

# United Nations Global Compact Communication on Progress 2014



**ACI Limited**



*Photographs from "Adopt A Village Project Area"*

## United Nations Global Compact Communication on Progress 2014

### Message from Chairman

Dear UN Global Compact Community,

ACI is committed to improve the quality of the life of people by creating sustainable value for the communities. Sustainability always remains at the core of our business activities and values we deliver. We believe inclusive growth of business and society together ensures sustainable future. Therefore, our sustainability efforts are in line with the mission of our businesses that serves the community.

Each of our current business operation delivers sustainable values to the community. Our projects reflect our commitment to the society. We operate under inclusive business model where we try to build synergies between development goals and our core business operations. In this way, we can deliver higher socio-economic value to the community, and foresee an exciting opportunity for us which will be beneficial for our businesses.

Our approach goes beyond philanthropy and expand access to goods, services, and livelihood opportunities for the communities in commercially viable ways. Our programs lead to the creation of employment opportunities for the communities directly or through our value chains as suppliers, distributors, retailers and service providers.



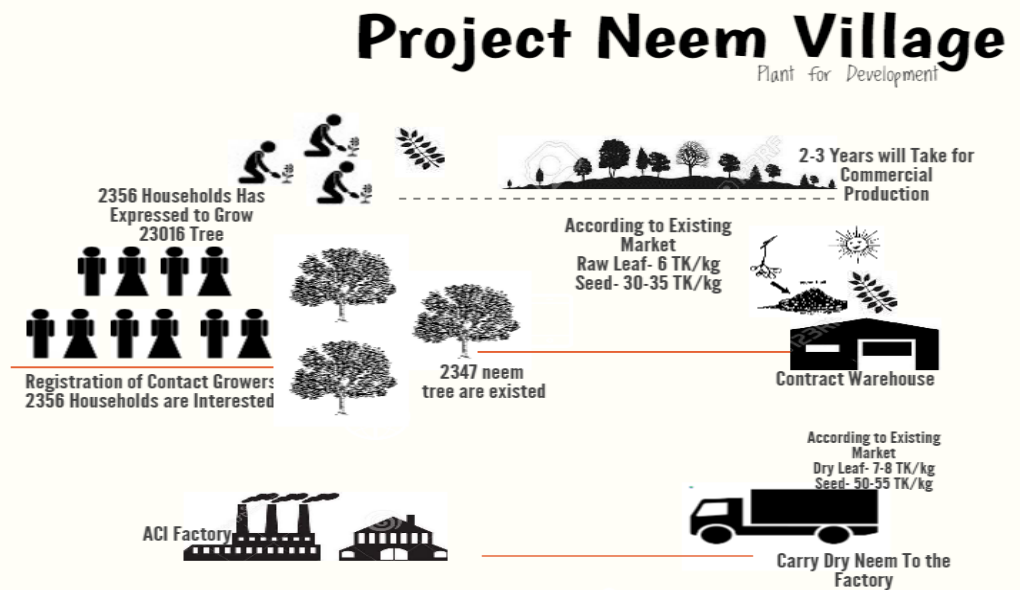
As we pursue our vision over the next decade, we know we need to operate our business in a more sustainable way, working more closely with the community and partnering with different development organizations who can share the same vision that we have.

**M. Anis Ud Dowla**  
**Chairman**  
ACI Group

Activities	UN Global Compact Principles
Project Neem Village: Plant for development	Principle 8: Undertake initiatives to promote greater environmental responsibility.
Spreading Hygiene Awareness amongst Adolescent Girls	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
Promoting Bio-Pesticides to Small Farmers	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.
Adopt a Village	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights. Principle 7: Businesses should support a precautionary approach to environmental challenges.
Promote Bio-Pesticide to Small Farmers	Principle 9: encourage the development and diffusion of environmentally friendly technologies.
ACI Seed: Better yield impending	Principle 8: undertake initiatives to promote greater environmental responsibility.
Partnering with development and government organizations for greater agriculture development as well as boost up farmers income	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 1: Businesses should support and respect the protection of internationally proclaimed human right.
Practice Equal Opportunities Policy, Sexual Harassment Policy and Insure Workplace Safety	Principle 6: the elimination of discrimination in respect of employment and occupation.
Practice Anti-corruption Corporate Culture	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



Neem Village” is a project for increasing villagers income and creating environment protection by growing Neem trees in fellow lands.



