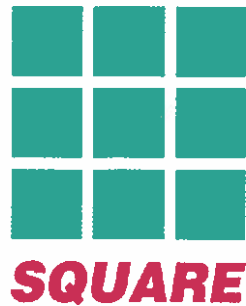


The United Nations Global Compact Communication on Progress (COP)



Name of Organization: **SQUARE Pharmaceuticals Ltd**

Sector: Pharmaceuticals & Biotechnology

Website: www.squarepharma.com.bd

Country of Headquarter: Dhaka, Bangladesh

Reporting Period: **January 2019 to December 2019.**

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 to disseminate the 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 2019 by Medical Services Department was 637 and the number of plant visit was 22 and total number of participants were 58111.</p> <p>➤ In 2019 we have conducted many overseas CME (Continual Medical Education) program.</p> <ol style="list-style-type: none"> 1. We have arranged & conducted 680 CMEs with 2,450 participating doctors and healthcare professionals in Kenya. 2. We conducted 30 CMEs in Myanmar, where participants were 1,630 healthcare professionals. 	<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 communities.</p>

<p style="text-align: center;">Human Rights (UNGC Principles 1-2)</p>		<p>3. We Conducted 10 CME programs in Cambodia, where total participants were 630.</p> <p>4. In Uganda, 10 CME programs were conducted with participation of 450 doctors.</p> <p>➤ SQUARE Pharmaceuticals Ltd. donated medicines to Asmat Ali Khan foundation, Madaripur for week-long facial surgical camp comprising doctors of 05 nations.</p> <p>➤ The number of seminars and clinical meetings with quacks and village doctors were conducted in 2019 by the Veterinary Services Department and Aqua Services of AgroVet Division was 523 and the numbers of participants were 19,610 approximately. We have also conducted around 8 special seminars by veterinary doctors (Private and Govt.), intern doctors and farmers (Aqua, Dairy and Poultry) and the numbers of participants were 3,194.</p> <p>❑ SQUARE Publications: SQUARE publishes bulletins on a quarterly and 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 2019, SQUARE published 16 journals and 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 (31000 copies).</p>	<p>❑ These meetings are organized aiming to upgrade the day-to-day developments in Agrovet and Aqua sectors. These meetings act as a forum for training and knowledge-sharing among the professionals.</p> <p>❑ As a result of this initiative, the physician community is supported with contemporary and critical issues related to medicine, disease, medical innovation, etc.</p>
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<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> ❑ SQUARE arranged Free “Diabetes Screening and Awareness Program” at 10 (ten) different locations in Dhaka city from 6:00 am to 8:30 am on 14 November 2019 on the occasion of World Diabetes Day to create awareness against the consequences of Diabetes. The locations were Uttara Sector 7 Kollyan Samity Park, Uttara Sector 4 Kollyan Samity Park, Dr. Shaheed Fazle Rabbi Park (Gulshan Niketon), Outside of Mirpur Indoor Stadium, Manik Mia Avenue, Mohammadpur Thana Road, Ramna Park Gate, Azimpur Colony, Lalbagh Fort & Boldha Garden. On that day, around 2,500 people participated in this screening program enthusiastically. In addition, a patient awareness leaflet and 2 pcs Zerocal sachet were provided to all participants from Square Pharmaceuticals Ltd. and Square Toiletries Ltd. respectively. Moreover, to inform people about this awareness campaign, 13 November 2019 a Branded Caravan ran within Dhaka city. ❑ Square Pharma arranged “Diabetes Screening and Awareness Program” at the head office of Daily Samakal on 18 April 2019 to increase awareness about diabetes and its prevention. This event was powered by insulin brand of Square i.e., Ansulin. Random Blood Glucose Level of all employees of Daily Samakal was tested that day. Moreover, prevention and precaution of diabetes has discussed there. During inauguration of the program Major General Mr. S M Shahab Uddin (Executive Director), Mr. Ajoy Das Gupta (GM, Marketing), 	<ul style="list-style-type: none"> ❑ This initiative has been taken to increase awareness about Diabetes.
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<p>Human Rights (UNGC Principles 1-2)</p>		<p>Mr. Md. Faridul Islam (GM, Circulation) from Daily Samakal and Mr. Ahmed Kamrul Alam (Director, Marketing) and Mr. AHM Rashidul Bari (GPM, PMD) were present there.</p> <ul style="list-style-type: none"> <input type="checkbox"/> 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. <input type="checkbox"/> The employees of SQUARE Pharmaceuticals Ltd. are enjoying health benefits on treatment for self, spouse, parents and children at SQUARE Hospitals Ltd. where employees are charging 50% and the rest 50% is being paid by the management of SQUARE Pharmaceuticals Ltd. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. arranged "Dengue awareness campaign" on 8th August 2019 among the members of SQUARE group to increase awareness dengue prevention and safety during the Eid holidays. And on 5th September 2019, a video on Dengue fever was uploaded in Square's 'Youtube' channel (https://www.youtube.com/channel/UCD9nsLLNeciWC6Y2bu6Reg/featured) to create awareness among mass people. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. has organized "Oral and Dental health campaign". Update on oral and dental health has been shared in 'Orostar Plus facebook' page in 2019 to raise general awareness. 	<ul style="list-style-type: none"> <input type="checkbox"/> Employees can take a home loan at a nominal service charge and with longer repay time to fulfill their dream of owning a home of their own. <input type="checkbox"/> Employees and their families are getting quality treatment from world class standard hospital in Bangladesh and reputed doctors at affordable cost. In 2019, 2821 employees have been benefitted and management paid \$164595. <input type="checkbox"/> This program was arranged to create awareness among people about dengue prevention and safety. <input type="checkbox"/> This initiative has been taken to increase the awareness about oral and dental health.
