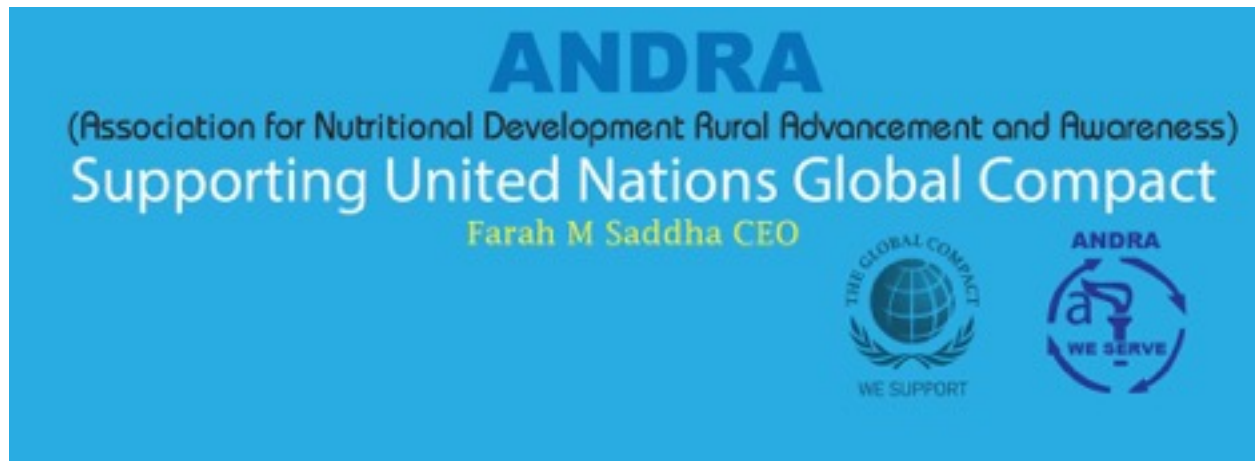


# ANDRA

## Communication on Progress

Year 2017



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**PRINCIPLE 2 HUMAN RIGHTS** Businesses make sure that they are not complicit in human rights abuses.

**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 labour

**PRINCIPLE 5 LABOUR STANDARDS** The effective abolition of child labour

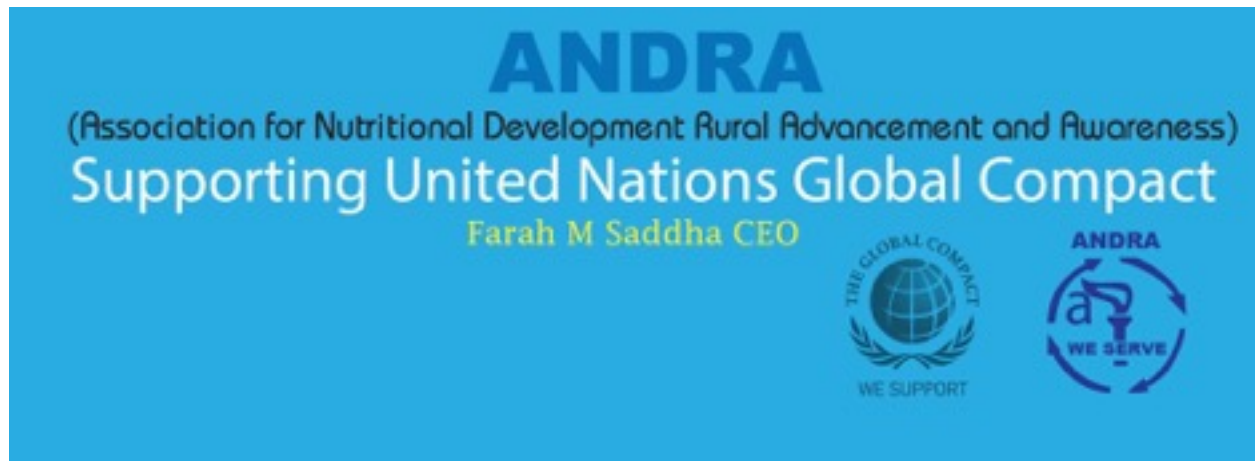
**PRINCIPLE 6 LABOUR STANDARDS** The elimination of discrimination in respect of employment and occupation

