

# BALDHA GROUP



Communication on Progress

YEAR 2018



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## About Baldha Group

Baldha is an Italian Word; it means ‘The Best and the self-confident’. In the memory of The Baldha Garden which is located in the old part of city of Dhaka, Bangladesh (1909); the Company started its Journey in June , 2010. Empowering the strategy followed by integrity and efficiency the company has been growing very successful businesses in sectors ranging from garments to agriculture, Telecom, media, publication and Properties. Each successive venture demonstrates our devotion to pick the right market and the right opportunity. Our companies are part of a family rather than a hierarchy. We want to make our dream into solution which is the growth and development of businesses for mankind.

## Mission

We want to support mankind through our innovation, strategy and business platform.

## Vision

We want to be known around the world for our values and extraordinary creation.



### **From the CEO**

This Year Baldha group has joined UNGC as a participant to explore both Global and local networks to take the opportunities and initiatives to learn all the elements for the SDGs and implement them in our local business structure. This year we have focused mainly on Gender Equality, Reduced Inequality, life below water, Life On Land, Decent work and Economic Growth and Peace, justice and strong institutions for SDGs. These SDGs are connected to also human rights, labour rights, Environment rights and anticorruption. We have also joined the Women empowerment principles annual event in UN, NY and this was an inclusive and wonderful event to learn about the women empowerment. Female Entrepreneurs around the world joined this event and the stories that were shared from the successful entrepreneurs were profound and specially when UN Brand Ambassador Padma Laxmi shared us about her struggled life as a female and it touched our soul and reminded us her quote 'Its just not the words but also we need the voice for empowerment otherwise whats the point of all these learnings.'



As Baldha Group we believe it is important to take responsibility for how people , the environment and society are affected by our operations and , ultimately the operations of our clients .We actively strive to reduce our own impact on the environment and society are affected by our operations and ultimately the operations of our client .Within the SDG with the new business platform we are facing new challenges in terms of security , transparency and resource. The SDG agenda gives us the opportunity and enormous boosts to make business a force for good .

I am pleased to confirm that Baldha Group reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.Global Compact's ten principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication .

Sincerely

Farah Mazid Saddha

CEO

Baldha Group

We support UN Global Compact



## **Human Rights**

Baldha Group 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**

Baldha Group follows the local and international legislation regarding the aspect of human rights. The values we support are concern for our customers, employees, partners and shareholder. Our aim is to influence our employees, all our business partners and stake holders to understand and respect the fundamentals of Human rights. We wanted to make sure that all the employees of our organisation 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.

Through the educational projects developed in partnership with our nonprofit organisation NGO ANDRA we share fundamental moral values and we make sure that all our business serves the man kind.



ACTIONS TAKEN in this year from Baldha group of companies for Human rights

### **SDG 5. Gender Equality**



#### **Achieve gender equality and empower all women and girls**

Our online news portal [kalerjatra.com](http://kalerjatra.com) has continued to thrive on the women's rights and gender equality by publishing articles and news to create awareness for the greater mass.

About [kalerjatra.com](http://kalerjatra.com)

Kalerjatra.com, a new-generation multimedia global news portal disseminates round-the-clock news from a highly interactive platform. A concern of the Baldha Group Ltd. ([www.baldha.com](http://www.baldha.com)), [kalerjatra.com](http://kalerjatra.com) is a most dynamic platform that brings news fast and accurate. For people across the globe, it is also a haunt for re-



freshing entertainment.



## **Actions Taken places**

- This year we have focused publishing more on the news about women empowerment and women's rights . According to World Economic Forum- Bangladesh has been rated this year the highest in the world for violence for



women .From Kale jatra team we want to make sure that we emphasise and aware mass more on rights of women so that we can fulfil the principles pf women Empowerment Principles .

- We have joined the Women empowerment principles Annual event in Ny and this event has given us more strength to publish and focus more on the rights of women . View Our WEP event news on our portal [http://kalerjatra.com/cat\\_view.php?news\\_id=8590](http://kalerjatra.com/cat_view.php?news_id=8590) and you tube <https://www.youtube.com/watch?v=yYWuRw3pgUk>



- View Our published News on Women's rights like 'We are not fallen stars' and many more on [http://kalerjatra.com/cat\\_view.php?news\\_id=8574](http://kalerjatra.com/cat_view.php?news_id=8574)
- We have increased the share of women on company board and on senior roles
- We have given the opportunity to other authors and journalist to publish articles on gender equality and human rights
- Our news chief news reporter is a female and she has done excellent job for us and as a team leader she has taken a lot of risks to portrait some news about violence against women.
- In our team meetings we have shared with our stake holders and board of director about the importance and awareness of human rights .
- We have launched a new open communication method where CEO , Directors , Stake holders , Team

members of kaler jatra share their thoughts and out puts about human rights and build a team work provided with refreshment.





