

A SUSTAINABLE FUTURE

ACI LIMITED
ACI CENTRE
245, TEJGAON INDUSTRIAL AREA
DHAKA 1208, BANGLADESH
TEL: 880 2 8878603
FAX: 880 2 8878626, 8878619



ACI Limited



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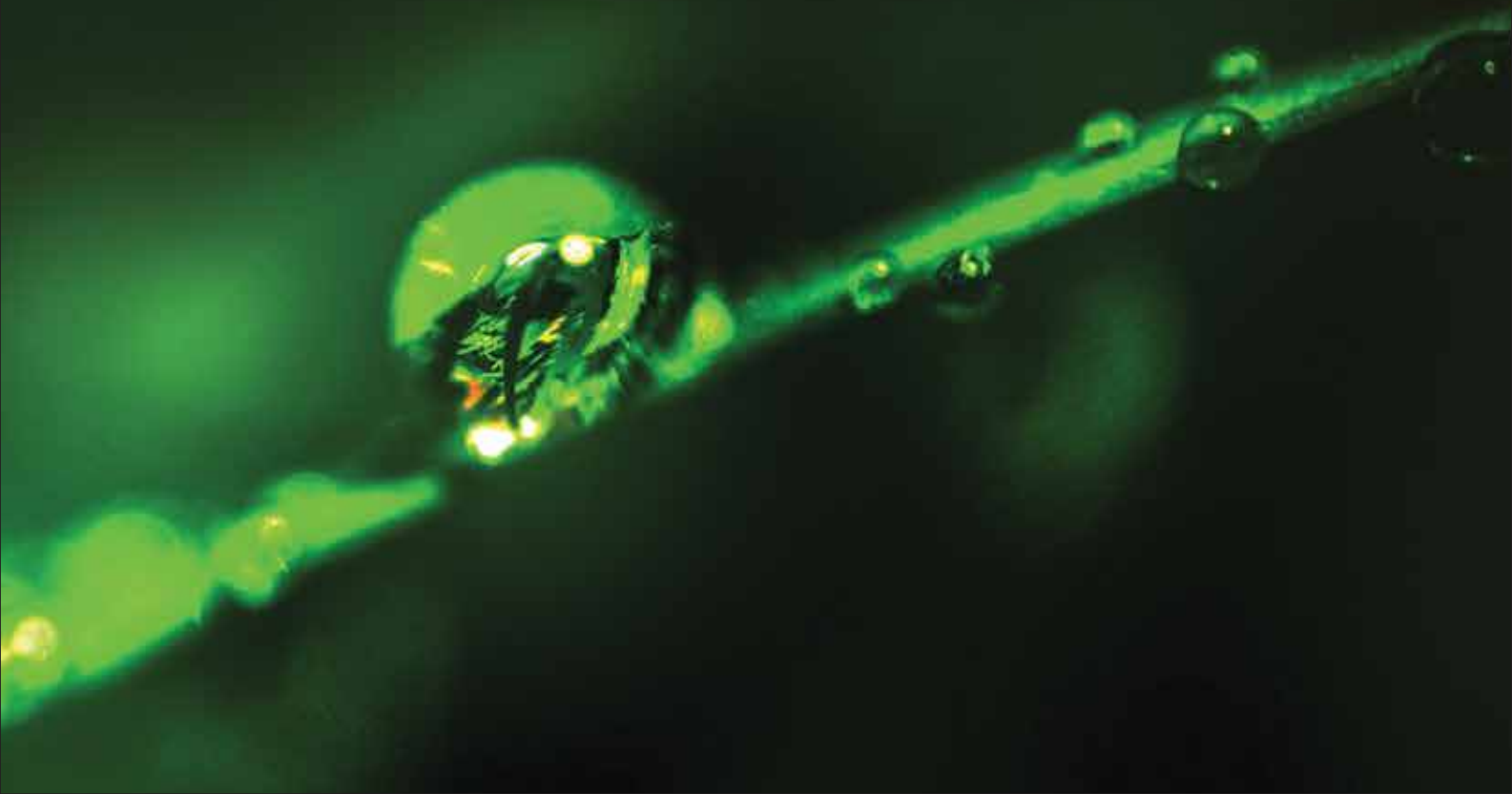
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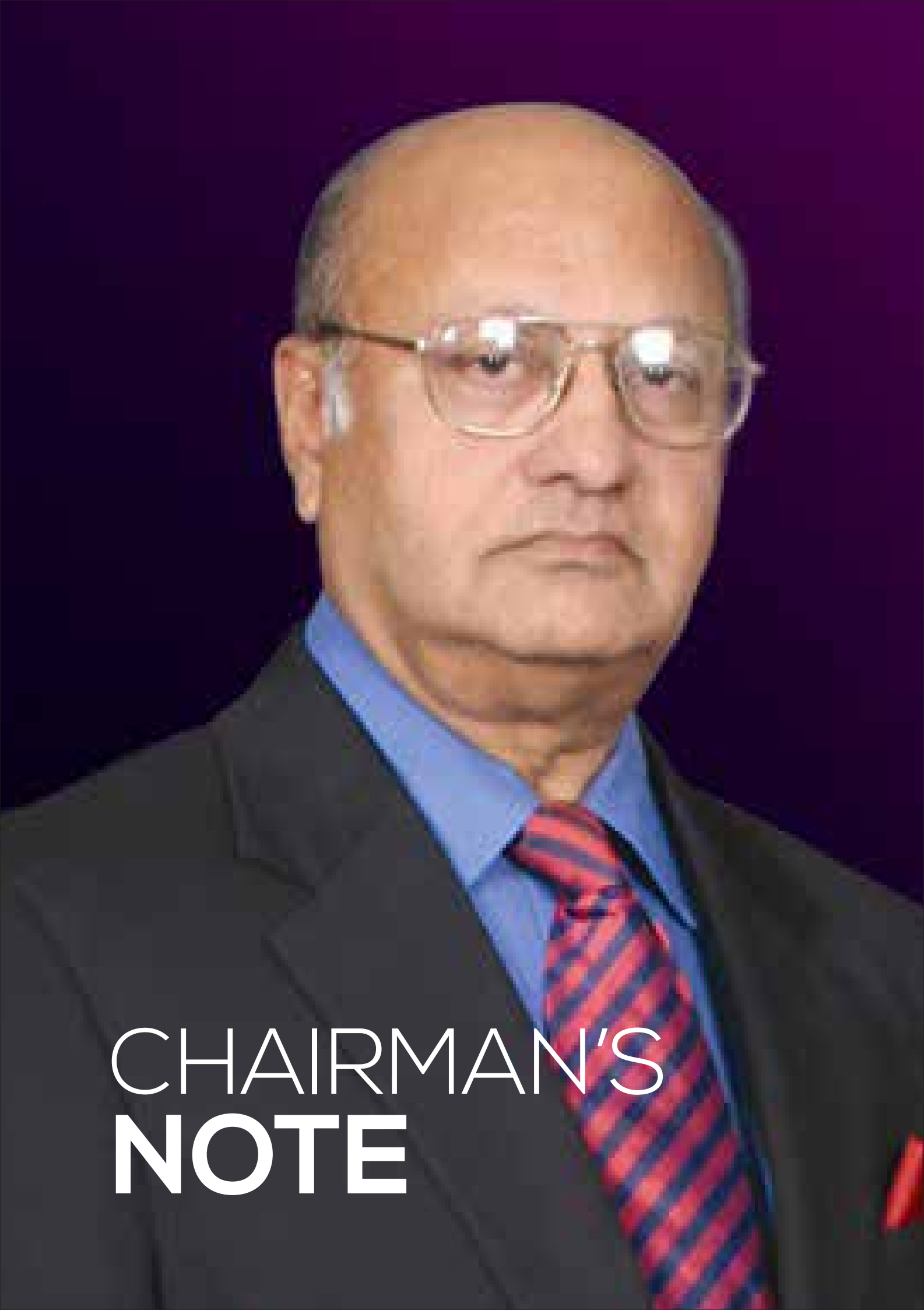
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CHAIRMAN'S **NOTE**