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## **About ANDRA**

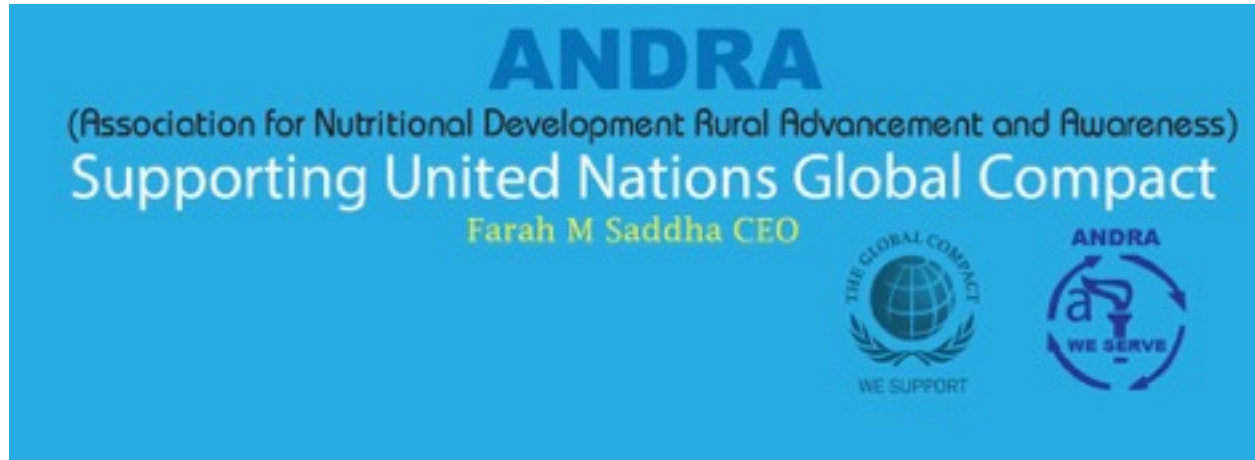
**Association for Nutritional Development Rural Advancement and Awareness**

### **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 poor and physically challenged people . We also generate awareness programs for gender equality , anti corruption, labour rights , environment rights and work as human rights activists for other humanitarian issues.We are also thriving to implement the SDG Goals into our organisation to bring out the slogan “Global goals into Local business’.**

### **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 canters 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 provide food , shelter and job for the physically challenged people .**



## **The ceo Message**

Last year on June 22nd I joined the UN Global compact leaders summit in New York to advance the private sector and non profit contribution to achievement of the sustainable development goals . ( SDG) . SDGs are the significant momentum for any companies to become the market leaders of tomorrow . For ANDRA this was a great opportunity to implement and to build a sustainable future .

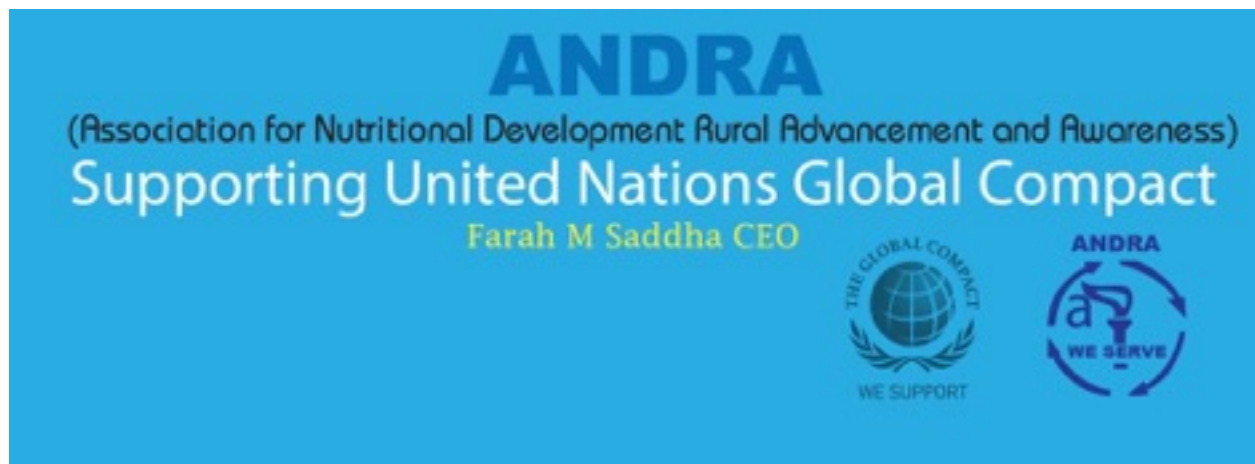
ANDRA is a socially responsible corporate with a strong commitment towards all its stakeholders including its employees, customers, partners, suppliers and the community. We are very proud to support the UN Global compact on the basis of its 10 principle and it is also a mile stone for us for our employees and the community to build a strong values of UN and deliver it to the mass . Coming into the UN global compact gave us a shelter and power to raise voice for human rights , labour rights , environment protection and anti corruption .

ANDRA will continue to support women rights , human rights , gender equality , labour rights , health care , environment rights and Anticorruption which will determine how fully we have adopted and implemented SDG s.

