

# ANDRA

(Association for Nutritional Development Rural Advancement and Awareness)

## Supporting United Nations Global Compact

Farah M Saddha CEO



# ANDRA

## Communication ON Progress

### Year 2015

# ANDRA

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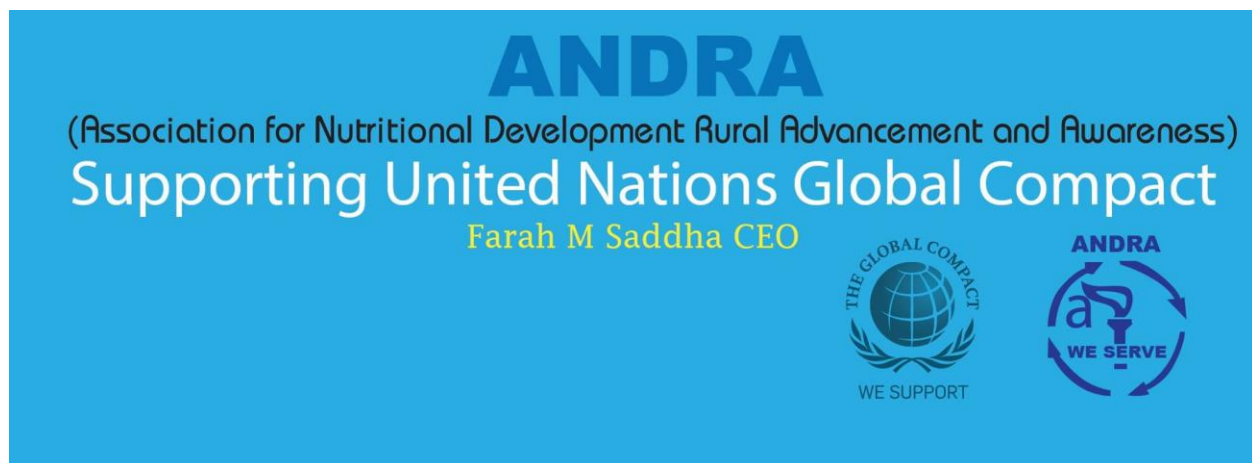
## Supporting United Nations Global Compact

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About ANDRA

**Association for Nutritional Development Rural Advancement and Awareness**

**What are the objectives of the Project?**

**We want to achieve the sustainable improvement and awareness in the nutritional status of the population, particularly for the disabled people. We also generate awareness programs to reduce anti-corruption and work as human rights activists for the proper labor environment and other humanitarian issues.**

**What are the major activities of the proposed project?**

- **We produce documentaries to build awareness.**
- **We arrange seminars, press conferences to create buzz in the media.**
- **We establish resource centers in the locality /community level and build capacity involving the community.**
- **We use Educational approach to teach the community to generate health and other human rights related .awareness**
- **We create jobs for the disabled people engaging them in the fashion industry.**

**Mission**

**Disabled people will become able disabled one day and be able to conquer the world.**

**Vision**

**Andra will be recognized as world mother for her love, compassion and humanity.**

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### From The CEO



Mother Always loves her child without asking any return. She just wants to complete her mother hood. ANDRA is my child and I am her mother and my only promise and goal is to make sure that my child will stay alright. I always dream that my organization ANDRA will become the center of worldly love and mother hood. ANDRA is a socially responsible corporate with a strong commitment towards all its stakeholders including its employees, customers, partners, suppliers and the community. We are very proud to support the Un Global compact on the basis of its 10 principle and it is also a mile stone for us for our employees and the community to build strong values of UN and spread it to the mass. Coming into the UN global compact gave us a shelter and power to raise voice for human rights, labor rights, environment protection and anti-corruption rights.

I hope and pray that ANDRA will be able to help everyone they require help and support to lead a better life and we believe 'They alone live who live for others'.

CEO

ANDRA

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### Human Rights

ANDRA should support and respect the protection of internationally proclaimed human rights

And make sure that they are not complicit in human rights abuses.