ACI is an organization which has designed its entire operations and endeavors in a way that it serves to improve the quality of life of the people of Bangladesh. Starting from our products, to the way we treat our employees, to the manner in which we serve the communities we work in, we are totally committed to creating an environment that not only advances our business goals, but it also serves the greater interest of the country and nation.

We have 'sustainable development' at the core of our values and business activities. We believe our enterprise should grow in tandem with society, for the greater benefit of all. Our individual and collective efforts are in line with the mission of our businesses, which is to serve the community.

Each of our business operations, both individually and collectively, works towards facilitating sustainable growth of the community. The nature and outcome of our projects reflect that commitment to society. Operating under an inclusive business model, we try to build synergy between national development goals and our core business operations. This way, we can deliver higher socio-economic value to the community, and in it we foresee an exciting opportunity that would benefit our businesses as well.

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

We acknowledge that the government is the key player in social development, tasked with improving the socio-economic condition of the community and providing a safety net for the needy. Our CSR programs, in this regard, are aimed at those who are impacted by our operations directly- our employees, consumers of our products, the locality in which we operate, or the environment. This allows us to be socially and environmentally sustainable.

As we move forward with our vision for the next decade, we understand the need to make our business and operations more sustainable, by working closely with the community, and by partnering with different development organizations who share the same vision as we do. Sustainability will be the driving force of all our future endeavors. In this regard, we look forward to your valuable input and suggestions, on how we can improve and grow in a sustainable manner.

M. Anis Ud Dowla
Chairman
ACI Limited

HOW WE DO IT

OUR EMPLOYEES

Our work culture is driven by values, where dignity of the individual gets highest priority. We believe employees are the most important asset of the organization. We cultivate the strengths of our employees and create regular opportunities for training, to improve their knowledge and skills. We provide an enabling working environment steeped in performance-based career progression, to unleash the full potential of the employees.

The ACI family consists of over 13,000 direct employees working with ACI Group. The performance appraisal system of our corporation is designed to be a vehicle for motivation and development, and therefore an integral part of

the corporate planning process.

Our employees receive a host of benefits beside their salaries including allowance for house rent, conveyance, health, mobile phone etc. Our employees have group insurance, provident fund and gratuity. To motivate them in work we provide performance awards, car loans, foreign tours, and many other such incentives.

To create a healthier workplace and improve the life of our employees we have a number of regular programs including vaccination (hepatitis A, B and cervical cancer), health check-ups, health awareness programs and safety communication, health and safety training at factories and orthopedic check-ups for female employees. We keep facilities for first aid, safe drinking water, and canteens catering healthy

food at our workplaces. Additionally, regular fire drills are organized through skilled trainers to generate safety awareness among the employees.

OUR CUSTOMERS

Our commitment to customers is shaped by six fundamental values - quality, customer focus, fairness, transparency, continuous improvement, and innovation.

We follow international standards in Quality Management System to ensure consistent quality of products and services. Our products and services are compliant with all national and international regulatory requirements. We look to succeed in business by understanding, accepting, meeting, and exceeding customer expectations. We

strive to understand the needs of the customers to find the most cost effective as well innovative solutions. We practice fairness at every single step of our value chain so that we earn our customers' trust. In the decision-making process, we value the perspectives of different stakeholders. As a socially responsible entity we maintain the highest standards of justice in our corporate action.