Farah Mazid Saddha

CEO

ANDRA



## **Mission**

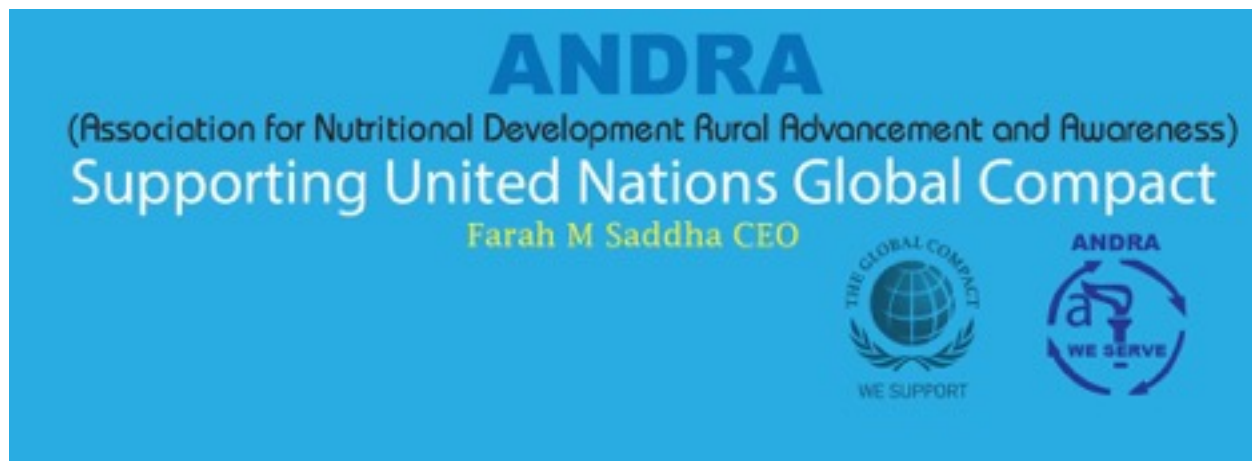
Andra becomes the address as the world mother .

## **Vision**

The children of this organisation one day will conquer the world .

## **Values**

1. Integrity: to follow high level of ethical standards and optimise associated virtues
2. Agility: to change or morph in line with business needs and environment
3. Tenacity: to valiantly rise (rebound) from failures and setbacks
4. Courage: to pursue a path that is 'un-treaded' to chart one's own destiny
5. Creativity: to question the obvious and 'accepted' ways of doing things
6. Honesty :To do the right work
- 7 communication :To direct open and two way communication

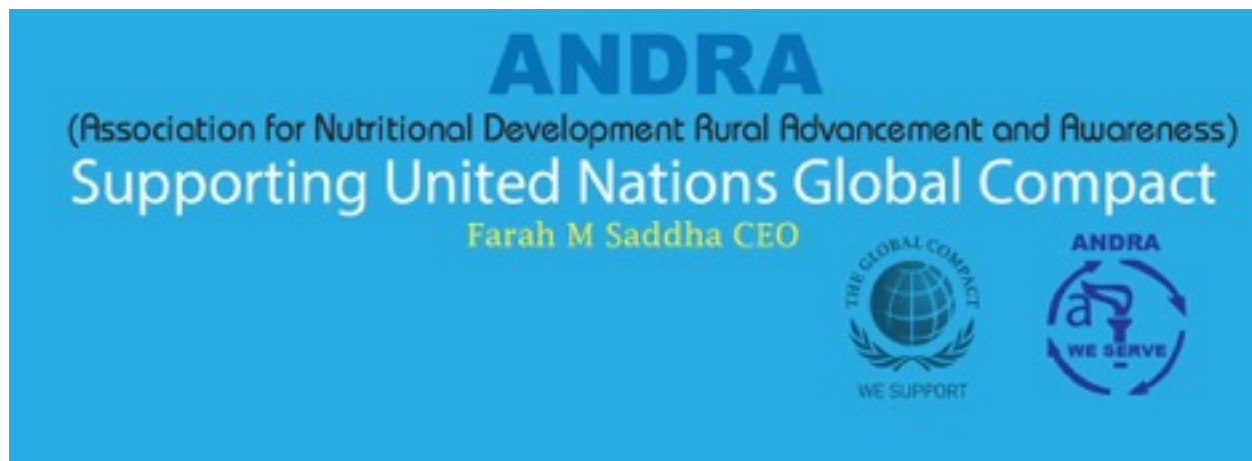


## **Human Rights Assessment, policy and goals**

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

## **COMPANY POLICY**

Our goal is to influence that our employees , all our business partners and stake holders respect the Universal Declaration of Human rights The values we support are concern for the customers, employees, partners and shareholders, impeccable quality of the products and delivered services, and the responsibility to the communities where we develop our activity. The company ANDRA has developed and applies internal procedures dedicated to the management and employees regarding the respect of human rights, quality standards, work safety norms, integrity and responsibility towards human rights . These procedures are periodically updated by the members of the managerial team and by the team in the Quality Assurance department. All employees of Andra are annual basis on these procedures and checked upon the way in which they comply with them.Andra organisation wide policies uphold the basic human rights provided by Constitution of Bangladesh. The company conforms to all the constitutional and legal rights of all employees.