**Principle 8:** Undertake initiatives to promote greater environmental

Project Neem Village is intended to create Neem tree growers with a business case for bringing socio-economic development in rural area of Bangladesh. ACI department of Neem has been working on commercial production of Neem product which has created demand of Neem extracts. As an indigenous tree Neem tree is available in everywhere in Bangladesh therefore the demand of Neem extracts can be fulfilled by random collection. However, as a socially responsible company ACI has taken a CSR project for producing Neem raw material by taking the project called Neem Village with the slogan *plant for development*.

The core objectives of this project are environment protection through tree plantation and and Socio-Economic development.

Under this project, at the first phase already five thousands Neem sapling have distributed among more than two thousand villagers. Following years thousand trees will be planted which will contribute to the environment protection of the project area as well create financial access for the villagers.



# Spreading Hygiene Awareness amongst Adolescent Girls

*Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights*

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Despite health risks associated with unhygienic menstruation maintenance, sanitary napkin penetration in Bangladesh stands at 17%. An unsurprising figure given that most women still use random bits of unhygienic fabrics during their periods. As a result a great number of women suffer from UTIs (urinary tract infections) which may lead to infertility and cervical cancer. In addition, most adolescent girls are unaware about the benefits of using sanitary napkins. Thus, the main challenge of maintaining a healthy adolescent life is lack of awareness.

To overcome this, ACI collaborated with Shorno Kishoree network, Bureau of Health Education (BHE) and Channel I to run awareness campaigns in schools, hospitals, clinics, pharmacies, youth centres and work places to reach the maximum number of adolescent girls. It is an initiative for creating awareness and behaviour change skills among adolescent girls through media towards safe motherhood and women empowerment. These campaigns focused on nutrition & dietary habits, reproductive & sexual health, personal health & hygiene, mental health and the proper age for marriage. The project targeted 64 schools in 64 districts and reached 10,000 adolescent girls, this year the project intends to reach 640,000 girls and towards the end of its five year run, it plans to reach 20,000,000 girls. Indirectly, awareness is being spread to the masses across the nation through electronic and social media while a television show is broadcasted at 5:30PM on Saturdays and 12:30PM on Fridays.



## Adopt a Village

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 7: Businesses should support a precautionary approach to environmental challenges.

ACI business network is penetrated in every corner of the country. Therefore, versatile field of ACI business competences create legitimate ground to undertake projects for addressing different social issues. Adopt a Village is project which apply the integrated company competences. The idea of Adopt a Village is designed as a rural development project model that brings a sustainable socio-economic improvement movement through a self-help basis with a bottom up approach.

Core activates of Adopt a Village:

- Increasing access to safe drinking water, hygiene and sanitation
- Providing expertise and assistance on cultivation
- Guiding self-help basis income generating initiatives
- Boosting income from agricultural production by introducing High quality seeds, fertilizers, etc.
- Increase paddy yield by providing Flora
- Organizing health camps



### Small Income Generating Programs

Villages usually have dormant surplus resources which can easily be utilized to make profits. These resources include fallow lands at the backyards of homes. Noticing this, the Adopt a Village project decided to motivate people to participate in small income generating initiatives by providing high quality seeds to approximately 200 underprivileged households and encouraged them to use the land in their backyards to produce vegetables. Soon the initiative was a success; villagers not only produced 5636 kilograms of different vegetables but also became more conscious about such small income generating initiatives.