We have also established transparency at every level of our operations to show our commitment to ethical

business practices. Ensuring a transparent communication channel, resolving differences openly, encouraging teamwork and maintaining a climate of openness are the key strengths of transparency practiced at ACI. We do not limit our efforts to producing a solution and rather keep concentrating on continuous improvement of the product line, raising the quality level higher and higher, which ultimately leads to innovative solutions. We believe continuous improvement

requires an openness to learn from experience and look for better pathways. We invest in resources and inspire our employees to implement more innovative approaches for improving people's lives. We do not want to bind our employees to the boundary of their specific tasks and train and encourage them to step out of the box to make a difference in the business, from their respective positions.



RIGHTS, STANDARDS AND THE ENVIRONMENT



We are the first company in Bangladesh to be certified by ISO 9001 and 14001. As an ISO 14001 Environmental Management System certified organization, we are committed to addressing environmental sustainability issues.

Regarding the quality of products, we adopt the ISO 26000, which is a global institutionalized guidance for sustainable development. It provides instructions on how businesses and organizations can operate in socially responsible ways by being ethical and transparent in their activities.

When making our products, not only do we meet all national regulatory requirements, but we also follow international standards on Quality Management and ensure current Good Manufacturing Practices (GMP) as

recommended by World Health Organization is followed properly. ACI has been accepted as a Founding Member of the Community of Global Growth Companies by the World Economic Forum.

The manufacturing operations at all of our production plants are pursued in a manner that is protective of the environment, health and safety of the employees, customers and the community, in line with ISO 14001 requirements. The ACI Pharmaceuticals Plant is inspected and certified by the Directorate General of Drug Administration (DGDA) of Bangladesh Government every two years for compliance. The government's Department of Environment (DOE) does the same every year and provides certification on environmental compliance.

Three years back, the concerned Parliamentary body of the Government certified ACI pharmaceuticals plant as a fully compliant production plant for medicine. In 2015, the factory was audited by World Health Organization (WHO) experts and was declared compliant with WHO standards.

ACI Formulations factory is inspected and certified by the Department of Environment (DOE) of Bangladesh Government every year on environmental compliance issues. Water supply and air of the factory premises is audited quarterly. ISO 9001-2008, ISO-14001 and OHSAS-18001 for ACI Formulations factory is in progress.

ACI Foods Factory has obtained ISO (FSMS: 22000) for Food Safety Management System. The government's

Department of Environment (DOE) audits the factory every year and provides certification on environmental compliance. The factory has also obtained certification from Bangladesh Food Safety Authority (BSTI).

ACI Salt Ltd. received the Occupational Health and Safety Management System certification OHSAS 18001:2007 from Bureau Veritas (Bangladesh) Pvt. Ltd. for the first time in Bangladesh in Salt industry. OHSAS 18001 is an Occupation Health and Safety Assessment Series for health and safety management systems. It is intended to help an organization to control occupational health and safety risks.

Besides, the government's Department of Environment (DOE) conducts inspection and provides certification on environmental compliance

every year.

ACI Custard Cake factory has attained ISO 22000-2005 certification. The factory has applied for Halal certification from Bangladesh Islamic Foundation. The government's Department of Environment (DOE) provides certification on environmental compliance every year.

As a compliance company, ACI Salt Ltd. always believes that healthy and safe working environment is a basic right for every employee and an important feature of a business. For the last eleven years, government's annual factory inspections are conducted at ACI Salt factory, where the factory operations met the required government compliance. THERMAX, India, a leading energy audit company also conducted energy audit at ACI Salt factory, where the results were satisfactory.

The management team at ACI production plants follows the set principles of ILO regulations and Bangladesh Labour Act, 2006.

We have endorsed The UN Global Compact, a strategic policy initiative for businesses that are committed to aligning their operations and strategies with the ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. It enabled us to step into a leadership platform for the development, implementation, and disclosure of responsible corporate policies and practices. We are the first UN Global Compact signatory from Bangladesh. Since September 2003, we have been and still are an active member of the UN Global Compact.



HOW WE CHANGE LIVES

Harvesting Possibilities

ACI Agribusiness is the country's largest integrator in agriculture, livestock and fisheries. Through knowledge transfer, promotion of agronomy practices and product innovations, ACI Agribusiness aims to create wealth for the farmers'. We try to do this by providing innovative, affordable and world-class solutions to the problems of farmers.

The initiatives under the Agribusiness division facilitates farmers in lowering the production cost, making agriculture less labor-intensive, use ACI's forward marketing channels for farmers to market their products and receive fair price for their harvest, and creating scope for reinvestment, ensuring sustainable development, economic growth, and food security in the country.

ACI Seed aims to ensure high-yielding, hybrid and best quality seeds for production of the best quality crops of our country. To ensure quality of

seeds, we have a team of expert agriculturists at our different research stations, who are constantly working on producing quality seeds by field research and distribute them to our farmers. Besides this, we are also indulged in agricultural advisory services and farmers meetings along with various national and international NGOs, agricultural research institutes and universities.

To ensure the food demand of our increasing population, ACI Fertilizer is providing high-technological fertilizers, plant growth regulators and organic fertilizers along with normal fertilizers. Besides, we provide trainings to suppliers, retailers and field workers about how to get best out of new technology fertilizer.

ACI Motors plays a vital role by providing the farmers with modern agriculture machineries and helps in reducing their crop production costs. According to the farmers' need, we provide them with machineries like tractors, power

tillers, diesel engines, combined harvesters, rice transplanters, rotavators, water pumps and our traditional manual power tillers and power threshers. We have earned the trust of farmers faster by providing them with acceptable loan facilities, after sales service and several field demonstrations.

In order to modernize agriculture, ACI Crop Care and Public Health is a well-known name in agriculture sector and it has worked visibly in areas, such as, modern technologies expansion, trainings and field supervision for increased productivity. To protect crops from diseases, insects and weeds, ACI Crop Care & Public Health markets herbicides, insecticides, miticides and fungicides. We also provide the farmers with trainings on 'safe usage of pesticides' and indulges in field demonstrations.