## **SDG 5.Gender Equality**



### **Achieve gender equality**

#### **Tarar Porne Production house limited**

Tarar Porne means the house of stars which is an attribute to our CEO'S grandparent house 'Tarar Porne' located in Borisal, Bangladesh. Tarar Porne Production House is a full-service Documentary, film, video and multimedia company; managing the production process from script to screen. As a reliable resource for everything from crews to location scouting, grip and electric packages to high definition and standard definition post production and duplication, we offer solutions and resources to assist in your project be it film or TVCs the company bears a solid grasp on a highly targeted vertical market, advertising sales has become an important part of the company's business. The Tarar Porne brand is heavily based on the content that it procures. The staff of the company is constantly seeking cutting-edge films, ads and documentaries that the audience would enjoy. We believe truth is beauty and beauty is truth, Creativity comes from truth and beauty, it brings divine blessings .Along with this blessing we want to expand our horizon towards the eternity forever and ever.

### **Actions Taken place this year**



Gender Equality means equal rights for male and female . There should not be any differences between them because all human being are created equal . From our production house we are making these small documentaries Name ‘ The golden boat show ‘ to encourage orphans , poor children , physically challenged people , minorities and women to aware about their rights to live a meaningful and healthy life . We believe when the road is straight and determined it will must reach its destiny .

- This year we focused on the Orphans who needs a lot of good health care , education and support to become the leaders of our next generation .
- Here is the link of our you tube show and news .[http://kalerjatra.com/cat\\_view.php?news\\_id=8614](http://kalerjatra.com/cat_view.php?news_id=8614) and [https://www.youtube.com/watch?v=ep\\_PugCOKj8&feature=youtu.be](https://www.youtube.com/watch?v=ep_PugCOKj8&feature=youtu.be)
- Our team members , board of directors and stake holders have participated in the

awareness meetings and we have shared them the policy hand out for human rights and gender Equality .





### SDG 15. Life on Land

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

#### Actions taken place

- From Tarar Porne production team we are working very hard to raise the rights for any life on land.
- We need to preserve nature and nature's beautiful creation.
- The Bengal tiger is the most numerous tiger subspecies in Asia, and was estimated at fewer than 2,500 individuals by 2011. Since 2008, it is listed as Endangered on the IUCN Red List and is threatened by poaching, loss and fragmentation of habitat. None of the Tiger Conservation Landscapes within its range is considered large enough to support an effective population of more than 250 adult individuals.
- Royal Bengal Tiger is a pride for Bangladesh but it is becoming extinct day by day.
- We have produced this video 'I am the royal Bengal tiger' to create the awareness in mass media to protect them.



- We have motivated and discussed with our team , stake holders, board of directors about the importance on the Life on Land and their preservation and protection measurement .
- Here is the link of our video ‘ I am the Royal Bengal Tiger ‘[http://kalerjatra.com/cat\\_view.php?news\\_id=8609](http://kalerjatra.com/cat_view.php?news_id=8609)

You tube video :<https://youtu.be/FU4THvbFvdU>



Result : No Conflict or Discrimination has been reported for human rights, Gender Equality and Life on Land



## Environment Rights

- PRINCIPLE 7 ENVIRONMENT Businesses should support a precautionary approach to environmental challenges
- PRINCIPLE 8 ENVIRONMENT Business should undertake initiatives to promote greater environmental responsibility
- PRINCIPLE 9 ENVIRONMENT Business should encourage the development and diffusion of environmentally friendly technologies

## Company policy

Baldha Group 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 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 organisations from the business environment and our nongovernmental sector Andra.



## About Baldha Agro Limited



The main purpose of the corporation is to develop and market chemical free fruits , vegetables and ALOE VERA gel . In Bangladesh its very difficult to find chemical free vegetables , fruits and herbs. These chemicals are very dangerous for human body . We produce directly these products in our land and sale them to the public .