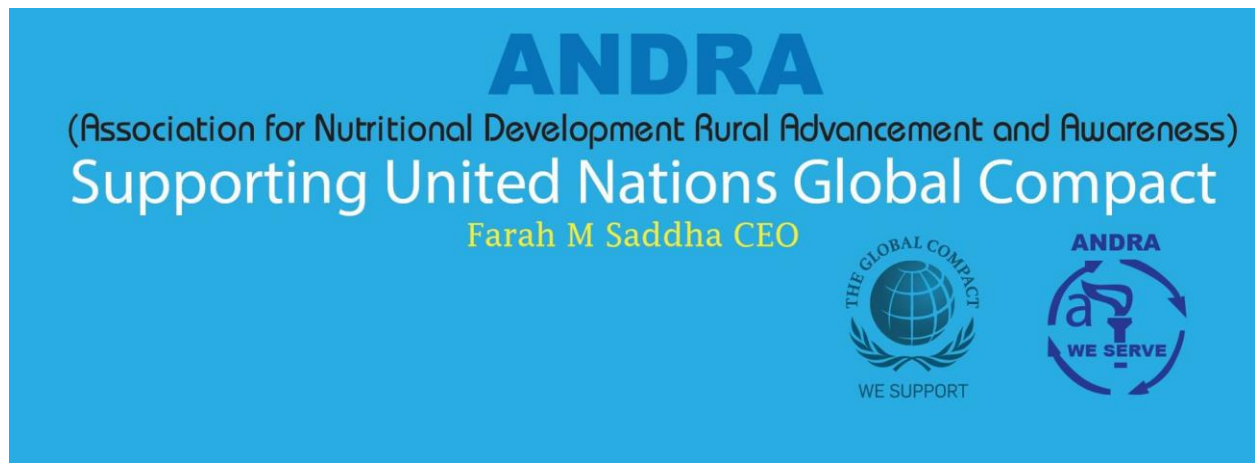
### COMPANY POLICY

ANDRA follows the local and international legislation regarding the aspect of human rights. The values we support are concern for our customers, employees, partners and

holders to understand and respect the fundamentals of Human rights .We wanted to make sure that all the employees of our organization are treated equally and they do not become the victims of their race, nationality, ethnic background, language, religion, social status, sexual orientation. These procedures are periodically updated by the members of the managerial team and by the team in the Quality Assurance department.

Our employees have the right to equal salary for equal work, to an equitable and satisfying remuneration, right to medical care, to social security and to social services.

Our shareholders, suppliers, partners and collaborators respect the human rights. In the relations among employees, we encourage integrity and honesty.



## ACTIONS TAKEN IN THE LAST YEAR from ANDRA for Human rights

### Action Taken

Andra's current policies and programs empower all employees and other stakeholders the human rights. Some of the tools used for this objective are listed below.

- All the employees are treated equally and they have the rights to express their opinion and to share their day to day issue.
- A monthly meeting called team meeting is conducted every month. Through this forum employees have an opportunity to meet the CEO and discuss any problem or issue.
- The Rights for the disabled are the rights for the human rights





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- Andra has sponsored, produced and anchored a show called The Golden Boat to raise the voice of the disabled children and to create awareness for the people. This show was shown in the local channels, the conventions and the seminars that were arranged by Andra.

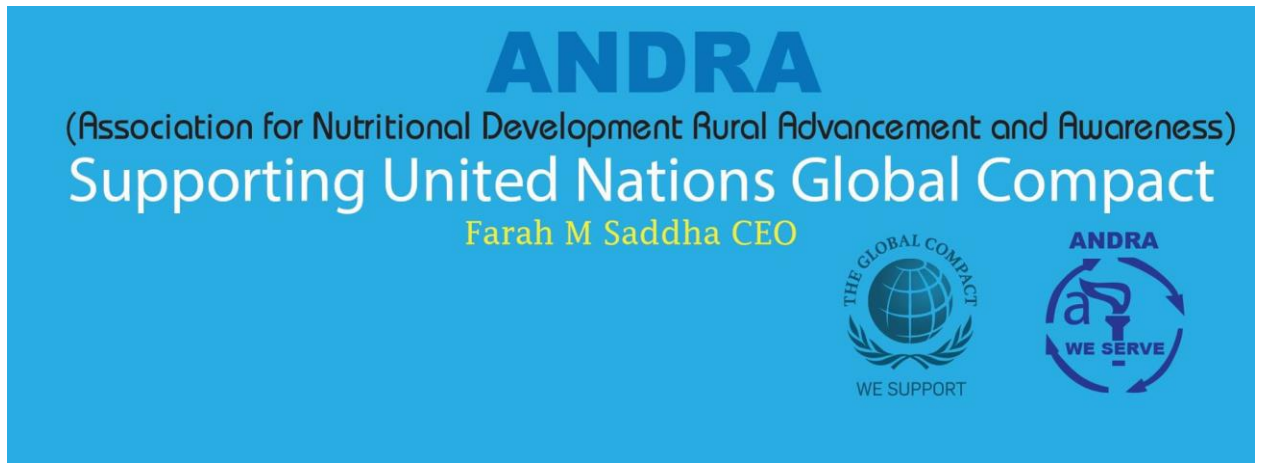
**Here is the u tube link for the show .Children with disabilities.**

<http://www.youtube.com/watch?v=Syv87rH2GfU>

<http://www.youtube.com/watch?v=qvlhgCYx6FU&feature=youtu.be>

And the news link [http://www.kalerjatra.com/cat\\_view.php?news\\_id=1046](http://www.kalerjatra.com/cat_view.php?news_id=1046)

- ANDRA has participated and published an article about human rights for the Global Compact Asia Pacific regional Conference which was held on June 2014 at Dhaka, Bangladesh.



- Here is the link for the article  
[http://www.kalerjatra.com/cat\\_view.php?news\\_id=421](http://www.kalerjatra.com/cat_view.php?news_id=421)



## RESULTS

There was no reported case of human rights abuse



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### ENVIRONMENT

- **PRINCIPLE 7 ENVIRONMENT** Businesses should support a precautionary approach to environmental challenges
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### Company policy

ANDRA supports the UNGC principles on the Environment. The principles have been included in our CSR policies and our Code of Conduct. Our company assumes responsibility towards the environment, by promoting good practices in environmental issues and cultivating these values through its policies of partnerships, through involvement in programs developed by organizations from the business environment.