ACI Animal Health assists farmers to increase their production of poultry, fish, cattle and dairy by providing premium quality medicine, vaccines, nutritional feed, and hygiene products. We also help farm-owners with useful information of technologies, and help in identifying problems related to domestic animals and fisheries.

Through ACI Agrolink Limited, we are trying to establish forward and backward linkages for farmers to tap into international global trade and penetrate the integrated safe food category that would help promote an efficient distribution channel for safe and healthy food for the consumers of Bangladesh.

In this way, by establishing and expanding agro-products, integrated market system, proper communication, market linkage, information sharing, trainings, proper field demonstrations, harvesting and so on, we proved ourselves to be the one of the best in modern agriculture-based companies.

Teaming up for a Greater Cause

More than one fourth of Bangladesh's population resides in the coastal belt, an area in which more than 30% of the country's cultivatable land lies. In the coastal belt, a total of 366,650 hectare land is affected by salinity in Barisal and Patuakhali, places where farmers only cultivate during winter. As a result, biodiversity, crop yields, crop intensity, production levels and people's quality of life are considerably lower than other parts of the country. Meanwhile, the area's demand for food grows steadily in accordance with its growth of population. To aid the residents of these areas, abiotic stress tolerant (salinity and submergence) crops need to be introduced.

ACI Agribusiness initiated a project partnering with Swedish International Development Agency – SIDA to aid the residents of coastal belt areas. This project aimed to extend stress tolerant seed varieties and provide advisory input to the farmers on their use. Through this initiative, agricultural productivity has increased in the targeted areas, while the poverty level of the farm families has decreased. The project's goal was to aid 3,200 farm families in two years.

ACI Fertilizer initiated a project partnering with Swisscontact to promote balanced fertilizer application at the farmers' level. Field promotional activities, at various levels, through their dealers and retailers, was conducted to reach out to farmers to adopt and practice the judicious use of chemical fertilizers and increased usage of compost for crop production. A large number of targeted farmers were provided with the information of the importance and benefits of using balanced dosages of fertilizers, and farmers were motivated and continued the practice over the period.



Winrock-USAID project was initiated by ACI Agribusiness to promote women empowerment in the Agriculture value chain to improve their skill and ensure higher productivity through use of quality seed, fertilizer, and animal health products. The project has created sustainability through resource and leadership development in five coastal districts through agricultural practices.

With the assistance from Katalyst Innovation Fund, ACI Agrolink has developed a new business idea that provides safe and healthy fish to the customers. Katalyst is co-funding and providing technical support to ACI Agrolink Limited in order to establish and promote an efficient distribution channel for safe and healthy fish. As part of that initiative, a unique forward market point 'Fisharbour' has been started in Mohammadpur to provide guaranteed safe fish to customers.

USAID's AIP Project has partnered with ACI Seed to ensure the use of quality seed that will increase productivity of farmers, ensuring improved yield. The activities included Khulna division based farmer & retailer training, demonstration, field day, etc. mostly in the southern region.

To make farming habits more environment-friendly and profitable, ACI Formulations Limited is working with renowned market development project 'Katalyst' in three districts of the country. Through 'Promoting Bio pesticides among Small Farmers in Bangladesh' we help with pest control, improved yield and market linkage so that small farmers can move out of poverty.

We work with 600 vegetable farmers who are being trained on the use of ACI's biopesticide and yield booster, Biomax M and Flora. We train farmers on modern cultivation techniques and environmental awareness.

To help farmers face the menace of fruit flies, ACI Formulations Limited is implementing an Integrated Pest Management (IPM) project, funded by UK government's Department for International Development, to promote an innovative technology of Russell IPM - an award winning IPM Company from the UK - which is highly effective and biologically safe for controlling fruit flies. The technology utilises food and sexual attractants to lure insects into traps and can substantially reduce insect attacks on mango, guava, banana, papaya, lychee, citrus, melon, cucumber and various gourd vegetables, which are mainly produced for local consumption and has good export value.

BRINGING THE **BEST** TO THE **PEOPLE**

Health first

Through ACI Pure Flour Limited, we offer a wide range of nutrition-rich flours to promote healthy living among our consumers. We not only promote good health through our products but also offer guidelines and health tips through different activities. 'Dr. Nutrilife', a health and lifestyle publication, provides tips and guidelines taken from qualified doctors and nutritionists for elderly people, children, men and women.

All year round, free medical camps at different recreational parks and in less-affluent neighborhoods of Dhaka city provide free medical screening of common yet critical diseases like diabetes.

Occasions like 'World Diabetes Day' and 'World Heart Day' are observed in order to generate awareness on diabetes and heart diseases, their prevention and cure. In collaboration with BIRDEM and National Health Network (NHN) Centers in Dhaka, we have on-going awareness campaigns on diabetes.

Building a talented nation

ACI Salt Limited offers pure, free flow, crystal white and properly iodized edible salt which helps to reduce nutrition deficiency and improve the mental faculty of our children and the elderly population.

We recognize the importance of science education to bring a paradigm shift in the

economic system of a developing country. Countries that excel in science and technology are leading the world at present. To grow an interest in science and technology among the secondary school level students, ACI Salt Limited has collaborated with Bangladesh Freedom Foundation (BFF) to organize 'National School Science Debate 2015'. A total of 1,560 students of 520 secondary schools from 64 districts have participated in this 3 month-long program.

ACI Pure Salt has successfully established a platform where it is seen as a trusted friend in the development of talent and mental faculty among children. We have dedicated ourselves in the carving of the young minds and in 2010, ACI Pure Salt launched a new thematic campaign that encouraged young minds to learn and enjoy topics of their interest, which are not included in their academic syllabus but helps them to develop their mental faculties. The campaign was based on the 'Theory of multiple intelligences' of Harvard University professor Howard Gardner, which is used worldwide for learning and development. This campaign is not only an advertisement campaign of the brand but a social movement that our next generation is a part of. It did not just stop there.