### SDG 14 Life below water

**Conserve and sustainably use the oceans, seas and marine resources for sustainable development**



### **Fish Farm**

This year we also have launched a fish farm where we produce fresh water chemical free fish. Bangladesh is a country of rivers and pond but due to the environmental pollution the ponds and rivers are dying and the water is getting

Poisoned by the plastics, chemicals and other garbages are thrown there. This littering and water mismanagement has big destructive impact on the life underneath the water. The marine species are suffering and dying because of this pollution.

### **Actions taken place**

- Our fresh firm fishes are not only targeted for profit, introduction of such natural products to the consumers will enhance health consciousness as a whole
- We have established sustainable production and consumption programme
- we have identified the environmental threat and the awareness to protect the life below water
- we have established two way communication with our stake holders
- We have adopted voluntary charters and code of conduct
- Our marketing team has produced the awareness videos to keep water clean and save life below water
- With the collaboration of our non profit organisation and media house we have targeted to our community to spread out the message ' Safe the life below water '



- The Link of our Awareness Video and news link is [http://kalerjatra.com/cat\\_view.php?news\\_id=8611](http://kalerjatra.com/cat_view.php?news_id=8611) and You tube video :<https://youtu.be/ZANx4u7bDjA>.



## Result

- o Environment risk has been reported



## Labour 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.

All employees are free to be part of any association or nongovernmental foundation.



Every employee has the right to negotiate his/her salary

Our shareholders, suppliers, partners and collaborators respect the Labour rights.

In the relations among employees, we encourage integrity and honesty.

### **Baldha apparel Ltd**

Baldha Apparel Ltd is a marketer, manufacturer, and distributor of high quality branded knit, woven and sweater apparel. Company specialises in selling a variety of wear tops and bottoms, for the ever-changing apparel market. Baldha Apparel mission is to become a recognised manufacturer, importer and distributor of high quality apparel and textile products to the USA Canada and Europe at the lowest possible price and with delivery times superior to any in the industry. It is equally committed to always exceeding the customer expectations and shareholder value.

### **SDG 8 Decent work and Economic Growth**

**Promote sustained , inclusive and sustainable economic growth , full and productive employment and decent work for all**



### **Action Taken**

- When we place any order to the factories we make sure that factory is complaint with the international labor rights. We make sure our employees have decent work environment to be productive .



- During the manufacturing Process we always make sure that the workers are paid for over time, receive the sick leave and treated with respect.
- We promote high standards of health and safety in our manufacturing facilities
- We invest in technologies that reduce the risk of human error and accidents in production .
- We always arrange monthly team meetings to share our employees about their expectations, contributions and ideas for the future road maps of the organisation
- All employees have benefitted from private medical insurances and annual medical check up
- At the company's premises have been arranged facilities necessary to disabled persons
- We prioritise the eradication of modern day slavery and child labour in production supply chains .





Goal 10: Reduce inequality within and among countries

### Actions taken place

- This year One of our suppliers is Wego Fashions and this a leading sweater factory in Bangladesh .
- In our recent visit to the factory we have observed that male and female workers are paid equally
- They have suitable working environment for the female employees .
- They have provided day care service for their female employees .
- I have never seen so many female workers in any other suppliers I am working with .



- They have Trained and educated the employees about equal rights .

**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**

Baldha Group 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 continued our awareness program for Peace , Justice and strong institutions by our ' The Golden Boat Show '



- Here is the link for the news and video [http://kalerjatra.com/cat\\_view.php?news\\_id=8622](http://kalerjatra.com/cat_view.php?news_id=8622) and you tube <https://youtu.be/Z2gMOX-6yxs>
- 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 human rights and shared with our stake holders and employees .



## RESULTS

No employee has been involved in corruption actions



### Participation in Local Network :CSR

- Participation in local net work is very important for us as it is equally important to participate in the Global net work .
- Through the Local net work's Seminar and meetings on Multiple topics encourage and help us to move forward with our goals .
- These trainings give us the opportunity to meet other networks In Bangladesh .
- Most of the Seminars are based on team play role and we enjoy to know other companies and ten members .
- With refreshment and after a whole day training we are rewarded with certificates .



- For Baldha Group this is an enthusiastic and knowledgeable event to participate .





**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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**Baldha Group of companies**

*With Pure heart Beautiful mind and  
courage Everything is possible.*

**Supporting United Nations Global Compact**

Farah M Saddha CEO



# The End

# Thank you