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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 250 Packs of Otelast 30 (Apremilast) Tablet and 50 Packs of Otelast 10 Tablet in the 'Free Friday Clinic' operated by Prof. Dr. Samiul Haque (President of 'Psoriasis Awareness Club'). <input type="checkbox"/> SQUARE Textiles Ltd. provides pick & drop services with school buses for the children of factory employees. Currently, total 211 students are enjoying this service. <input type="checkbox"/> SQUARE HOSPITALS LTD. has launched a corporate office based health awareness program "SQUARE HEALTH TALK". In 2019, this health awareness program conducted in the corporate office of Navana Bangalink, This is a health awareness program conducted by a team of reputed physicians of SQUARE. <input type="checkbox"/> SQUARE HOSPITALS LTD. has created health awareness among senior citizens, Square Executive Health and Well Being Centre and Dhanmondi Walkers Club on 26th April and also arrange Cancer Awareness Program at Dhaka University Campus on 22th October and Free Consultation Program for all Special Child and on 17th April and 20th April and 15th August 2019. <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, 	<ul style="list-style-type: none"> <input type="checkbox"/> This initiative has been taken to provide free medicine to the poor people and to create awareness about Psoriasis. <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 <input type="checkbox"/> SQUARE HEALTH TALK helps to create awareness as well as practical knowledge on "HOW TO LEAD A PRODUCTIVE AND HEALTHY LIFE". <input type="checkbox"/> This campaign has been organized to increase the awareness about the treatment of Cancer and behavior with special child among mass people. <input type="checkbox"/> This initiative helps the child having Neuro Development Disorder to get better treatment for leading a healthy life.
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<p>Human Rights (UNGC Principles 1-2)</p>		<p>epilepsy, speaking problem etc will be under supervision of pediatric Consultant and gradually there will be dedicated CDC doctors, Developmental Therapist, Child Psychologists, Speech and Vision Therapist and Child Counselor will be taking care of those special child. (No of child treated last year) Total 818 child has been treated last year.</p> <ul style="list-style-type: none"> <input type="checkbox"/> SQUARE HOSPITALS LTD. has organized Antenatal Class for Future Mom to improve maternal and child health outcomes through prevention, health promotion and treatment during pregnancy in 2019 <input type="checkbox"/> SQUARE Kindergarten, High School and College provides educational facilities for the boys and girls of the employees as well as to the children of the local community. As of 2019, there are 610 students in SQUARE Kindergarten, High School & College out of which 292 are female and 318 are male. Total 60 teachers out of which 16 are male and 44 are female and 28 staffs are there to provide adequate services. <input type="checkbox"/> SQUARE Pharmaceuticals arranged a paid teacher for Abdul Hamid Dorji Govt. Primary & High School, mohakhali as they don't have adequate number 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 and hygiene of the students and constructing teacher's room, study room. 	<ul style="list-style-type: none"> <input type="checkbox"/> This training help the future mothers to be aware of Child good health and treatment during pregnancy. <input type="checkbox"/> 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. <input type="checkbox"/> This initiative enables the children of Abdul Hamid Darji Govt. Primary and High School to receive quality education as well as better learning environment.
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<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 544 students received training out of which 324 are female and 220 are male. 35 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. In 2019, 400 JITA women in 60 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 	<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 and 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.