### Action Taken

- We have encouraged our employees for internal and external communication via email and encouraged them the slogan ‘Go paperless ‘
- For Office Utilities we have taught the employees to preserve water, gas and other utilities by turning of the lights. Fans and water faucets.

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- ANDRA organizes the Campaign 'Save the nature' 'Monthly basis' every year to aware the rural people about Environment and how to protect the mother nature .This campaign really emphasizes on the protection and awareness for nature , also educates the people to love and protect mother nature .This campaign aim is to enhance the tree planting , go organic and nature friendly .

### Result

- No report about environment Abuse

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### Labor Rights

- **PRINCIPLE 3 LABOUR STANDARDS** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- **PRINCIPLE 4 LABOUR STANDARDS** the elimination of all forms of forced and compulsory labor
- **PRINCIPLE 5 LABOUR STANDARDS** the effective abolition of child labor
- **PRINCIPLE 6 LABOUR STANDARDS** the elimination of discrimination in respect of employment and occupation

### Company Policy

- Our company encourages equal opportunities.
- Neither employee is subject to any form of discrimination based on gender, race or physical abilities, or religion.
- Any form of physical or verbal harassment is strictly forbidden.
- The employees of our company have the freedom to join any trade union, at their choice.

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### Action Taken



- ANDRA is 100% compliant to running legal and ethical employment practices and does not recruit or hire child labor.
- We support the disabled people to produce the handicraft goods and this way they are able to support themselves.
- ANDRA has arranged seminars by indicating the scholars and diplomats to educate people about the labor rights and how to report labor right related abuse in the local community.
- ANDRA educates the disabled people to aware about labor rights and our profit organization Baldha group jointly works to produce show about their lives and the importance of their labor rights.
- ANDRA provides wheelchairs in order to help their disabled members and enhances the community to support labor rights.



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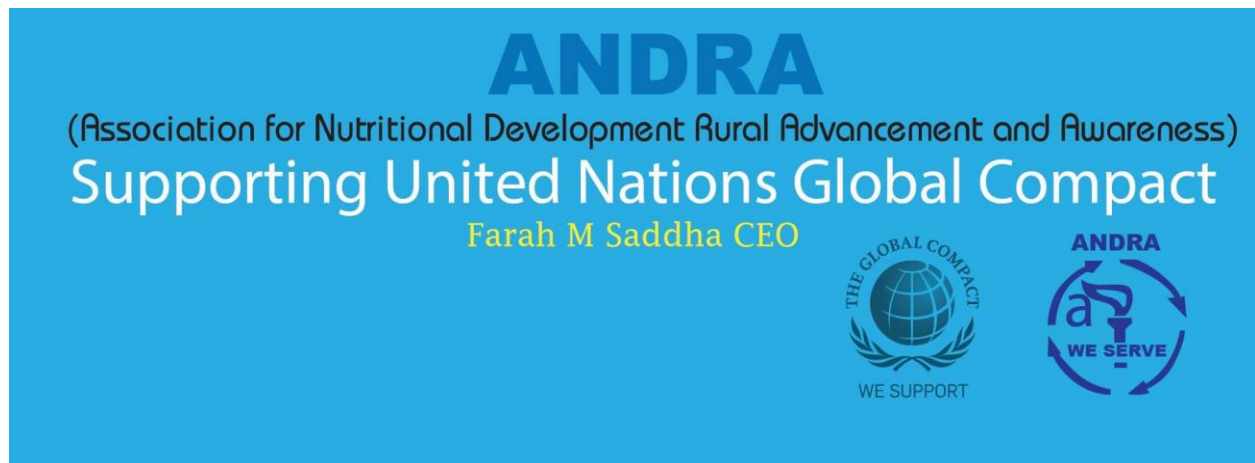
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**Result** No conflict or discrimination report has been submitted





## PRINCIPLE 10 ANTI-CORRUPTION

Businesses should work against corruption in all its forms, including extortion and bribery

## COMPANY POLICY

ANDRA fights against any forms of corruption including bribery, political influence, external pressure or extortion.

Action



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- ANDRA arranges seminars to aware about Anticorruption among the mass
- ANDRA makes sure that their employees are aware of corruption and act towards it
- ANDRA participates and involves her employee's for 0 corruption media activities for the local channels and community
- ANDRA has participated the Anti-corruption convention in NY on Dec, 2013.

Here is the link for the news

[http://www.kalerjatra.com/view.php?cat\\_id=19](http://www.kalerjatra.com/view.php?cat_id=19)



RESULTS: No employee has been involved in corruption actions

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How will we publicize this information?

The 10 Principles will be made available to employees, suppliers, shareholders, mass media, as well as to the large audience on our website [www.baldha.com](http://www.baldha.com)

Contact person

**Farah M Saddha**

CEO

ANDRA

+8801729860251

[ceo@baldha.com](mailto:ceo@baldha.com)