### Skill Development

Approximately, 1,455 people of the Adopt a Village target area have received skilled development training on the safe use of pesticides, seeds and fertilizers or any other chemicals. Farmers were also provided with safety equipment after the training. Moreover, continuous training programs are conducted in these areas based on demand. These programs include using modern technology for increasing crop production and yield maximization, seed management. The programs also provide quality agricultural advice and solutions on specific crop related problems.

## Promote Bio-Pesticide to Small Farmers

Principle 9: *encourage the development and diffusion of environmentally friendly technologies*



ACI Crop Care and Public Health is conducting a pilot project Promoting Bio-Pesticides to Small Farmers in Bangladesh to test cost-effectiveness and sustainability of using bio-pesticide and yield booster with collaboration of Katalyst. The project has 600 beneficiary farmers who are facilitated for producing vegetables (Eggplant, Tomato, and Okra) from pre-production to post-production level. The project also aims to arrange training and workshop to improve farmers' skills on production and create awareness on bio-pesticide use. At the end of the project, farmers will be connected with market actors (ACI Logistics-Shwapno), so that

they can reach their product to the target consumer for ensuring ROI.

With an objective to promote bio-pesticides and yield boosters to small farmers, create awareness and ensure knowledge of the small commercial farmers on the usage of bio-pesticides and yield boosters, and ensure forward market linkage of the high value vegetables produced through the program; we cherish to increase farmers income level and provide chemical pesticide free vegetables for consumers through promoting the bio-pesticides.

### ACI Seed

#### Better yield impending

Principle 8: undertake initiatives to promote greater environmental responsibility

ACI Seed play a vital role in creating wealth for farmers by distributing different hybrid and inbreed varieties of cereals, pulses, and vegetable seeds through ACI Seed. We have undertaken activities to produce and supply quality seeds throughout the country and thus, became a trusted name to develop crop varieties and supply quality seeds as per farmer's need & choice. We also have our own Research & Development activities in Advanced Seed Research and Biotech Centre at Gulshan, Dhaka and Rural Development Academy (RDA) at Sherpur, Bogra.

Furthermore, we have collaborated with several national and international agricultural research institutions and universities to undertake molecular and field research. We frequently organize demonstration and farmers meeting where farmers are advised on identifying and using quality seeds for crop production. Over the years, we, in conjunction with Donor Organizations and NGOs, have played an important role in spreading good agricultural practices throughout the country.

## ACI Fertilizer

## United Nations Global Compact

Partnering with development and government organizations for greater agriculture development as well boosting up farmers income

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 1: Businesses should support and respect the protection of internationally proclaimed human right;

Despite having favorable soil condition, our production has not been adequate. Farmers needed to increase its production through using balanced fertilizers. We came up with a wide range of micro-nutrient and foliar fertilizers. Our mission is to incorporate modern methods and technology in the soil management practices in Bangladesh, ensuring high yields of crops.

We collaborate with the government, as well as agro-research institutions to find out and incorporate the best agricultural practices that can promote better yields and also trains dealers, retailers and farmers about the benefits and nutrient contents of different fertilizers. We also help farmers to select a balanced mixture of fertilizers for their land, and encourage to use organic and bio fertilizers in order to restore soil health and enhance sustainability of natural resources. Through constant technology innovation and communication, we have been able to become an esteemed partner of the farmers, dealers and retailers.

The footprint of our business reaches far beyond our country borders. We have created partnership with numerous donors and NGOs including USAid, IFC, SEDF, SIDA, DANIDA, Swisscontact, IDE and Practical Action with a view to improving the livelihood of the farmers, emancipation and empowerment of women, creating employment for the farmers and disseminating technologies by leading the projects successfully.

With an aim to enhance wealth for the poor, ACI Agribusiness-led collaborative projects are reaching more than 1,000,000 farmers across the country. We are also arranging more than 10,000 programs including farmer, dealer and retailer training every year. Moreover, we have addressed the problem of market linkage and formulating appropriate solution through contract farming mechanism

through its innovative approach.