In 2015, ACI Pure Salt introduced a new thematic campaign called 'Tomar Hatei Medhabi Bangladesh' which translates to the nation's development in the hands of the youth who are our future heroes and on whom depend our country's tomorrow.

Ensuring health and hygiene

In Bangladesh, most children are not aware of the proper steps in washing hands and its importance. Therefore, they are at risk and become vulnerable. Savlon continuously communicates hygiene practices to school-going children. Through interesting game competitions, Savlon makes kids conscious about the harmful effects of germs and the importance of washing their hands properly, in order to protect them from a number of harmful, preventable diseases.

Every Friday, through live television health shows such as 'Savlon-SusthaThakun' and 'Savlon- Hello Doctor' on RTV and Gazi TV, two Bangladeshi TV channels, Savlon makes sure that viewers are conscious about their health. In these health shows, through real-time medical advice to the viewers calling over phone, health experts provide instant solutions to various health-related problems. In this way, Savlon is ensuring continuous improvement in people's lives, directly.

Empowering Women

We believe women do pioneering work in our society and play a pivotal role in contributing to economic growth of our country. The largest portion of our female workers are currently involved in the RMG sector. Savlon has tried to make the lives of the Bangladeshis better by actively participating in awareness campaigns to generate awareness among women regarding hygiene practices during menstrual cycle. In our country, female RMG workers on an average remain absent for six days per month due to

Period-related complications. Savlon collaborated with an International NGO to train the female RMG workers living in and around Dhaka city on effective and hygienic methods of maintaining their periods safely and have launched the Savlon Freedom products.

From the 28th of May to 2nd June 2015, ACI representatives went over to 10 different readymade garment factories to promote hygiene among the female workers of the factories as part of a 'week-long awareness activation plan'. At least one ACI representative was present every day at the factories hosting sessions with at least 100 female workers. There were presentation on awareness about menstruation, menstrual hygiene, and sanitary napkins.

In Bangladesh, 92% women suffer from Urinary Tract Infections, which can lead to infertility and cervical cancer. ACI Consumer Brands (Freedom) is collaborating with Shorno Kishoree Network, Bureau of Health Education (BHE), and Channel I, to run an awareness campaigns on health and hygiene at schools, hospitals, clinics, pharmacies, youth centers and work places, reaching a maximum number of adolescent girls in the country. The project covers 64 schools in 64 districts, targeting the urban and rural area of Bangladesh. Freedom in 2015 also worked with BSR and HER project (now HER health) to generate awareness on reproductive health and increase access to health services for women through sustainable workplace programs. Besides, ACI operated two mini pavilions at Dhaka International Trade Fair 2015 named, 'Freedom Woman Health & Nutrition Centre'. Through the pavilions, where we gave our female customers an opportunity to learn about female health and hygiene.



'DREAM'

FOR A NATION

The science of lifestyle services

With a vision to improving the lifestyle of the masses, ACI Logistics touches tens of thousands of lives each day. By promoting Shwapno, the retail chain, in Dhaka, Chittagong and Sylhet, the company is developing a modern retail environment in the country that is still predominantly occupied by traditional and often unsafe retail channels, such as wet markets. Shwapno outlets seek to bring quality and freshness, value, service, convenience and positive experiences to its customers in order to support their well being.

The issue of food safety has been a major public health crisis in Bangladesh over the past several years. Due to the use of dangerous additives and unethical practices, ordinary people in Bangladesh are at risk of developing severe health complications, including kidney and liver damage, as well as a number of other serious diseases. ACI Logistics has developed its supply chain to ensure that fresh produce comes from

reliable sources, and carries out quality and safety checks at various stages, including at initial sourcing points, at our processing and distribution center, as well as at the outlets. All outlets carry out daily formalin checks, and the company's food quality and safety team carries out regular audits to ensure that all fresh produce are available at Shwapno outlets - pure and healthy, from farm to the customers' basket.

Healthy Living

Living well starts with eating wholesome and healthy food, therefore ACI Logistics has made nutrition its primary focus. By working with consultants and health experts, we go beyond simply ensuring food safety to offering customers fresh produces that support a healthy and balanced diet. Healthy living is also dependent on educating and sensitizing consumers. To address that, we have partnered with the country's leading English language newspaper, The Daily Star, to publish a bi-monthly column covering topics of nutrition, food quality and wholesome living.

Sustainable Growth

We seek to share our benefits, as well as our values, with all of our stakeholders. To this end, we take initiatives to continually develop networks directly with the farmers, fishermen, SMEs and factory owners, so that they can get better price for their produces. This has resulted in creating health and well-being among the farming families connected to us. Their children are going to school, have access to better nutrition and health care, and there is a general sense of happiness in these farmers' families.





GIVING BACK TO THE COMMUNITY

Providing Service to Physicians

ACI Pharmaceuticals maintains a congenial and supportive relationship with the healthcare community of Bangladesh. The company frequently arranges seminars and symposia covering a wide range of medical topics, attended by members of the health care community.

Through medical associations, institutes and hospitals, ACI funds and organizes about 700 to 900 clinical medical programs around the year to train physicians on a particular topic related to medicine. The participating organizations select the topic and we facilitate the medical programs.

We teamed up with icddr, to organize a 3-year training project to refresh the knowledge and skills of 1,500 rural medical practitioners in Bangladesh. This is a 5-day long training program under a training manual containing 18 lessons.

This training is part of our Corporate Social Responsibility (CSR). From 9th March 2014 to 20th December 2015, the Medical Services Department of ACI Limited and icddr, Dhaka organized 47 'Refresher Training of Rural Medical Practitioners' programs where 1,206 RMPs from different areas of the country were trained.

All of this contributes to improving the quality of healthcare provided to people, as doctors and other healthcare providers improve their skills through these programs.