**ACTIONS TAKEN IN THE LAST YEAR from Andra for human rights**

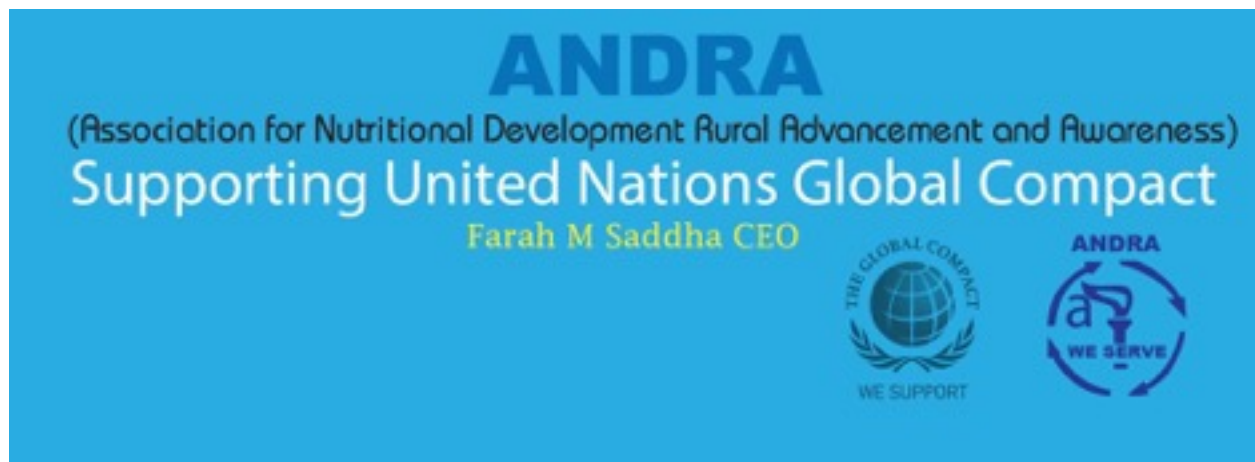
**Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture**

- This year we have provided an important role in overcoming hunger and achieving food security and improved nutrition .
- We have operated feeding programs and distributed nutrition packages .
- We have provided nutrition education through our ‘ The golden boat Show ‘ in the social media



- We have provided farmers and promoted agricultural production and consumption .
- In our central office in Asulia and in the state of Borisal we have arranged campaigns to combat malnutrition and hunger
- We have arranged team building events and meetings to aware our employees and stake holders to aware the sustainable food production systems and resilient agricultural practices
- Human rights training and two way communication has been provided to our employees .We are determined to produce more documentaries and awareness show to enhance the mass population about the food security , nutrition and sustainable agriculture .





- The online news link and the you tube video link for our ‘Zero Hunger ‘ Campaign is following , Andra has sponsored , produced and anchored this show .
- [http://kalerjatra.com/cat\\_view.php?news\\_id=8258](http://kalerjatra.com/cat_view.php?news_id=8258) : <https://youtu.be/B6qfFOFEfas>
- [http://kalerjatra.com/cat\\_view.php?news\\_id=8363](http://kalerjatra.com/cat_view.php?news_id=8363) : <https://youtu.be/Sw1iA0eaVGQ>
- [http://kalerjatra.com/cat\\_view.php?news\\_id=8441](http://kalerjatra.com/cat_view.php?news_id=8441): <https://youtu.be/QkflpBuH2kQ>



RESULTS There was no reported case of human rights abuse





## Environment Assessment, policy and goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

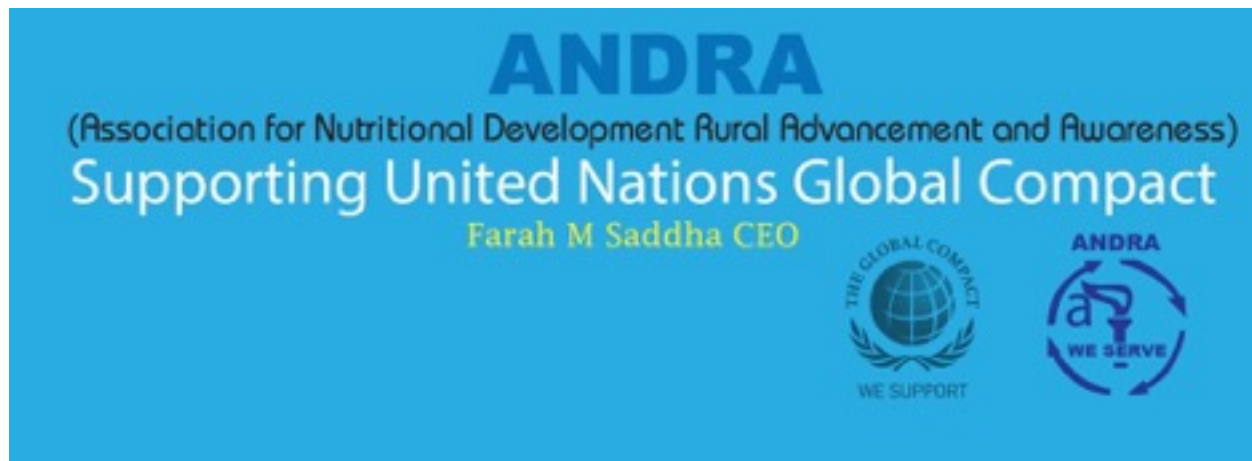
### Company policy

Andra supports the UNGC principles on the Environment. The principles have been included in our CSR policies and our Code of Conduct. As leader on the media, our company assumes its 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 non profit organisations from the business environment and the nongovernmental sector.