Our subunit, ACI Seed has also become a member of Hybrid Rice Development Consortium of IRRI – International Rice Research Institute. Through this subunit we have contributed towards making better hybrid rice seed widely available to farmers with its relentless effort. We also have collaborative research program with Lund and Gothenburg University of Sweden on advanced seed research. Another subunit of our business, ACI Animal Health has partnership with world's leading vaccine supplier Ceva. ACI Motors, one of our subunits, has technology partnership with Dedong, Korea and International Tractor Limited, India.



## Actions for Creating Discrimination Free Workplace

Principle 6: the elimination of discrimination in respect of employment and occupation.

### Practice Equal Opportunities Policy

ACI Limited has adopted the equal opportunity policy which ensure discrimination free work environment. According to the equal opportunity policy we recruit, hire, train, pay, promote and discipline employees disregard to race, color, gender, religion, national origin, marital status, family status, age or disability.

### Workplace Safety

We believe healthy and safe working environment is a basic right for every employee and an important feature of a business. Our Factory requires to take responsibility for maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health hazards for all of our employees and labors. With this concern, we are aiming to achieve certificate of OHSAS 18001, an international occupational health and safety management system specification. We have already completed the first stage audit for this certification. Safety drills are done on a regular basis to provide more precise reflection of actual practice and to build up a culture that promotes compliance with safety conscious behavior among the staffs.

### Sexual Harassment Policy

ACI is an equal employment opportunity company and committed to create a healthy working environment that enables employees to work without fear of prejudice, gender bias and sexual harassment. The Company also believes that all employees of the Company have the right to be treated with dignity. Sexual harassment at the work place or other than work place if involving employees is a grave offence, and is therefore, punishable. This policy extends to all employees of the company and is deemed to be incorporate in the service conditions of all employees and comes into effect immediately. A committee has been constituted by the management to consider and address complaints of sexual harassment.

## Practice Anti-corruption Corporate Culture

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ACI practice zero tolerance against conducting any kind of corruption in corporate action. In the practice of any corporate action at ACI, it is prohibited to solicit, accept or retain personal benefits from supplier, individual or organization in case of doing or seeking business with ACI. Immediate reporting is must with respect to any fraud, theft or illegal activity committed within the office. Disclosure of any confidential information of ACI in public domain or to unauthorized persons without the expressed and written permission of management is not permitted. Taking or giving bribe is completely prohibited. Misuse of power and authority for personal gain is forbidden for every employee of ACI. Before signing contract with ACI, potential employee is given all the written documents where code of conduct and ethics of the company written and a potential employee get employed after being agreed to obey the anti-corruption practice. Company operational process and systematic management monitoring over all the activities and interactions of the employee prevent bribery, extortion and misappropriation. Additionally, ACI keep fair and accurate records of financial transactions which insure transparency and high integrity in anti-corruption corporate culture.

## About ACI

ACI is a leading conglomerate in Bangladesh with a unique vision to improve the quality of life of the people through responsible application of knowledge, skill and technology. For over decades, we have devoted ourselves to ensure the improvement of life by embracing new opportunity. Un-compromising values have helped us to exceed our consumer's expectation. Our aim is to build a sustainable livelihood of the people of Bangladesh.

### Mission

Our CSR initiatives are cohesive and meaningful to create a sustainable impact at the workplace, the market and the community aligning with our core competencies, so that in a wider perspective, stakeholders' interest are protected and we can achieve the best return from our investment.

### Vision

Our CSR vision is to bring sustainable development in economic, social and environmental arenas by utilizing our core competences.

### Contact Points

Prodip Kar Chowdhury, Executive Director, ACI Limited  
245, Tejgaon I/A, Dhaka, Bangladesh, E-mail: [nourin@aci-bd.com](mailto:nourin@aci-bd.com)