Palliative Care

Our approach to corporate social responsibility is pragmatic. In 2006, ACI conducted a survey of 1,450 patients at the National Institute of Cancer Research and Hospital (NICRH) Bangladesh. Using VAS, our medical team found that the average pain level of cancer patients is 8.5. ACI team then introduced the World Health Organization (WHO) recommended three-step ladder procedure to relieve the pain of cancer patients. We also prescribed ACI's analgesic drugs to the admitted patients. As a result, in a period of two years, the pain level of the admitted patients had come down to 5.5. At present, the pain relief procedure is followed and ACI analgesics are prescribed to cancer patients at all the major hospitals in the country. ACI medical team also educates the doctors on a regular basis on the healing process of such long-term illness, and addressing the human rights of the patients to receive palliative care. By 2016, ACI aims to introduce the best practices in palliative care at all the districts of Bangladesh.



Healthcare for Humanity

Drug Donation & Health Camp

We donate drugs in significant volumes. By hosting Health Camps with doctors in their locality, we donate the drugs they prescribe. ACI conducts health camps in outreach areas of the country, especially in haor areas of the north-east region of Bangladesh. Free treatment is provided to poor patients at these health camps.

Neonatal Care

ACI antiseptic solution Haxicord 1 is registered with UNICEF in Bangladesh and in other countries. Haxicord 1 is applied while cutting umbilical cord of the new born babies. Throughout the country, in 70% of such surgeries, doctors use Haxicord 1. The solution has contributed significantly in reducing the level of infections in the country. ACI also promotes neonatal care in conjunction with UNICEF, ICDDR,B, BSMMU, Save the Children and many other INGOS in trying to contribute to bringing down child mortality.

OUR PRODUCTION PLANTS

Through our production plants, we uphold our commitment to enhancing the quality of life of the people of Bangladesh through responsible application of knowledge and skills in the production process. ACI has already obtained ISO 14001 certification to pursue manufacturing operations in a manner that is protective of the environment, health and safety of the employees, customers and the community.

ACI's production plants are located at important industrial hubs at the outskirts of the capital Dhaka, including at Tongi, Gazipur, Savar and Narayanganj, where we produce goods that reach far-flung places in the country and at many places abroad. All our factories maintain the highest standards in quality control, health and safety, hygiene, waste management, environmental protection and recycling.

At our plants, we try to provide adequate resources for prevention and control of work related accidents and ensure better Occupational Health & Safety (OHS) standards. We identify and correct known and unsafe practices and conditions to prevent recurrence of accidents and hazards. We put forward our best effort to comply with all the national regulations related to HSE. Health and safety considerations are an important part of our decision-making and business planning.

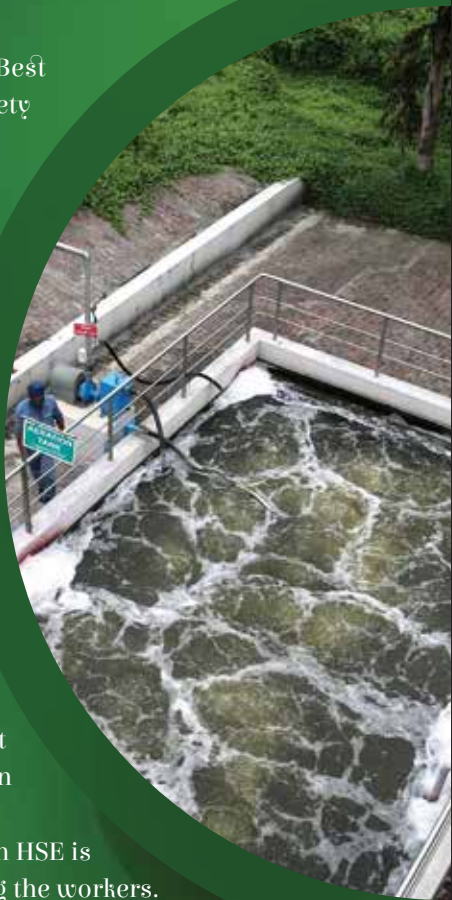
At the ACI Formulation factory, the employment and empowerment of women is a specific policy. Women are largely recruited in the packaging units and about 10 per cent of the total workers are women. There is also emphasis on hiring locals and at least 40 percent of the total

workers at the factory are from the nearby localities. These workers enjoy all the privileges set by ILO regulations and Bangladesh Labour Act, 2006.

At ACI plants, we promote Best Practices in Health and Safety by implementing environment friendly operations and produce safe products; maintaining employee's health and safety; generating HSE awareness among neighboring communities etc. We carry out Initial Environment Analysis (IEA) as a continuous process to assess any environmental issues and other related and significant issues and, accordingly, run Environment Management Program (EMP). Training on HSE is conducted quarterly among the workers. The training program includes practical examination, writing test and/or viva-voice and the best scorer is awarded.

Saving the environment

Going by the nature of the production lines, our production plants ensure environmental protection by maintaining plantation in surrounding areas; using dust containments in production areas and wet scrubber in specific



locations to prevent exposure of dust to air while generators are installed with soundproof canopies to maintain sound level within the Department of Environment (DOE) permitted levels.

While discharging effluents, we comply with DOE limits, thereby contributing in protecting inland surface water. There are appropriate waste disposal systems inside the factories to keep them free of contamination. The factories are kept free from pest and rodents, and they are checked daily, weekly, and monthly by teams from inside and outside the factory. Even though the government requires us to keep 33 per cent of the land under plantation, at ACI Formulation factory, 55 per cent of total land area is under plantation.

At ACI production plants we regularly measure and regulate carbon emission, chemical contamination, and sound pollution.

At the salt factory, nearly all of the heat generated by gas boilers, and three-fourths of the heat produced during production, are recycled, as is the water used in production. By using inverters, we bring down electricity by a fourth, altogether making the factory nearly four times energy efficient.