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<p>Human Rights (UNGC Principles 1-2)</p>		<p>awareness among High School girls. Female garment workers are also covered under the campaign. This awareness program covered 5.4 million girls till 2019 (over the last 6 years)</p> <ul style="list-style-type: none"> <input type="checkbox"/> 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. <input type="checkbox"/> “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 and a diaper changing room at International Trade Fairs and Bus station and Rail station of Dhaka and helped at least 75 thousand mothers with infants over last 4 years. <input type="checkbox"/> 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 2.4 Lac mothers took advice through this helpline in 2017-2019. <input type="checkbox"/> 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 	<ul style="list-style-type: none"> <input type="checkbox"/> 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 and mental health. <input type="checkbox"/> Mothers are benefitted with adequate knowledge about breastfeeding, helping them guide their babies to a healthy future. <input type="checkbox"/> Mothers took advice for their babies’ health problems through this helpline. <input type="checkbox"/> This initiative creates health awareness among the mass population. Valuable information and advice on various important topics related to diseases and treatment are provided through the program.
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		<p>over the telephone, providing valuable information and advice on various important topics related to diseases and treatment. In 2019, some important topics were Recurrent Miscarriage, Chronic Kidney Disease, Fatty liver, Cancer Treatment in Bangladesh, Respiratory Disease, Infertility and ART etc.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Maasranga 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. <input type="checkbox"/> SQUARE Toiletries Ltd. undertook stand point against all sorts of domestic violence (like head shaving, hair holding without consent) for women, many of whom become the prey of that situation in their lifetime. Jui – the shining hair care brand of SQUARE, stands and promotes the uncompromising spirit of women. Many women are now using our helpline number (08000888000) for assistance and psychological counseling. <input type="checkbox"/> SQUARE Toiletries Ltd. started 'Hashun Pran Khule' campaign in last December'17 as the joint initiative of Meril 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 	<ul style="list-style-type: none"> <input type="checkbox"/> These TVCs creates awareness among mass people. <input type="checkbox"/> 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 and psychological counseling. Rate of such incidents are now in a state of decline. <input type="checkbox"/> 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.
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		<p>12000 children got the treatment under this campaign in last two years.</p> <ul style="list-style-type: none"> <input type="checkbox"/> “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 and 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. <input type="checkbox"/> SQUARE Toiletries provide free blood pressure check-up and more than 8 Lac Zerocal sachets (free) to the morning walkers, in community gatherings, events in the last couple of years. <input type="checkbox"/> SQUARE Toiletries Ltd. took initiative to educate children about Oral Care in different schools from their newly launched brand White Plus Kids; a balanced fluoride toothpaste for 5to 12 years old kids. The initiative covered 14 prominent schools of Dhaka and Pabna. <input type="checkbox"/> SQUARE Toiletries Ltd. arranged Folk Fest 2019 which was completely free for the audience. Around 25000 thousand audiences enjoyed every day this 3 days long event. <input type="checkbox"/> SQUARE Food and Beverage arranged an award program to celebrate International Women’s Day. In 2019, 4 women got “Radhuni Kirtimoti Shommanona 2018”. The award is given under the areas of journalism, entrepreneurship, social welfare and sports. 	<ul style="list-style-type: none"> <input type="checkbox"/> 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. <input type="checkbox"/> This initiative creates health awareness among the mass population. <input type="checkbox"/> This program is helping children to make a habit of brushing their teeth regularly and be aware about oral care. <input type="checkbox"/> These festivals encourage the teenage girls and 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.
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Category	Commitment	Activities and Projects	Impacts and Results
<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 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"/> SQUARE Pharmaceuticals Ltd. established Workers' Trade Union named "SQUARE Kormochari Samity" (Registration No: 1322). There are around 1887 members of the Trade Union. <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. In 2019, total of 854 employees were recruited under the system. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. runs the program "Shohoj Kisti Reen Prokalpa" under which employees can take a loan to purchase necessary home appliances with a small service charge. In 2018, a total of 507 employees were benefitted by this scheme. <input type="checkbox"/> Female employees do not work during night shift operations. 	<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. <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 and selection is eliminated. <input type="checkbox"/> 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.