Andra is committed to meet all the benchmark Environmental Health and Safety (EHS) norms in the company.



**•Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss**

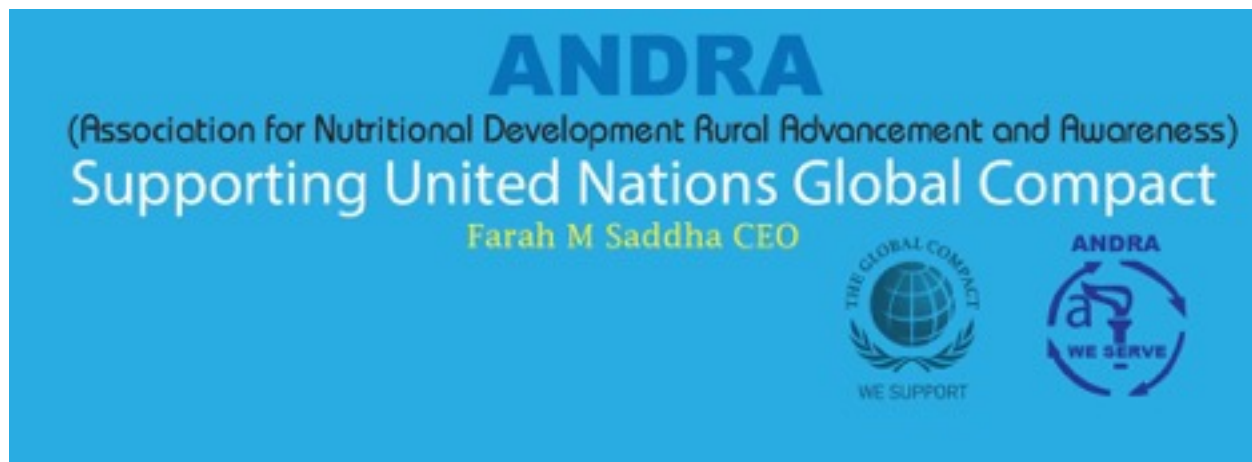


#### ACTIONS TAKEN IN THE LAST YEAR from Andra for Environment rights

- Andra organises the Campaign 'Nature does not need people , People need Nature 'Monthly basis every year to aware the rural people about Environment and how to protect the mother nature .This campaign really emphasises 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 .
- Our golden boat show is a vital contribution to bio diversity and provides myriad environmental news and service to the media.
- Here are the news link and videos of the show [http://kalerjatra.com/cat\\_view.php?news\\_id=8424](http://kalerjatra.com/cat_view.php?news_id=8424) : <https://youtu.be/SMGT2X3LpJ0> [http://kalerjatra.com/cat\\_view.php?news\\_id=8453](http://kalerjatra.com/cat_view.php?news_id=8453) <https://youtu.be/xudOC0tQlWM>



Result No report about environment Hazard



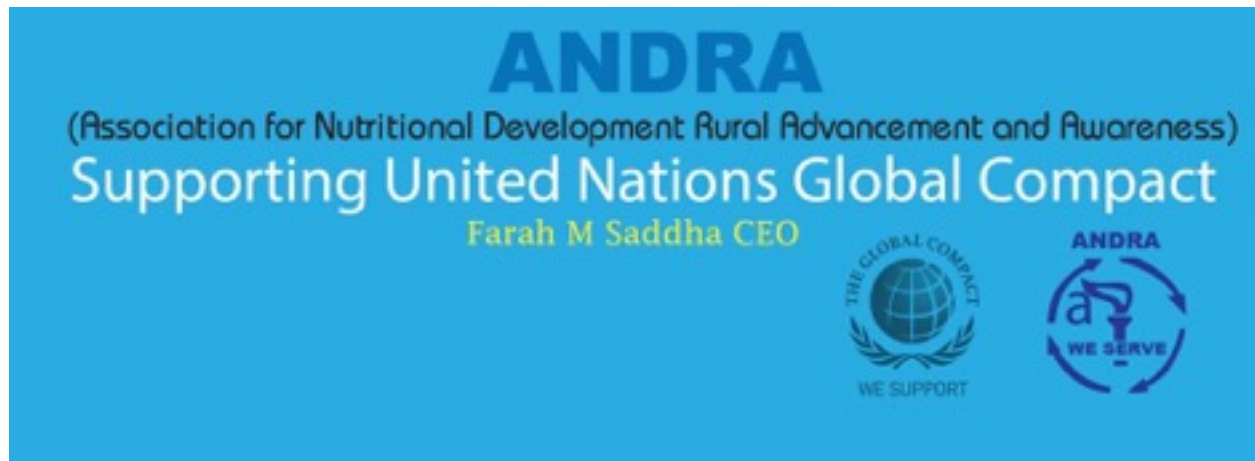
## **Labour Assessment, policy and goals**

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

### **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. All employees are free to be part of any association or non-governmental foundation. Every employee has the right to negotiate his/her salary. Our company ensures that employees should not be privileged or victims of discrimination because of their race, nationality, ethnic background, language, religion, social status, sexual orientation. Our employees have the right to equal salary for equal work, to an equitable and satisfying remuneration, the right to set up trade unions and to affiliate to trade unions, 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.