Community Involvement

All of our plants share a special relationship with the surrounding community where the management treats the welfare of people as a part of its larger responsibility.

For instance, the ACI Pharmaceuticals Plant operates a free Friday clinic for medical check-ups for people in the locality where we provided free medicine to patients. The plant supplies safe drinking water to the neighbouring community, and makes financial

contributions in the construction of roads and Mosques in the adjacent locality. We also employ local women in the packaging unit, ensuring female empowerment.

Meanwhile, the ACI Formulation factory and the ACI Salt factory have contributed to socio-economic development in the locality. As the factories expanded, so did economic activities in the locality, leading to people having more money in their hands, land prices going up, new shops entering the area, development of infrastructure, new roads and new residential buildings all dotting the landscape.

The management at these factories patronize local initiatives and lend support to the locals financially and with logistics. Such help is also offered to the local Union Parishad, school, college, madrasa and local individuals. Bright local students can apply for scholarships, along with the children of the factory workers, and attractive scholarships are on offer. The management also donates to the annual sports event organized by the local Union Parishad, in which the factory workers also participate. Local vendors are given priority in supplies like stationary tiffin, bricks and sands, etc. Besides, a dedicated car designated for medical emergencies of the workers is also provided to the local people in time of their medical emergencies. ACI Flour mills provided continuous electric supply to the local Mosque from the factory. The management also contributes to the locals, financially, in cultural programs organized by them on occasions like International Language Movement Day, Victory Day, etc. The ACI Custard Cake Factory assists in various ways the local educational institutions, District Office and Upazilla Parishad in their different initiatives and programs. The ACI Sanitary Napkin Factory is involved in BISIC initiatives and programs taken and organized by the locals.

ACI Premiaflex Plastics Factory management contributes in different programs and initiatives taken by the Mayor's office of Gazipur and other government and local organizations, run by the local communities. The factory management also donates funds to local Mosques. Local transport agencies are hired for transportation of goods, which contributes to the local businesses.

ADOPT A VILLAGE

ACI Limited



A Sustainable Future

‘Adopt a Village’, a unique initiative of ACI, is based on the idea of creating a model of development in rural Bangladesh that reflects our ideas and commitment to sustainable socio-economic development. In 2009, we kick-started the project by ‘adopting’ Gonapara village in Gopalganj district. Later, the project was expanded to 20 more villages.

At these villages, we bring to the people a host of resources and amenities connected to our business enterprises and CSR initiatives. We ensure access to safe drinking water, hygiene and sanitation for the people, assist them in cultivation, provide high quality seeds, fertilizers and soil nutrients. We provide training to the villagers in various skills, help them set up income-generating activities. Regular health camps are also organized to ensure their good health.

Safe Drinking Water, Hygiene and Sanitation

Deep Tube Wells (DTWs)

Scarcity of safe drinking water and the rise of Arsenicosis and others fatal diseases in rural Bangladesh lead us to installing deep tube wells (DTWs) at all of the our 'adopted' villages. A total of 32 (thirty-two) DTWs have been installed providing 3,100 villagers with direct access to safe drinking water.

Sanitation

Most of the villagers in our adopted villages do not have access to sanitation. We not only replaced their unhygienic latrines but took up different initiatives raise awareness on sanitation among the people of the adopted villages. Now, contamination and waterborne diseases has come down significantly. Seven sets of sanitary latrines have been installed beside the continuous awareness programs. Our main aim is bring about behavioral change in the villagers. The program is implemented on a participatory basis with the villagers.

Introducing Modern Cultivation Technology

One of Adopt a Village's core objectives is to increase crop production and creating an environment for sustainable agricultural development. To this end, 124 crop demonstration plots have been articulated in the targeted areas to make people aware of the benefits of using quality seeds, fertilizers and pesticides.

Furthermore, we carried out soil tests on the plots of farmers.

Crop Demonstration

In general, farmers root out the weeds from jute fields toiling with their hands. As a result of such a tedious process, their profit margins from crop yield are fairly low. At our villages, we carry out product demonstrations herbicides - Release, Superhit and Keliyon, and crop vitamin and yield booster - Flora and Sulfox. So far, a total of 124 plots in cultivable land have been used for crop demonstration at the adopted villages.



Increasing Rice Yields

Increasing the income level of people at the adopted villages is one of the main challenges of the project. We work closely with the farmers and generate awareness on the use of Flora for increasing rice yields. Flora is an environment-friendly yield booster which allows plants to absorb additional nutrition and scale up production. Farmers who used Flora witnessed 20% increased rice in production in comparison to previous years, ultimately leading to increased income levels.

Health Safety Equipment

Before we arrived, farmers at the adopted villages suffered from various skin diseases due to the harmful effect of the pesticides. We have tried to generate awareness among underprivileged villagers of the health hazards of using pesticides without using spray machines and health safety equipment. Till now, we have distributed many spray machines and sets of personal health safety equipment; viz. apron, goggles, mask, hand gloves etc. among the villagers.

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. Under the project, the adopted villagers are motivated to partake in small income generating initiatives. So far, we provided high quality seeds to approximately 200 underprivileged

households and encouraged them to use the land in their backyards to produce vegetables. The initiative soon turned out to be a success. Villagers not only produced 5,636 kilograms of different vegetables but also became more conscious about such small income-generating initiatives in general.

Health Camps

In order to provide access to health facilities for the people of the adopted villages, health camps are organized. By now thousands of villagers have received free health treatment from specialized doctors, along with free medicine. Besides, villagers suffering from cataract received free surgeries.

Free Eye & Medical Camp

In rural Bangladesh, people at large suffer from health-related complications due to inadequate medical facilities at the villages. To facilitate the villagers with proper medical treatment, ACI conducts medical camps.

The objective of the program is to aid the villagers with registered physicians and health-related advice for the treatment of patients who do not have access to medical facilities. Free medicines are also distributed among the villagers.

