 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 2 Lac mothers took advice through this helpline in 2017-2018. ❑ 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 	<ul style="list-style-type: none"> ❑ 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. ❑ Mothers are benefitted with adequate knowledge about breastfeeding, helping them guide their babies to a healthy future. ❑ Mothers took advice for their babies’ health problems through this helpline. ❑ 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.
---	--	---	--

<p>Human Rights (UNGC Principles 1-2)</p>		<p>information and advice on various important topics related to diseases & treatment. In 2018, some important topics were World Cancer Day and Awareness, Dental Disease Prevention & Treatment, Pregnancy Jaundice, Uses & Misuses of Antibiotics, Diabetes & Ramadan, Breast Cancer, Youth and Mental Health etc.</p> <ul style="list-style-type: none"> ❑ Maaranga Television also on airs some TVC regularly to make awareness among people. For example, maintain Traffic Law, Public Place Cleanliness, Sexual Harassment, Domestic Worker Violence, Food Poisoning and Safe Driving. ❑ Some women are facing domestic violence in their life. SQUARE take the initiative to stand strong beside those victim. Jui – the shining hair care brand of SQUARE Toiletries Ltd., promotes the uncompromising spirit of women through the helpline number (08000888000) for assistance & psychological counseling. ❑ 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 08000888000 and provide detailed information about the child with this problem. More than 5000 children got the treatment under this campaign in last one year. 	<ul style="list-style-type: none"> ❑ These TVCs creates awareness among mass people. ❑ This initiative creates awareness among the mass population against domestic violence of the women. Womens are now using this helpline number (08000888000) for assistance regarding domestic violence & psychological counseling. ❑ 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.
---	--	---	---

		<ul style="list-style-type: none"> ❑ “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 (08000888000& website- supermombd.com) 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. ❑ SQUARE Toiletries provide free blood pressure check-up & more than 8 Lac Zerocal sachets (free) to the morning walkers, in community gatherings, events in the last couple of years. ❑ 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 5 schools in Dhaka city. In association with “Young Social Activism Bangladesh (YSAB)” we have provided total 2000 pc Meril Petroliam Jelly which was distributed among the under privileged children at the premises of 4 different schools in CTG. The program included awareness of health issues that are required for growing child, free consultations of common diseases and also free medicine distributions. 	<ul style="list-style-type: none"> ❑ 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. ❑ This initiative creates health awareness among the mass population. ❑ This program is helping children to make a habit of washing their hands when they are exposed to dirt and germs.
--	--	--	---

		<ul style="list-style-type: none"> <input type="checkbox"/> 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. In the year 2018, 18 students were awarded this fellowship. <input type="checkbox"/> SQUARE Toiletries Ltd. arranged Folk Fest 2018 which was completely free for the audience. Around 65000 thousand audiences enjoyed this 3 days long event. <input type="checkbox"/> SQUARE Food & Beverage arranged an award program to celebrate International Women's Day. In 2018, 4 women got "Radhuni Kirtimoti Shommanona 2017". The award is given under the areas of journalism, entrepreneurship, social welfare and sports. <input type="checkbox"/> SQUARE HOSPITALS LTD. has extended" 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 those special child. 	<ul style="list-style-type: none"> <input type="checkbox"/> This fellowship program is very much helpful & encouraging for the meritorious students. <input type="checkbox"/> 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. It also brings the spotlight on our folk singers. <input type="checkbox"/> This award is provided to those females who achieve success in their relevant field. It's a recognition to show respect to their work. <input type="checkbox"/> This initiative helps the child having Neuro Development Disorder to get better treatment for leading a healthy life.
Category	Commitment	Activities and Projects	Impacts and Results
Labor Standards	We respect the right of workers to join an association and engage in	<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 1581members of the Trade Union. 	<ul style="list-style-type: none"> <input type="checkbox"/> Now workers can share their feelings and views with the management without hesitation. Combined decision of workers and management give the employees proper job satisfaction.