### Reduce inequality within and among countries Action Taken



- The work force in Bangladesh mainly involves male . But Its time to change this inequality . From Andra we have taken this initiative to give the voice to the female at the work place and make them stablished through decent living . Here is is the story of Minara which will encourage more and more female workers to make their own living around the world .

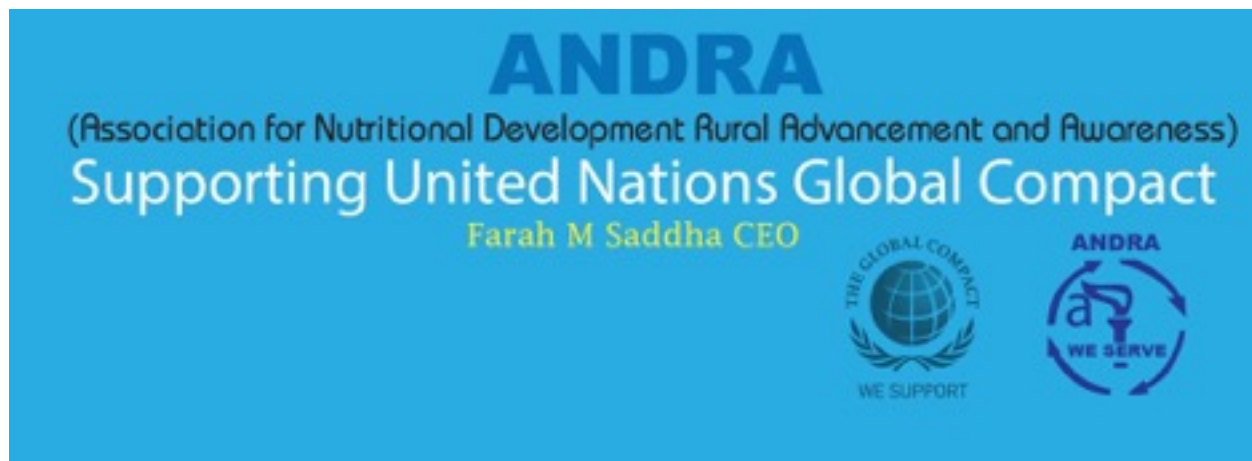
Below is the link [http://kalerjatra.com/cat\\_view.php?news\\_id=8354](http://kalerjatra.com/cat_view.php?news_id=8354)

see the video link : <https://youtu.be/0kA3goxZrAk>

- We make sure that all the employees in our organisation are equally paid and treated with same respect .
- We hire female workers more to free them from the social prejudice that ‘ Women are not good enough’.



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.

### **SDG 16 Peace , Justice and Strong institutes**

**Promote peaceful and inclusive societies for sustainable development , provide access to justice for all and build effective , accountable and inclusive institutions at all levels .**

### **ACTIONS TAKEN**

- We have developed and updated the company's anti-corruption manual; every employee is trained and audited for knowing and applying it.
- The possibility for signalling any corruption or bribing act was made available to all employees
- We have arranged anti corruption seminar on a local restaurant .The news [http://www.kalerjatra.com/cat\\_view.php?news\\_id=8437](http://www.kalerjatra.com/cat_view.php?news_id=8437) ,







<http://businessnews24bd.com/seminar-on-zero-corruption-held/> Video [https://youtu.be/8l8aYr7w\\_Hg](https://youtu.be/8l8aYr7w_Hg)

- We have promoted among our partners, customers, and public to aware about corruption and held seminars on ‘zero corruption’.
- We have designed and implemented a robust anti bribery and corruption compliance program .
- We have demonstrated ethical leadership by publishing a statement on human rights consistent with the UN guiding principles on business and hu-