Free medical camps provide treatment to patients suffering from common diseases and eye complications. ACI's

pharmaceuticals division, Sight Savers and National Eye Care project of the Government of Bangladesh work together to provide this health service intervention.

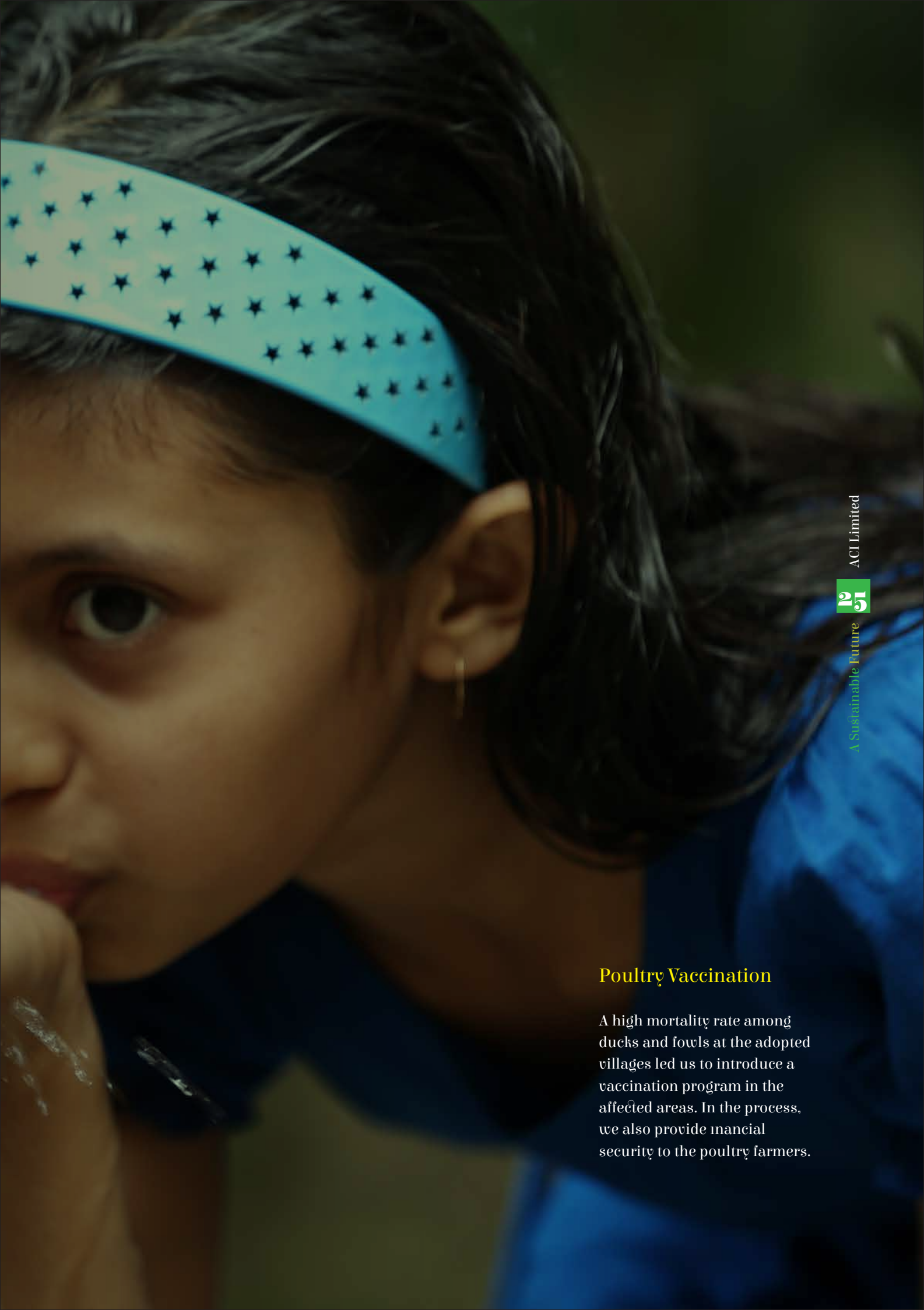
We have so far organized 12 (twelve) free eye and medical camps in the adopted villages. A total of 3,327 patients suffering from various diseases have received treatment from registered doctors along with free medicine. Thirty people have received free eye cataract operations so far.

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, and other chemicals. Farmers were also provided with safety equipment after the training. Continuous training programs are conducted in these areas based on need. We train farmers on the use of modern technology to increase crop production, yield maximization, and seed management. We also provide quality agricultural advice and solutions to specific crop-related problems.

Training and Motivation Program

A lack of knowledge on modern day agriculture is among the biggest hindrance to higher productivity and bringing down production cost during cultivation. Through our program,



Poultry Vaccination

A high mortality rate among ducks and fowls at the adopted villages led us to introduce a vaccination program in the affected areas. In the process, we also provide financial security to the poultry farmers.

Concluding Note



As a socially conscious business enterprise, ACI is keenly aware that for the company to achieve its long-term goals of reaching more people with more of their necessities, it must take actions that not only benefit the business, but also the people, communities and the country, because they would ultimately determine how far ACI can grow in the future. As more wealth and well-being reaches people, they in turn will help ACI grow, by consuming more of our products. That is why, the management at ACI has from the start made a conscious effort to reinvest our profits not just in the business, but among our employees, the community and development of the country as well.



This report is an effort to show, at a glance, the numerous initiatives taken by ACI to fulfil its commitment to sustainable development, and the direction such efforts will take in the future. Not only do we restrict our efforts to well-planned programmes, both inside and outside the enterprise, but we also try to respond to the needs of people, wherever and whenever they may emerge.

We want to set an example on how business is conducted, on the scope of what a business enterprise can mean to a community, and to break the cycle of mistrust that often prevails among people towards businesses that they are only out there to maximize their financial gains.