**Labor Standards
(UNGC Principles
3-6)**

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| <ul style="list-style-type: none"> <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. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. strictly maintains the labor law in terms of working hour and over time. <input type="checkbox"/> Disbursement of salary and 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 and annual leave for the employees. <input type="checkbox"/> Factory employees get free medical and medicine facilities for sudden sickness in the workplace and 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 and 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 Management & Worker Representatives are equal. | <ul style="list-style-type: none"> <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. <input type="checkbox"/> The policy has been implemented as per the amendment in the Labor Law. <input type="checkbox"/> This ensures primary medical help to the employees in case of emergency and 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. |
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		<input type="checkbox"/> SQUARE Textiles Ltd. provides day care and Breast feeding center facilities to the children of female workers. There are 10 babysitters taking care of 53 children. There are 5 breast feeding center, where female workers are availing this facility right now.	<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
Environment <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> (UNGC Principles 7-9)	<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>	<input type="checkbox"/> We utilize Effluent Treatment Plant (ETP) in our manufacturing plants. Treated water by ETP is used for maintaining Green belt around plants. SQUARE's Environmental license has been updated on a continuous basis. Water samples are collected and tested in the Chemical Lab as part of continuous monitoring. Test results of BOD and COD are recorded in the register which have been consistently found below the standard limit. <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 using a cyclonic water scrubber. In 2019, before releasing out a total of 55977.049 kilograms waste was disposed through incinerator. <input type="checkbox"/> The successful establishment of large greeneries around SQUARE premises has been accomplished. Landscaping and rooftop garden have been developed on different floors, levels and also in different units. Nearly 102,000 sq ft area has been developed for the purpose of landscaping. Approximately 41, 252 plants have been planted around the premise including Inspection building.	<input type="checkbox"/> Our stakeholders are satisfied to our environmental practices. 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.

<p style="text-align: center;">Environment (UNGC Principles 7-9)</p>		<ul style="list-style-type: none"> <input type="checkbox"/> Around 6000 plants have been introduced in Inspection building. <input type="checkbox"/> 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. <input type="checkbox"/> 02 artificial lakes have been created for getting a more diversified atmosphere and aesthetic beauty of the plant. Establishment of these lakes have some other benefits also. Such as- <ul style="list-style-type: none"> • Harvesting rain water • We are using reserved water for road cleaning and watering into the plants • It is helping to make balance of eco-system and biodiversity of the premises • Serves as a reservoir of fire water in case of emergency <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. <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 released at a level 24 m high from ground. 	<ul style="list-style-type: none"> <input type="checkbox"/> It Increases aesthetics around the compounds and also maintain diversity among and within plant and animal species in the environment. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. has been awarded "President Award for Industrial Development" from Ministry Of Industry for Kaliakoir Plant. <input type="checkbox"/> Tree plantation with rare medicinal species has been planted in order to have more variety inside the premises. <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 which will help to keep biodiversity at plant premises. <input type="checkbox"/> Reduced the power consumption and saves energy. <input type="checkbox"/> No environmental pollution can occur from the production process since all airborne particles are arrested in HEPA (High-Efficiency Particulate Air) filter & in water scrubber. <input type="checkbox"/> Environmentally friendly practices ensure the protection of the environment. <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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		<ul style="list-style-type: none"> <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 06 toilets (Men & women) in garden field. Labor quarters have 215 toilets and those accommodate 1020 garden workers. Further we have sunk (Tara Deep tube well = 03 pcs, Deep Tube well = 01 pcs, Tara shallow Tube well = 01 pcs) 5 tube wells in the year 2019 for pure drinking water. <input type="checkbox"/> 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"> <input type="checkbox"/> Sabazpur Tea Company Ltd. has been received "Organic Certificate (EU & NOP)" from Lacon GmbH Germany in 2017. <input type="checkbox"/> 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
Anti-Corruption <i>Businesses should work against corruption in all its forms, including extortion and bribery</i> (UNGC	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	<ul style="list-style-type: none"> <input type="checkbox"/> SAP ERP Systems integrate the core business functions/processes <input type="checkbox"/> SQUARE 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. 	<ul style="list-style-type: none"> <input type="checkbox"/> Transparency in financial transactions 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.

<p>Principle 10)</p>	<p>work environment. We observe the highest standards of professionalism in daily business activities</p>	<ul style="list-style-type: none"> <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"/> 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). <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. has awarded "National Productivity and Quality Excellence Award" from National Productivity Organization.
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