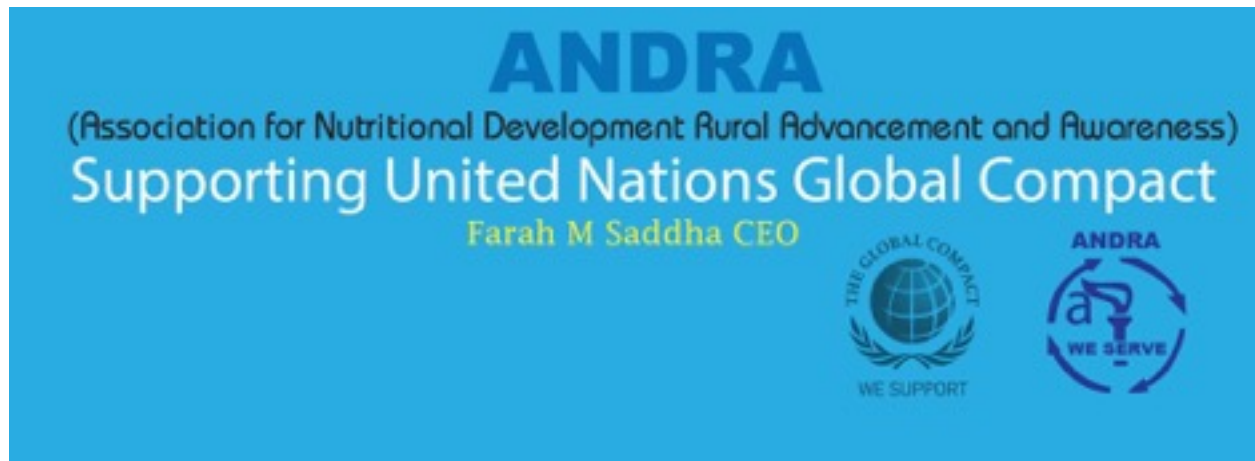


man rights and shared with our stake holders and employees .

## RESULTS

No employee has been involved in corruption actions





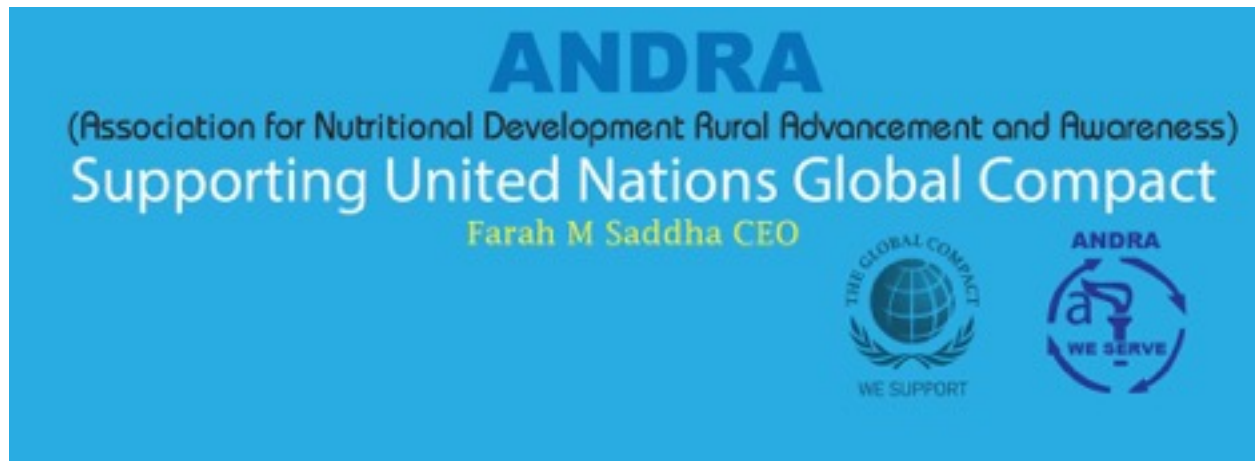
- **Participated At Local Network and global network :Ring the Bell for Gender Equality** : A Seminar was held for the addressing the gender issue from the local net work in Bangladesh . This convention also held to celebrate the international women's day and the human rights principles of United Nations Global compact on March 8th 2017 .

News at Kaler jatra.com

[http://www.kalerjatra.com/cat\\_view.php?news\\_id=8267](http://www.kalerjatra.com/cat_view.php?news_id=8267)

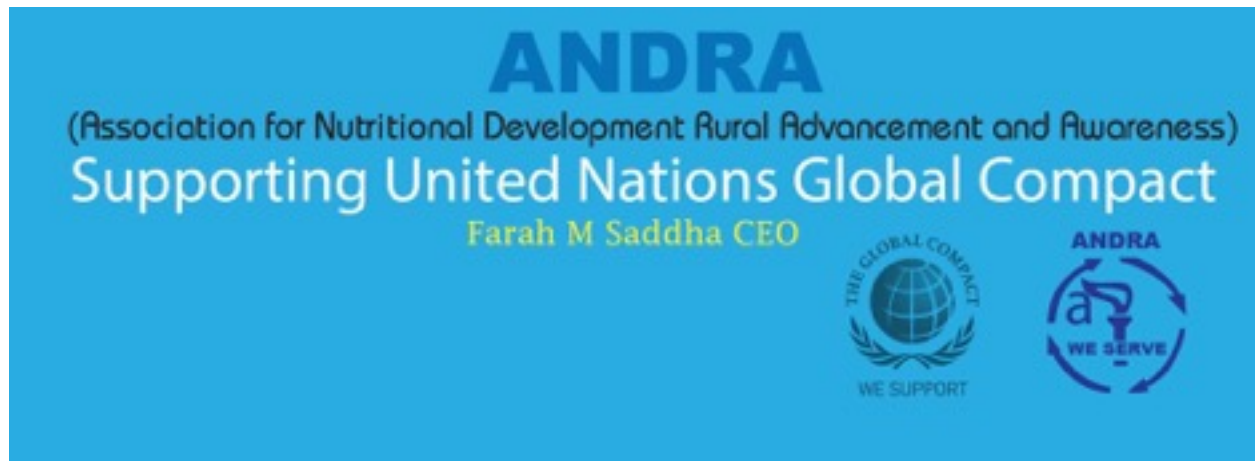
The International women's day is celebrated around the world to encourage woman about their rights and to celebrate the social , economic , cultural and political achievements of women .