<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>constructive dialogue with the workers' representatives. We follow ethical practices and labor standards at the workplace. At SQUARE, we do not recruit any child labor and do not have any 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"/> Gratuity policy for the employees has been implemented as per the recent amendment in the Labor Law. <input type="checkbox"/> Provident Fund (PF) has been with our practice for the benefit of the employees as per the labor law. <input type="checkbox"/> Detailed background and reference verification is done as a part of recruitment & selection process to ensure no child is employed. <input type="checkbox"/> In SQUARE, recruitment system is carried out based on the comparative study. Employees are selected based on their skills and competence. Last year a total of 769 employees were recruited 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 2018, a total of 544 employees were benefitted by this scheme. <input type="checkbox"/> Female employees do not work during night shift operations. <input type="checkbox"/> Female employees are enjoying maternity benefits as per the Bangladesh Labor Law. <input type="checkbox"/> All of our employees are covered under mandatory Group Life Insurance. 	<ul style="list-style-type: none"> <input type="checkbox"/> This ensures compliance with the Labor Law. <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 and work-life balance of the female employees. <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. <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.
--	--	---	---

<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 without delay. <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 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 profitability. <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"/> 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"/> Ensures compliance with the Labor Law and its amendments. "Safety Committee" helps to maintain proper safety of employees and "Participation Committee" create ownership among the workers. <input type="checkbox"/> Employees are satisfied and give proper concentration at work, as they feel tension-free about their children's safety.
---	--	--	---

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. 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 ETP Square Pharmaceuticals Ltd. is 63 mg/L and Square Formulation Unit is 53 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 2018, a total of 90483 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. Nearly 102,000 sq ft area has been developed in 2018 for the purpose of landscaping. Approximately 41, 252 plants have been planted around the premise including Inspection building. <input type="checkbox"/> A large Inspection Building has been developed with full of architectural landscaping. Around 6000 plants have been introduced in Inspection building. <input type="checkbox"/> Allocated 3, 30,000 sq ft area used for the purpose of creating lake and reservation of natural water helps to maintain biodiversity at the plant. 	<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"/> 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"/> In recognition of outstanding achievement in keeping healthy environment and protecting environment from pollution Square Pharmaceuticals Ltd. has been awarded “National Environment Award-2017”. The award was received by Mr. Tapan Chowdhury, Managing Director of Square Pharmaceuticals Ltd. from Sheikh Hasina, the Honorable Prime Minister of Bangladesh. <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"/> SQUARE Pharmaceuticals Ltd. has been awarded “President Award” from Ministry Of Environment for both Pabna Plant & Kaliakoir Plant. This Prestigious award is a recognition to show respect to our efforts.

<p style="text-align: center;">Environment (UNGC Principles 7-9)</p>		<ul style="list-style-type: none"> ❑ Some rare medicinal species as well as some indoor plants have been planted in amenity building, cafeteria, and reception and also in the rooftop area. In the office areas, canteen, café & reception areas- large glass wall panels have been placed ❑ 02 artificial lakes have been created for getting a more diversified atmosphere. 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 ❑ Energy saving & motion sensors for lights have been introduced in big corridors of the building & other places where there is less personnel movement. ❑ All exhausts from the production buildings during the production process are HEPA (high-efficiency particulate air) filtered and water scrubber controlled. ❑ All generator & boiler exhausts are made as per standard height. Exhaust is being released at a high level (24 m) from ground level. ❑ 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 1030 garden workers. 	<ul style="list-style-type: none"> ❑ In 2018, more than 5000 plants of different types have been planted all over the premises. Among this 5000 plants there are 1500 rare medicinal species has been planted in order to have more variety inside the premises. It also ensures daylight in those areas. ❑ 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. ❑ Reduced the power consumption and saves energy. ❑ 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. ❑ Environmentally friendly practices ensure the protection of the environment. ❑ 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.
---	--	---	--

		<ul style="list-style-type: none"> ❑ SQUARE Pharmaceuticals Ltd. established a recreation zone including indoor playing zone and library for the children of Sabazpur Tea garden workers. The employees of SQUARE Pharmaceuticals donated books and toys for the children of Sabazpur Tea Garden. Presently, there are approximately 30 children who are enjoying the Playing zone and library facility. 	<ul style="list-style-type: none"> ❑ 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. ❑ This initiative will help the children to play with more than 250 toys & 210 books that can increase their knowledge which will also help them in educational and psychological development.
Category	Commitment	Activities and Projects	Impacts and Results
<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"> ❑ SAP ERP Systems integrate the core business functions/processes ❑ 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. ❑ Regular external and regulatory audits (both local & foreign) are conducted in SQUARE. ❑ All newly joined employees went through an orientation program on business ethics & anti-corruption. 	<ul style="list-style-type: none"> ❑ Transparency in the transactions of the company is ensured. ❑ Company assets are safeguarded against misappropriation and fraud. ❑ Operations of the company run effectively and efficiently. ❑ The cost of the company is optimized. ❑ Built awareness among newly joined employees. ❑ Fair and legal transactions are processed end-to-end and data inconsistencies are eliminated. ❑ Every transaction is monitored. ❑ 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).