- Participated in the COP Training organised by CSR
- Facilitated the team work and it was an excellent training .

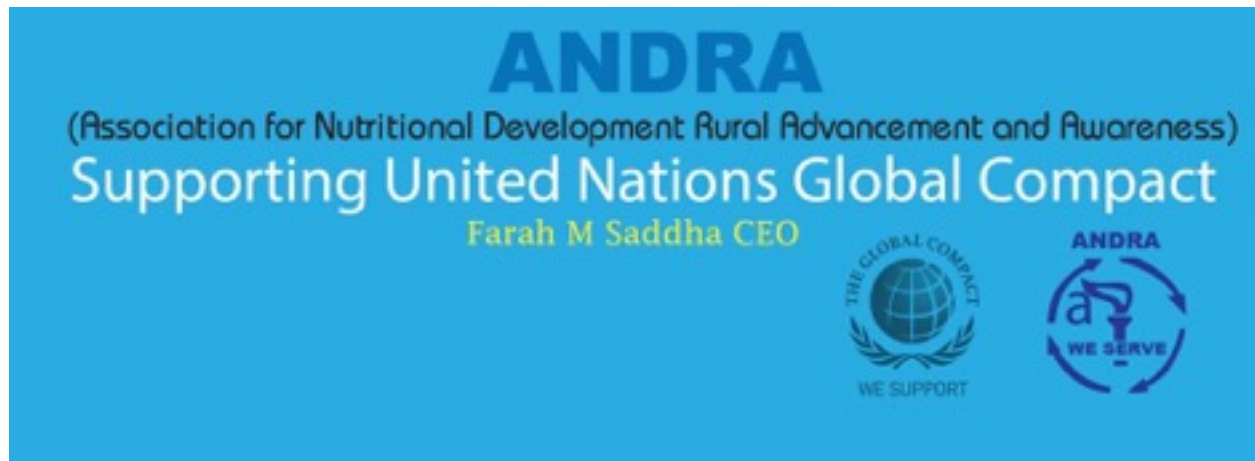




The UN Global compact Leadership summit on 2016 at NewYork .

More than 150 world leaders have attended this summit at UN head quarter in NY and the new sustainable agenda has been launched .This momentous agenda will serve as the launch pad for action by the international community and by national governments to promote shared prosperity and well-being for all over the next 15 years.





**How will we publicise 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**

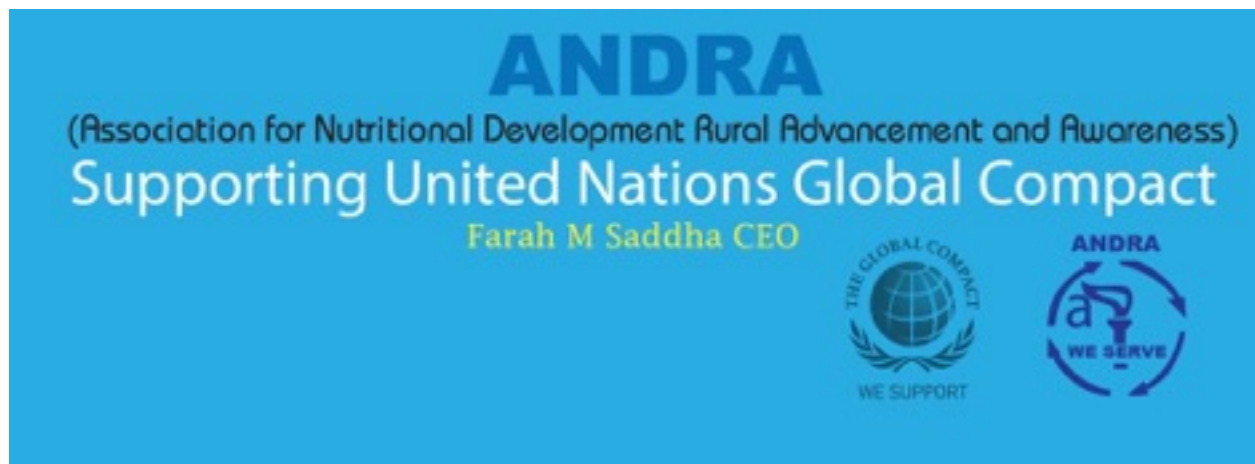
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**The End**

**Thank you**

